



THE IMAGE

The Defense Mapping Agency
Systems Center

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DMA IAGS Closing Set for October 31

*Latin American MC&G Support
Transfer to HTC*

The Department of Defense will disestablish the Defense Mapping Agency Inter American Geodetic Survey (DMA IAGS) as a separate component and close its headquarters in San Antonio, Texas, on October 31, 1989.

The DMA IAGS mission providing in-country mapping, charting and geodesy (MC&G) support to Latin American nations, will be reassigned to the operational control of the DMA Hydrographic/Topographic Center (HTC), Brookmont, Maryland, effective September 30. Also reassigned to HTC will be the people who provide technical assistance to the nations in the production, processing and collection of MC&G data and products and who execute the U.S. Southern Command Topographic Augmentation Mapping Program, commonly referred to as the STAMP program.

The technical assistance staff will be located within the San Antonio Field Office of HTC until resources and facilities permit relocation to Brookmont, Maryland.

The agency is taking measures to lessen the impact on individual employees as much as possible. As it has done in previous closing actions, the Defense Mapping Agency will offer employees reassignment to other Defense Mapping Agency components. Included in the reassignment offer will be full relocation benefits. For employees desiring to remain in the San Antonio area, assistance will be provided through the DoD Personnel Priority Placement Program, the OPM Displaced Employee Program and other special assistance programs, in locating employment within the large Federal military and civilian work force of the San Antonio metro area.

The director of the Hydrographic/Topographic Center has been tasked with the immediate development of the implementation actions to close the IAGS headquarters and reassign residual missions, functions, and personnel to HTC. Final policy decisions on the mission, functions, organizational design, etc., of the realigned organization will be made by the Defense Mapping Agency Director.

The closing actions are the result of a Department of Defense budget review decision which adjusted the Defense Mapping Agency FY 90-94 budget.

Department of Defense (DoD) Hotline Program



The Director, DMASC supports the DoD Hotline. Any employee who becomes aware of fraudulent, wasteful and abusive actions, or mismanagement of any government operation, is encouraged to contact the DoD Hotline at 800-424-9098 (toll free), 693-5080 (National Capital Region), and 223-5080 (Autovon). Mail can be addressed to the Defense Hotline, The Pentagon, Washington, D.C. 20301-1900. You may also contact the DMA Inspector General (Colonel R. Abrahamson, 285-9165) or the DMASC Inspector General (Colonel Chester Smith, 285-9318).

Confidentiality for individuals who call or write the DoD Hotline, HQ DMA (IG), or DMASC IG, is strictly enforced. Any action taken against those who report irregularities or concerns is in violation of the Inspector General Act of 1978, as amended, and the Civil Service Reform Act of 1978.

The Direct Line



*Major General
Robert F. Durkin, USAF
Director,
Defense Mapping Agency*

Good Leadership Team

Recently change of command ceremonies have taken place at the three production Centers as Captain John Chubb, USN, Colonel Pete O'Neill, USA, and Colonel Jeff Boyle, USAF, each assumed the responsibility for leading HTC, RC, and AC, respectively, in the accomplishment of the DMA mission.

The responsibility of leadership is not one to be taken lightly, particularly, when that leadership entails the transition of major production Centers to a new production system, or in the case of the Reston Center, the initial implementation of the DPS system. The new directors realize the challenges they face and are committed to working within and outside their respective organizations to bring about as smooth a transition as possible.

Most importantly, the three incumbents personally know each other and are familiar with DMA. Captain Chubb was Deputy Oceanographer of the Navy, a position in which he worked closely with DMA. He also served with HTC in the late 70's. Colonel O'Neill, in moving from the directorship of HTC to RC, takes with him much DMA experience. Colonel Boyle takes to AC his senior management experience gained as the DMA Chief of Staff. Each officer's familiarity with the agency and the other individuals, coupled with his respective service background, provides an excellent opportunity for candid discussion on common issues between these directors.

