



THE IMAGE

The Defense Mapping Agency
Systems Center

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Employee Views Sought in Work Force Survey

DMA conducting an agency-wide survey of all civilian and military personnel.

DMA will conduct an agency-wide survey of all civilian and military personnel during February in an effort to determine how employees view the workplace.

Although some components have conducted specialized surveys in the past, this is the first effort to conduct a comprehensive survey on such a wide scale.

"The reason we are conducting the survey," explained Curt Dierdorff, DMA Director of Personnel, "is because we realize employees are a valuable source of information about how well DMA functions and they can show us many ways to improve our work environment and service to our customer. The survey presents an efficient and reliable method of tapping the employees' knowledge."

Personnel officials went on to explain that a key to successful implementation of the Digital Production System is the understanding of how work gets done in DMA from the perspective of those who do it. Employees are encouraged to share their perspectives with agency management by participating in the survey.

The survey will ask questions about workload balance, cooperation within and among work units, and standards of on-the-job performance and behavior. The survey results will be used as a basis for developing targeted initiatives to improve our management practices.

Each employee will have the opportunity to make his or her views known candidly; no individual employee response will be identifiable. Duty time to complete the survey will be allowed. All of the responses will be mailed directly to the University of Michigan for computer compilation and analysis. The analysis, which will be provided to managers and supervisors, will be done in a method designed to ensure anonymity. Survey results will also be provided to the employee through agency newspapers and/or special information publications.

Employees will be provided detailed information on the survey procedures through component-level and field office-level forces that are being established to help administer the survey and follow-up the results. It is anticipated that the survey will be completed by March 3, 1989, with published results by June 30.

DMA Deputy Director, RAdm William J.M. O'Connor, USN, chairs the oversight steering committee composed of senior DMA managers. The survey is being administered under contract by Walcoff and Associates of Alexandria, Va.

Systems Center Employees Receive Promotions

Name	Position	Grade
Brenda Phillips	Management Analyst	GS-11/12
Vicki Seal	Contract Specialist	GS-5/7/9
Paulette Marlin	Supv. Contract Specialist	GM-14
James Lindeman	Physical Scientist	GM-14
Johnson Webster	Supv. Computer Sys. Spec.	GM-15
Stephen DeWeese	Electronics Technician	GS-7/8/9/10/11
Lee DePaolis	Computer Specialist	GM-13
Gerald Hammond	Electronics Technician	GS-12
Melissa Marlow	Contract Specialist	GS-5/7/9
Rosemary Gomez	Program Analysis Officer	GM-14
Stephen Malys	Interdisciplinary	GM-13
Jeffrey Kretsch	Cartographer	GM-13

The Direct Line



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

Creative Thinking Important to Agency

On 9 January I had the pleasure of assisting the Secretary of Defense in the presentation of the Secretary of Defense Productivity Excellence Award to three DMA employees.

The three - Dr. Robert D. Crosby, SC, Mr. David J. Rudolph and Mr. David S. Scopp, HTC - were among 65 DoD employees honored in Pentagon ceremonies. That's quite an honor, not only for the individuals but for the Agency.

What did they do to deserve such high praise? They saved DMA and the taxpayers \$4.1 million dollars by creating an alternative production method for the collection of digital data to support the FIREFINDER system.

That kind of creative thinking is important to the success of this Agency. To improve our productivity and efficiency of operation, senior management must have the benefit of creative ideas and suggestions generated by employees at all levels. Ideas are not subject to restrictions of grade or status but are limited only by our own self-imposed restrictions of thought.

In the case of the trio honored in January, they saw a better way to accomplish a task. They pooled their thoughts and generated a process which they brought to the attention of management for evaluation. They had confidence in their ideas and patiently explained them during the evaluation process.

Not every idea results in a four million dollar savings. Not every suggestion can be adopted. But the important thing is to keep the thought process working; to continue to be observant of the things around us; and to seek ways of improvement.

I encourage you to take advantage of the various Agency programs such as the Suggestion Program, Management Improvement Program, etc., to let your ideas be known. Who knows, you may be the next recipient of the Secretary's Productivity Excellence Award.



The awardees are: (from left to right) David J. Rudolph and David S. Scopp, both of HTC, Agency Director, Maj. Gen. Robert F. Durkin, USAF, and Dr. Robert D. Crosby, SC.

