



# THE IMAGE

The Defense Mapping Agency  
Systems Center

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## 1989 Holiday Greetings



The world has seen many changes during 1989 ranging from actions taken by Nature to the social and economic events instituted by man. While the full impact of many global events can only be realized or be understood by the generations to follow, there are those happenings which affect our immediate situations.

The Holiday Season provides a pause in our daily routines for personal consideration - to reflect upon the past and to look with hope toward the future.

Many DoD and DMA people will be gathering with family and friends to celebrate the traditions of the season. Others will continue to stand the vigil, in far away places, answering our Nation's call to duty.

Regardless of where you might be, Judy and I wish you holidays filled with joy and a New Year full of health and happiness.

*Robert F. Durkin*

Robert F. Durkin  
Major General, USAF  
Director

## Director Announces Key GM-15 Selections

Fairfax, Va. - DMA Director Major General Robert F. Durkin has made the following key selections for GM-15 assignments:

**Mr. William R. Crosetiere**, physical scientist, from DMARC(PPI) to HQ DMA (PPA).

**Mr. Larry L. Putman**, physical scientist, from DMAHTC(PPM) to HQ DMA (PPE).

**Mr. John R. Reiter**, physical scientist, from DMAHTC(SDG) to HQ DMA(ADD/P&D), as special assistant for DPS interface.

**Mr. Melvin L. Wagner**, physical scientist, DMASC(SDG) to DMASC(SGC).

**Mr. Keith E. Littlefield**, physical scientist, DMASC(MGG), promoted within the same division.

**Mr. Billy Franklin (Frank) Eaton**, communications management specialist, DMATSC(EID), promoted within the same division.

In addition to the above, General Durkin reassigned the following two employees, noncompetitively, to supervisory communications management specialist positions within their divisions:

**Mr. Curtis W. Wunderly**, DMATSC(OMD)

**Mr. Charles E. Renner**, DMATSC(SRD)



## The CPSO Circuit

## Limited Hiring Freeze and Promotion Delay

Because of FY 1990 funding uncertainties, DMA will be operating under a limited hiring freeze and promotion delay until further notice. The intent of these actions is to slow down Agency spending, at least until funding levels for FY 1990 have been approved. Only one in ten vacancies may be filled during this period, which it is hoped will be short.

Headquarters DMA will utilize vacancy data for all Components and HQ DMA in making determinations regarding which positions must be filled in order to meet the Agency's mission requirements. No Component will be treated in isolation during this process.

Within grade increases are not affected by these limitations. However, temporary promotions and non-competitive promotions are subject to the delay. Employees selected for promotion to positions approved by HQ DMA as required for meeting the Agency's mission may be placed in the position in a detail status for 120 days after which time the detail will be converted to a promotion action effective at that time.

Recruitment, merit staffing and security processing activities will not be delayed under the limited hiring freeze. To the extent that delay in hiring is necessary, it will be at the point that approval to fill is required or the freeze is lifted.

Questions regarding these actions should be addressed to the Chief or Assistant Chief of CPSO, 285-9432, or to the Chief of Staffing, CPSO, 285-9458.

## Systems Center Employees Receive Awards and Promotions

The following DMASC employees have recently received awards:

**Estela Luz Alexander** (SGC) - Performance Award  
**Shirley A. Anderson** (MS) - Performance Award  
**Argie E. Gray** (SG) - Performance Award  
**Muneendra Kumar** (SGG) - Performance Award  
**Joyce A. Trickett** (CM) - Performance Award

## Fitness Facilities

The October issue of this newspaper provided details regarding a fitness facility close to the DMASC Reston location. The name of the facility was not disclosed in the article so that interest could be determined in order to take advantage of the group discount rates. Due to the low interest shown by DMASC employees, the name and address of the facility are furnished for those who wish to contact them directly:

Reston Racquet Club & Recreation Center  
1800 Michael Faraday Court  
437-1402

## DMASC has new FAX numbers

Effectively immediately, DMASC has new FAX numbers at the Reston location. They are:

**Commercial**  
(703)487-8205  
(703)487-8250

**Autovon**  
364-8205  
364-8250



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## Team Work Averts Payroll Crisis

by David L. Black  
Director, Public Affairs

It was a week in October with a full moon and a Friday the 13th. It was a week which 18 payroll people in St. Louis and some 30 personnel people in Washington and St. Louis hope only comes once in a lifetime.

It could have been a week for over 3,000 DMA employees to really remember had paycheck amounts reflected cents not dollars...and they almost did.

In the true Churchill style - "Never have so many owed so much to so few." Had it not been for the teamwork approach taken by payroll and personnel people to solve a major crisis there would have been 3,175 not so smiling faces when checks were received October 27th.

Everything started at noon on October 10th when Darlene Greenwell, HTC Personnel Systems Manager noticed a message from Air Force indicating there might be a small problem with the personnel payroll interface changes issued for October. Since DMA uses the Air Force payroll system she wondered if the "small" problem might pertain to DMA. Darlene called Mike Brehmer at DMA Headquarters Personnel to alert him to the message. Mike, the DMA Personnel Information Systems Manager, called Carmine DiFazio, DMA Systems Accountant.