The ability to identify similar issues and resolve agency problems as they occur is critical to the success of any transition effort. I believe we have a good leadership team in place throughout the agency dedicated to the modernization task ahead.

Modernization is not only a DMA issue but it is a critical element in the strength of our Armed Forces. Keeping America strong demands that we develop weapons and equipment that will give our forces a battlefield advantage against any type of enemy. We really have no choice in the matter. If we miss the modernization train today, it is the future generations of Americans who will be left at the station.

However, keeping America strong takes more than ships, tanks, and airplanes. It takes a combat support agency, like DMA, committed to providing the vital products which keep those ships, tanks, aircraft and other weapon systems operating efficiently and effectively. In short, it takes all of us, regardless of rank or position, working together for the betterment of all.

New Assistant Deputy Director for External Activities Established

Consolidation of external activities functions within the headquarters under a new assistant deputy director for External Activities has been approved by the DMA Director, according to an announcement by John R. Vaughn, DMA Comptroller.

External activities functions being consolidated include existing HQ DMA (PPE) functions, native edition collection, coproduction training, representation/chairmanship on international mapping, charting and geodesy committees and conferences, Foreign Military Sales Program, equipment loans/leases program, Pan American Institute of Geography and History (PAIGH), and liaison officers and representatives which fall under the program control of the headquarters.

The liaison officers are being consolidated organizationally under HQDMA (ADD/E) but will continue to receive supervision and program direction from HQ DMA PP, PR and RE. The new organization will be responsible for the overall DMA Liaison Program and provide administrative and logistics support to liaison officers and representatives.

Target date for implementation of the External Activities is October 1, 1989. HQ DMA PP is currently designing an organizational structure.

Thomas Block Presented Award



Mr. Thomas W. Block, Chief, Program/Budget Division, DMAAC, was recently presented a plaque and letter of appreciation by Mr. Curt Ward, Deputy Director, Program Integration

and Operations, DMASC, on behalf of the employees of DMASC.

These were presented in appreciation for his dedication, enthusiasm, cooperation and support during the transition period. The letter stressed his selfless dedication in helping locate an excellent budget staff for the DMASC office located in St. Louis; initiating appropriate paperwork and essential actions to transfer production hardware/software maintenance from DMAAC to DMASC; accomplishing numerous administrative, budgetary, and financial management tasks to make DMASC truly self-reliant in St. Louis; and effecting a smooth transition between DMAAC and DMASC through his expertise, management style, and counsel which contributed significantly to the success of the DMASC offices in St. Louis. His support to our mission has been invaluable.

Two Developmental Training Courses Announced

Courses designed to meet the special training needs of the agency.

The DMA Director for Management and Technology, Mr. Penman R. Gilliam, has announced the development of two new training courses - one in Program Management, the other in Specifications Development, designed to meet the special training needs of the agency.

In making the announcement, Mr. Gilliam said, "It is essential that our managers understand the need to properly use their knowledges and skills in their daily work environment to improve program effectiveness."

The Program Management course will be presented to Headquarters and Component program managers five times from July through September. The course is designed to establish a consistent approach to manage DMA mission and mission support programs; improve cross-function communications among program managers; reduce work time, increase professionalism through mastery of basic proven skills, and help managers through the Digital Production System (DPS) transition effort. At the end of the course, participants will be able to better understand fundamental program management and will be able to improve their personnel program management effectiveness.

The Specifications Development course will be presented to selected specialists, primarily within the Components, who are engaged in determining and specifying DMA hardware and software requirements prior to acquisition. There will be two presentations given in August.

Both courses will be 1-week residential, off-site sessions, with locations to be announced at a later date. The courses, hosted by the DMA Personnel Office Education and Training Division (HQ DMA (POT)), will be presented by the firm Booz, Allen, and Hamilton, Inc.