DMA Designated Bicentennial Defense Community

The Defense Mapping Agency has been recognized as a Bicentennial Defense Community, according to Maj. Gen. Robert F. Durkin, DMA Director. The Agency received a certificate, signed by former Chief Justice Warren E. Burger, Chairman of the Commission on the Bicentennial of the United States Constitution.

DMA has participated in many activities commemorating the 200th Anniversary of the United States Constitution. These include distributing Bicentennial brochures, flyers, and pocket editions of the Constitution, displaying posters, creating an exhibit "Charters of Freedom," and showing the videotape "Blessings of Liberty." Components published articles in their newspapers. Some employees took the Oath of Allegiance and participated in the "Philadelphia Run."

All of these events contributed to the success of the Bicentennial celebration, which continues through 1991. The theme for 1989 is the establishment of the federal government and national defense.

Security Challenge

Security Challenge is a series of questions for you to think about and answer. These questions are designed to keep you on your toes in the area of security. There will be five (5) questions in each issue of The Image. The answers can be found at the bottom of the article, Good Luck!



1. Which of the following financial difficulties should be reported to the Personnel Security Office (SOC) immediately after it occurs?

- a. Collections
- b. Judgements
- c. Liens
- d. Repossessions
- e. All of the above.

2. Which of the following arrests/violations is not reportable to the SOC?

- a. Driving While Intoxicated (DWI)
- b. Driving Under the Influence (DUI)
- c. Driving without a license
- d. Traffic violations for which a fine of under \$100.00 is imposed
- e. Destruction of property

3. Attendance at Alcoholics Anonymous "closed" meetings are reportable to the SOC?

- a. True
- b. False

4. Which of the following drug-related treatments are reportable to the SOC?

- a. Any hospitalization
- b. Outpatient care
- c. Therapy, to include: (drug, verbal, behavioral or hypnotic)
- d. All of the above
- e. A and C only

5. Of the following, which is not reportable to the SOC?

- a. Marriage
- b. Separations
- c. Divorce
- d. None of the above

Answers:

1. e., 2. d., 3. a., 4. d., 5. b.

DMA Herndon, Va., Site to Close

One of 86 Department of Defense installations named for closure

The Defense Mapping Agency Herndon, Va., site was one of 86 Department of Defense installations named for closure by a commission that investigated the military value and environmental and socioeconomic considerations of some 4,200 DoD properties.

The Defense Secretary's Commission on Base Realignment and Closure released its report in late December. The recommended closures, partial closures and realignments are expected to improve the effectiveness of the base structure and save about \$693.6 million a year in base operating costs with a 20-year net present value of \$5.6 billion.

No date has been set for closing the Herndon site, a former Nike missile base now operating as a satellite tracking station. It is part of the Worldwide Satellite Tracking Network.

Among the functions performed at the site are satellite tracking, equipment maintenance, receiver equipment testing and evaluation, and supply. The facility is located on about 11 acres, and includes 12,000 square feet of substandard work space.

Twelve DMA employees, 6 each from HTC and Systems Center, work at the site. There will be no loss of jobs. The employees will be relocated to the DMA Hydrographic/Topographic Center when the facility closes.

Among other closures recommended by the commission were the Army's Fort Dix, N.J.; Cameron Station, Va.; the Presidio of San Francisco; Fort Sheridan, Ill.; and parts of Fort Meade and Hollabird, near Baltimore, Md.

Navy facilities on the closure list include the Naval Hospital, Philadelphia, Pa., the Galveston, Tex., Naval Stations; and the Lake Charles, La., Naval Station.

Air Force bases that will close are Chanute AFB, Ill.; George AFB, Norton AFB, and Mather AFB, all in California; and Pease AFB, N.H.

The commission also recommend an increase in the numbers of personnel at some installations. They include the Army's Fort Belvoir, Va., Letterkenny Depot, Pa., and Fort Jackson, S.C.; the Navy's Pearl Harbor, Hawaii, Naval Station; and the Air Forces' March AFB, Ca., Cannon AFB, N.M., Sheppard AFB, Tex., and McChord AFB, Wash.

Congratulations!