The two, recognizing DMA's concern for correct employee pay, began to carefully scope the impact to DMA personnel and payroll operations. By 2:00 p.m. they had determined at least 1,000 actions and maybe more would be involved. All the PMRS and special pay rate entries would definitely be in error if the interface software was used. The "small" problem identified by Air Force was beginning to loom large for DMA. In effect the erroneous interface data would compute, as an example, a \$50,000 annual salary as a \$5,000 one. The solution - manual entry of all data.

Manual entry, however, requires a Standard Form 50 in hand at the payroll site to make the correct entry. Information from the 50's normally would have been transmitted automatically through the personnel/payroll interface without having to key in the information manually at the payroll location. All the SF 50 transactions originating from the Hydrographic/Topographic Personnel Office and the Consolidated Personnel Services Office in Washington had to be assembled and transmitted in hardcopy to the payroll people in St. Louis. St. Louis Personnel would have to do the same for their actions.

"We called Sandy Standeford, the payroll supervisor in St. Louis," related Mike, "to get her suggestions and recommendations." Sandy's response, "We'll get them in if you get them to us." What Sandy didn't know at the time, nor did anyone else, was the 1,000 entries would swell to over 3,000 as Mike and Carmine continued to review data and scope the issue. It was now 3:00 p.m. on October 10 and the fix had been determined.

By 4:00 p.m. actions were underway within Personnel to verify and authenticate SF 50's and transmit them to Accounting and Finance. A total of 3,175 manual adjustments would be required.

Once the hardcopies were received in the St. Louis Finance Office, 18 payroll people began working around the clock to manually enter and verify the multitude of bits of information contained on each SF 50. Their goal was to issue the checks for the pay period 8-21 October on schedule for the October 27 payday.

To be successful all the regular payroll data had to be processed in the normal fashion and all the offline (manually entered) data had to be processed and properly interjected into the master payroll system by October 25.

"Working together - personnel specialists, personnel clerks, payroll clerks, financial managers, and personnel managers - accomplished what many thought to be an unsurmountable task," commented Carmine DiFazio.

On October 27th the more than 8,500 DMA employees received their paychecks in the usual manner - 3,175 of them knew not how much they really owed to so few.

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## Captain Thurnherr Receives Award

Captain Donna J. Thurnherr, MGTS, was recently awarded the Air Force Commendation Medal by distinguishing herself by meritorious service as the Cartographic Geodetic Staff Officer, Directorate of Operations, Deputy for Test and Evaluation, Headquarters Air Force Systems Command, Andrews Air Force Base, Maryland, from September 13, 1986 to June 30, 1988. During this period, the exemplary achievements and ceaseless efforts of Captain Thurnherr were highly instrumental in ensuring timely digital cartographic data and geodetic survey information were available for the Peacekeeper missile, Small Intercontinental Ballistic Missile and TR-I ground station programs. Her work in identifying and correcting problems in the use of geodetic coordinate data on the test ranges will allow important testing for B-1B and F-15E to take place on time.



*Captain Thurnherr receiving award from Dr. Daugherty, Director, DMASC.*

## Military Promotions

In ceremonies held recently at DMASC, Lieutenant Commander Susan Bulfinch (MGX) was promoted to the rank of Commander and Major Michael Karpinsky (MGI) was promoted to the rank of Lieutenant Colonel.

Joining Commander Bulfinch in the ceremony was her husband, Scott. Joining Lieutenant Colonel Karpinsky in his ceremony were his wife, Connie, and their two children, Ryan and Michaela.



*Commander Bulfinch's promotion shoulder boards being pinned on by her husband, Scott, and Dr. Kenneth I. Daugherty, Director, DMASC.*



*Lieutenant Colonel Karpinsky's promotion shoulder boards being pinned on by his wife, Connie, and Dr. Kenneth I. Daugherty, Director, DMASC.*

## From the Director

Dr. Kenneth I. Daugherty

DMASC has instituted a new award to show appreciation for our most important resource—people. This new award is the ACE award and will be presented to those employees who through their diligent efforts, cooperative attitude and willingness to help others are worthy of such an award. The employee must have demonstrated above normal personal effort, outstanding attitude and morale, and performance that leads to the efficient and effective accomplishment of the mission. An ACE employee is one who excels in his/her work environment. The recipient of this award will receive a certificate, pin and cash award. We are in the process of having the certificates and pins prepared and should start presenting them shortly after the first of the year. Let's all endeavor to be worthy of an ACE Award.

## Ask Helen

Helen Sharetts-Sullivan  
*Assistant General Counsel*

Since joining the Systems Center Office of Counsel, I noticed that we seem to respond to some types of legal questions on a recurring basis - everything from spending appropriated funds to holding office parties. So, I thought we would try to provide some guidance in these areas.

First, a request and a caution. Since this is our first attempt, we would appreciate feedback. If this article is useful, we will try to do others. Also, the information provided is only general in nature. It is not intended to and must not be taken as a substitute for specific legal advice on individual situations.

**Q:** Can bonus points or credits, discount coupons, free tickets, etc., from airlines, hotels, or rental car companies be used to reduce the cost of official TDY travel?