The following DMASC employees have been selected to attend these courses:

Thomas Appleberry (OG), Judith Davenport (PI), Gerald Elphinstone (MGA), Robert Hughes (SGWI), Michael Paradis (PI), Colonel Christopher Ptachik (OG), Charles Roswell (SGW), Charles Shand (SGE), George Sigler (MG), and James Sippel (OGS).

Systems Center Employees Receive Awards

An award ceremony was held on 2 June 1989 in St. Louis where DMASC employees received a Group Special Act Award, performance awards, and service certificates.



Dr. Daugherty with recipients of Group Special Act Award.
Front row (left to right) - Vincent Kluge, Dr. Daugherty, James Dolan.
Back Row (left to right) - Mark Shelbert (Project Officer), John Strebeck, William Hoskins, Stephen Richter.



Recipients of awards and service certificates.
Front row (left to right) - Susan Gligros, Pat Plemmons, James Maher, Kerry Hogan, Virginia Buecker.
Back Row (left to right) - Eric Schwartz, Thomas Golden, Dr. Daugherty, Brian Ronning, Victor Wuellner.



Recipients of performance awards and service certificates.
Front row (left to right) - Vincent Kluge, Wanda Weber, Michael Schleifer, Nancy Ramey.
Back Row (left to right) - William Miller, Casey Szpak, Dr. Daugherty, Frank Benedix, Don Gargac.

Three Sentenced for Theft of Government Property

Sentencing was the culmination of successful investigation, prosecution, and conviction.

Three former Defense Mapping Agency employees were sentenced last month in U.S. District Court, Baltimore, for stealing new and used aluminum lithographic plates from the government.

The sentencing was the culmination of successful investigation, prosecution and conviction of the former DMA Hydrographic/Topographic Center (HTC) employees, reported DMA General Counsel, Edward J. Obloy.

HTC began the inquiry into the shortages of plates in late 1987 and subsequently turned the matter over to the Defense Criminal Investigative Service (DCIS) for criminal investigation, Obloy explained. The DCIS undertook an exhaustive investigation extending over 13 months and included cooperation with other investigative agencies including the Federal Bureau of Investigation, the Naval Investigative Service, Internal Revenue Service and state and local police departments. Losses to the agency were estimated to be over \$50,000.

William Day, a logistics supervisor, pleaded guilty to one count of conspiracy to commit theft of government property and was sentenced to three years imprisonment with all but 30 days suspended. He was placed on five years probation and ordered to perform 100 hours of community service.

Bobby Holmes, who worked for Day, pleaded guilty to one count of theft of government property and was sentenced to one year imprisonment, suspended, and placed on probation for four years.

Shelby Canada, a warehouseman, pleaded guilty to theft of government property and was sentenced to six months imprisonment and three years probation. He was also ordered to pay \$11,000 restitution and fined \$1200.

The aluminum lithographic plates are used on the printing presses in the printing process for producing maps and charts at the Bookmont, Maryland Center.

Annual Golf Tournament to be held 18 August



Reminder: Don't forget the HQ DMA and DMASC Golf Tournament Friday, August 18, 1989 to be held at Andrews Air Force Base - East Course.

0800 Check In

0830 Shotgun Start

18 holes, Captain's Choice Scramble

Entry Fee: \$35.00 for military, DoD civilians, DMA civilians, \$40.00 for other players.

Contact one of the following for details:

HQ DMA - Glen Mulkey, (703)285-9178, DMASC - George Sigler, (703)487-8113, Jim Ward, (703)487-8115, DMAHTC - Andy Anderson, (202)227-4951, DMS - Bill Sutton, (703)664-3098 or 4171.