These employees of DMASC-St. Louis, received service awards and performance awards. Curtis Ward presented the awards at the St. Louis ceremony.

Front Row: (L to R) Mary Engram, Eric Schwartz, Robert Rugraff, Lawrence Smith, Gayle Kenniston, Michael Golightly, and Shelley Maher
Back Row: James Butler, Charles Denney, Phillip Sutton, Curtis Ward, Cleve Jany, and Frederick Clarke



Research and Development Initiatives at Systems Center

JROC Standardization

Summary: In response to a special study chartered by the Joint Requirements Oversight Council (JROC), the Defense Mapping Agency has begun a comprehensive program of standardization. The JROC guidance was for DMA to manage the development and implementation of DoD digital MC&G standards, and to take a lead role within DoD and the international community to foster MC&G product standardization. The purpose of this program is to provide for the compatibility and interoperability of digital Mapping, Charting and Geodesy (MC&G) data bases supporting a wide variety of simulators, command and control and weapon systems. Product oriented, user oriented and program sustainment standards developed under this and other associated initiatives will be formally nominated to the Defense Standardization Program.

Architecture of Standards: The backbone of the program is a seven-layered "Architecture of Standards". At the very top of this architecture is the "Environment Level". Within this level are the protocols which enable the algorithms and software at the lower levels to operate within the users environment. Included will be such things as standard operating system environments, standard query languages, presentation manager interface and graphics interfaces.

The **Exploitation Level** will contain user oriented standard algorithms for such things as projection and datum transformations, contouring, interpolation, thinning, merging, paneling, clipping, communication, etc., as well as "models" to do slope analysis, intervisibility and transportation analysis.

The **Data Directory Level** contains tiling, indexing and cataloging schemes, recording history and indices for quad-trees, b-trees, lists and tables to assist the user in rapid access techniques.

At the **Product Level** the content, extend (coverage) and accuracy of specific products will be defined. Product Level standards also include delineation rules, capture and inclusion conditions, relations, procedural constructs and symbolization rules.

The **Data Dictionary Level** defines the spatial data structure (i.e., raster versus vector), and the feature coding structure (i.e., glossary and lists of features and their attributes).

Standards at the **Format Level** describe the exchange format and export mechanism.

Media Level standards describe the volume labeling and physical characteristics of the transport media (i.e., magnetic tape, CD-ROM, etc.).

The approach to this standardization program will be to first develop and evaluate a number of prototype data sets and low cost platforms for their exploitation. Initial data sets will include Tactical Terrain Data, Digital Point Positioning Data Bases, Electronic Charts, Digital Raster Graphics and the Digital Chart of the World.

For additional information on this standardization program contact the Concepts Development Division, Systems Development Group, DMA Systems Center, Telephone: Commercial - (703) 285-5201, Autovon - 356-5201.

Systems Center Employees Receive Performance Awards

Name, Office	Award	Name, Office	Award
Nancy Shackelford, WG	Outstanding Rating	Nancy Ramey, WG	Quality Salary Increase
Virginia Buecker, WG	Performance Award	Norman Adams, WG	Outstanding Performance
Charles Denney, WG	Performance Award	Carolyn Coleman, MGE	Outstanding Performance
Diane Gross, MGE	Performance Award	Elizabeth Krebes, WG	Outstanding Performance
Theresa Higgins, SGEL	Performance Award	William Miller, WG	Outstanding Performance
Patsy Plemmons, OGMS	Performance Award	Robert Vine, EG	Performance Award
Virginia Pollman, WG	Performance Award	Judith Booe, MS	Special Act
Eric Schwarz, WG	Performance Award	Frederick Clarke, WG	Outstanding Performance
Vincent Kluge, WG	Quality Step Increase	Michael Golightly, WG	Outstanding Performance
Wanda Weber, WG	Quality Step Increase	Cleve Jany, WG	Outstanding Performance
Susan Gligros, WG	Performance Award	Shelley Maher, WG	Outstanding Performance
Kerry Hogan, WG	Performance Award	Donald Meyer, WG	Outstanding Performance
Lary Holmgren, WG	Performance Award	Nancy Shakelford, WG	Outstanding Performance
Brian Ronning, WG	Performance Award	Phillip Sutton, WG	Outstanding Performance

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