**A:** Yes, within certain limitations. In these days of tight money and budget cuts, we are all looking for ways to stretch dollars. One way is to use the credits, discounts, coupons, free tickets, or bonus points from airline, hotel, and rental car company promotional programs. These so-called "promotional materials" earned by DMA employees during official TDY travel belong to DMA. By law and regulation, our employees are required to account for them.

In some promotional programs, only the cardholder can use the promotional materials he or she has earned. In these cases, promotional materials may be used for that person's otherwise approved official travel. They may not, of course, be used for personal business or benefit. Where promotional materials are transferable, they should be turned in to the appropriate Travel Office for use by the next available traveler.

All of the laws, rules and regulations otherwise applicable to official TDY travel still apply. We still cannot use bonus points to get "free" upgrades. No TDY trips to St. Louis via Europe just to use up points or coupons. As always, consult the Travel Office for the specific procedures to follow before making individual travel arrangements.

## After Hours

Merle Biggin

Mr. Merle Biggin, Chief, OGE, recently competed in and finished the annual 26-mile 1385-yard Marine Corps Marathon on 5 November 1989. For this outstanding accomplishment he was presented a medal. More than 13,000 runners participated in this Marathon. This is the second Year in a row that Mr. Biggin has crossed the finish line in what is called the "Peoples Marathon," since, unlike many other marathons, there are no restrictions for entering this race.

In many road races, the runners' finishing times are tabulated according to divisions of age and sex. This gives runners the opportunity to see their performance relative to their peers. The Marine Corps Marathon results are also tabulated according to the runner's weight. The Clydesdale Divisions have been established for women, at 130 to 144 pounds and 145 pounds and above, and for men, at 175 to 194 pounds and 195 pounds and above. Mr. Biggin was registered in the Clydesdale Division of 195 pounds and above. As a result, his finishing time of 4 hours, 25 minutes, and 23 seconds was close to the median for this weight division. That is, as many runners finished before Mr. Biggin as finished after him.

**DMA  
Liaison Conference  
Systems Center  
November 13-17, 1989**

The DMA Liaison Conference was held at the DMA Systems Center November 13-17, 1989. The following Liaison Officers participated: Raoul Alvarez, USCENTCOM; James Broadwater/David Pierce, Navy; Mark Butler, Thailand; John Doty, U.K.; Candy Frame, DIA; John Had-dick, USTRANSCOM; David Hawkins, USEUCOM; Kae Johnson, USLANTCOM; John Liebsch, USSAC; Dennis Moellman, DMA Rep. OASD/C<sup>3</sup> I; Stanley Ogborn, Japan, Korea, Philippines; William Perry, Army; Robert Rowe, USSOUTHCOM; and Larry Schwaller, Air Force. The Conference was opened by Major General Robert F. Durkin, Director, DMA, who expressed appreciation for the efforts of the Liaison Officers and brought them up to date regarding such items as the Warrior Support Center and the budgetary personnel forecast. Brigadier General J. Pratt, Deputy Director, Plans and Requirements, HQ DMA, briefed the attendees on the counternarcotics activities support. Mr. Mikel Jackson, Assistant Deputy Director, Programs and Distribution, HQ DMA, briefed on PP activities/initiatives. Ms. Roberta Munske, External Activities Division, HQ DMA, introduced the new chief of the Division, Mr. Richard Halbert, and briefed on the External Activities reorganization. Mr. Arthur Burnside, Chief, Program Integration Division, HQ DMA, briefed on centralized program management. After briefings on PMRS, Emergency home leave, and the legislative proposal were given by Mr. Gerald Pittman, Ms. Barbara O'Neill, Ms. Rose Morehead, and Mr. Joseph Stormer. Mr. Lou Manfre, Combat Support Center briefed on the results of the Product Distribution Study. Each Liaison Officer briefed on the activities taking place now and those that had transpired during the past year in their respective areas. The rest of the Conference involved tours and meetings with their respective proponents. Everyone agreed that the Conference was a great success and should be continued on a yearly basis.



**Major General Durkin briefing attendees.**



**Left to right: Kae Johnson, David Hawkins, John Liebsch, Raoul Alvarez, Mark Butler, John Doty, Stanley Ogborn.**

Left to right: Kae Johnson, David Hawkins, John Liebsch, Raoul Alvarez, Mark Butler, John Doty, Stanley Ogborn.



Robert Rowe, Kae Johnson.



Left to right: William Perry, Larry Schwaller (partially hidden), David Pierce, John Haddick.



Left to right at the table: Raoul Alvarez, Mark Butler, John Doty, Stanley Ogborn; second row: Roberta Munske, Richard Halbert.



James Broadwater, Kenneth I. Daugherty, David Pierce.



Candy Frame, Mark Butler.



John Doty, Shirley Anderson.

Left to right: William Perry, Larry Schwaller, David Pierce, James Broadwater, John Haddick.



David Pierce, James Broadwater, John Doty.

Kae Johnson, James Broadwater, Raoul Alvarez.



Charles Hall, John Doty, Larry Schwaller.

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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