Systems Center Employees Receive Promotions

Name	Office	Promotion	Name	Office	Promotion
James Bordner	WG	GM-13	Danny Maddux	WG	GS-12
Frederick Clarke	WG	GS-11	Hattie Maiden	SOSP	GS-7
John Eckhard	WG	GM-13	William J. McMahon, III	SGWA	GM-13
Thomas Golden	WG	GS-11	Paul Pals	SGEL	GM-14
Donald Hamilton	WG	WG-12	Brian Ronning	WG	GS-12
David Herrmann	WG	GS-11	Kurt Skinner	WG	GM-13
Ronald Hoffman	WG	GM-13	Ronald Stevens	WG	WG-12
William Hoskins	WG	GS-12	John Strebeck	WG	GS-12
John Jarrett	WG	XP-11	Kathleen Strebeck	WG	GM-13
Beatrice Jernigan	WG	GM-13	Laura Thompson	WG	GS-12
Vincent Kluge	WG	GS-12	Michael Todd	WG	GM-13
Elizabeth Krebes	WG	GM-13	Kathryn Weinau	MGI	GM-14
			Mark Wolf	WG	GS-12



The CPSO Circuit

CPSO Reorganizes

The Consolidated Personnel Services Office was reorganized effective 17 July. Jon Snellings, who comes to DMA with many years experience with U.S. Air Force Civilian Personnel, is the new chief of CPSO, and Jerry Pittman, from the Hq Personnel Office, is the new assistant chief of CPSO.

"The teams consisting of Personnel Management Specialists (Staffing and Classification), and Personnel Assistants have been restructured into two separate divisions, a Staffing Division and a Classification and Compensation Division," says Snellings.

"We believe this functional alignment will afford better internal management controls and greater servicing coverage to the Components and DMA Headquarters."

The new chief of the Staffing Division is Carolyn Conley, who joined DMA from the Department of Interior following several positions with the Army. Elizabeth Szeles heads the Classification and Compensation Division, following assignments with the Army and Navy.

Other organizational changes involve some division title changes as well as designation of office symbols for each division. The new structure and names of staff members are as follows:

<i>Title</i>	<i>Office/Symbol</i>	<i>Office/Div. Chief</i>
Chief, CPSO	CPSO (CP)	Jon Snellings
Assistant Chief	CPSO (CP)	Jerry Pittman
Staffing Division	CPSO (CPS)	Carolyn Cohley
Classification and Compensation Division	CPSO (CPC)	Elizabeth Szeles
Employee/Labor Management Relations Division	CPSO (CPM)	Barbara Kearse
Information Services Division	CPSO (CPI)	Delores Riordan
EEO Division	CPSO (CPE)	Salvador Soliz

Potential applicants can now inquire about jobs with DMA by calling the DMA Recruitment and Examining Division on a new toll-free telephone line (800-777-6104).

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Editor, THE IMAGE
Mgmt. Support Division
Systems Center
12100 Sunset Hills Road, Suite 200
Reston, Va. 22090-3207



Director-Dr. Kenneth I Daugherty
Acting Public Affairs Officer/Editor-Sandra Lawson
Graphic Designer-Lisa Gillogly, SDSVG

The Headquarters and each service Component will have a designated serving team consisting of staffing, classification and employee relations specialists, along with personnel assistant support. These teams are as follows:

<i>Org.</i>	<i>Staffing (CPS) (285-9458)</i>	<i>Classification (CPC) (285-9461)</i>	<i>EMR(CPM) (285-9455)</i>
HQ DMA	Karen Guile	Elizabeth Szeles	Barbara O'Neill
TSC	Karen Guile	Annetta Weiss	Debra Coleman
RC	Linda Mierisch	Linda Bullock	Barbara Kearse
SC	Carla Harris	Annetta Weiss	Debra Coleman
DMS	Carla Harris	Annetta Weiss	Debra Coleman
CSC	Rosemary Carter	Janet Stanley	Doris Dodson

"We are certain," says Snelling, "that the new structure will enable CPSO to deliver a higher quality of service in a more timely manner. We are committed to such service and to strengthening our role as human resources advisors to managers and supervisors at all levels."