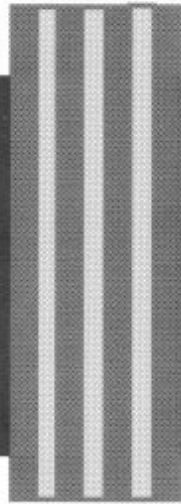




Vol. 1, Issue 1 • March 1994

This first issue is the culmination of many hours of discussion and deliberation that have gone into the creation of this publication—its name, format, news and design.



The name was chosen because the publication's primary purpose is to serve as a communications link—**your link**—to the agency and your co-workers at components in the Washington area and the Louisville (Ky.) Office. This is your employee news publication for—**you**—the DMA team in hydrographic, distribution, production, topographic, research, facilities and administrative arenas, and more.

Your input is a valuable link. Story ideas and articles for publication will be accepted. The deadline for copy is the second Friday of the month for the following month's issue. In other words, articles for print in the March issue were

due the second Friday of February. Material should be sent to the editorial office in room 239 of Erskine Hall or to the attention of the editor at Mail Stop D-39.

To assist with information flow, component liaisons were established. They are Elwood Fasold, Combat Support Center; Army Maj. David Maurer, Hydrographic/Topographic Center; Joan Mears, Headquarters; Mark Navarrette, Reston Center; and Helen Wigfield, Systems Center.

DMA News Link East is being published to meet your needs—for information, recognition and just plain enjoyment. So, we heartily welcome you to the LINK.

DMA News
LINK
East

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"Change," someone once said, "is inevitable." A quick look at the world political environment would certainly support that thesis. New nations are emerging, old nations are renewing, political, social and economic philosophies are altering.

Many reasons are given for the need to change — survival, success, betterment, efficiency, effectiveness are among the list. Change affects all—from nations to individuals. For those caught in the severity of ice and snow this year, we hope a change in the weather is inevitable. Fortunately, March is the month which usually brings us the winds of change as spring arrives and our winter woes depart.

DMA finds itself in a climate of change. However, our climate will not change with the turn of a calendar page. Proper accommodation of change within DMA requires visionary thought, hard work, full dedication and tough decision making.

Several factors influence our organizational climate. Major influences center around the economic considerations facing the Department of Defense and DMA. Budget reductions over the next five years will translate to end strength reductions of approximately 1,500 positions. The reality of the financial climate requires us to become even more efficient.

To meet the reduction in people, we are examining such actions as the restructure of printing, warehousing and distribution functions, wider use of separation incentives and the application of new technology.



In addition to the economic influences, the ongoing implementation of the Digital Production System impacts our organizational climate. A revolutionary technological undertaking, DPS changes many of the production methods we have used for years; causes internal process restructuring; and demands training in new techniques and methods. One new approach will be the migration to one contract for DPS hardware and software maintenance rather than the current five.

When these influences bear upon an organization, it is expected that our days could be as blustery as the March winds and that there is going to be turbulence at all levels.

Turbulence can be constructive or destructive. The choice is ours. I believe constructive discussion and examination of issues, rather than emotional reaction, can lead to better understanding and helpful input to solutions. We need your

intellectual and creative talent. We must examine issues from an agency perspective and drive out all non-value-adding activity. We must assure our place at the forefront of world mapping by taking the leadership role in restructuring our agency to meet our customers' requirements in the post Cold War world. We must look beyond

today and change to meet tomorrow.

I firmly believe that together we can meet the challenges of "change" head-on through cooperation, innovation, customer focus and the professional teamwork for which DMA is noted.

Proper accommodation of change within DMA requires visionary thought, hard work, full dedication and tough decision making.

Louisville Office to close



The Director of the Defense Mapping Agency, Air Force Maj. Gen. Raymund E. O'Mara, has announced the closure of DMA's Louisville (Kentucky) Office effective September 30.

The decision comes following the completion of an action plan that found no legal, regulatory or environmental impediments to the closure.

The closure action is a result of fiscal constraints which require DMA to streamline its operations.

Radical changes in operations were mandated by DoD directed end-strength reductions of approximately 1,500 positions in DMA through 1999.

To meet these reductions, the agency must consolidate into its primary production facilities to reduce overhead and increase efficiencies.

The 253 civilians currently employed in permanent, full-time positions at Louisville are being offered positions elsewhere in the agency. Those desiring to remain in the Louisville area will be provided as much assistance as possible in locating new employment. Special seminars are being held to assist employees in weighing all options at their disposal before making final decisions. Separation incentives will be offered to those eligible.

"The decision to close the Louisville Office was not easily made. It is strictly based on economic factors affecting the agency as a whole. The office has a long and distinguished heritage. The Louisville staff have proved to be excellent employees, meeting every task and providing quality mapping products for the Nation's combat forces in peace and war," said Gen. O'Mara.

Agency offers separation incentives

Another round of selected separation incentives will be offered by the agency in an effort to reach some of the required personnel reductions. As many as 229 positions are expected to be reduced as a result of the offer.

The separation incentive package will feature a \$25,000 "buyout," or an amount equal to severance pay if severance pay is less than \$25,000. Incentives will be offered in three categories: optional regular retirement eligibles, voluntary early retirement

eligibles and resignations.

The Voluntary Early Retirement Authority, or VERA, must be approved by the Office of Personnel Management. DMA is now seeking this authority. Generally, an employee is eligible for VERA if he or she is at least 50 years of age and has 20 years of creditable service, either under Civil Service Retirement System or Federal Employees Retirement System, or has 25 years of creditable service at any age. CSRS employees must have been on the agency's rolls

for at least 30 calendar days before the agency initially requested early-out authorization, have completed five years of civilian service and have been under CSRS for at least one of the last two years.

The incentives will be in five organizational/geographic areas which encompass 23 skill categories. Additionally, personnel of the Louisville Office will be included in the incentives. For most of the covered areas, an effective date of April 30, 1994 will be used for separation.

Each of the occupational series identified for consideration have maximum target numbers of separations that will be allowed.

Area of Consideration	Target
Aerospace Center: (associated with counter drug program)	
Cartographer (1370) (GS-12 & below)	86
Photographer (1060)	03
Translator (1040)	02
Lithographic Specialist (1601)	01
Negative Engraver (XP4413)	07
Offset Press/Plate (XP4416)	04
Offset Press Operator (XP4417)	01
Lithographic Plan/Film Writer (XP4401)	01
Aerospace Center: (other areas)	
Secretary (318)	05
Visual Information Specialist (1084)	02
Clerical (303)	06
Reston Center:	
Supervisor Computer Specialist (334) GS-13 (St. Louis only)	01
Computer Specialist (334) GS-12 (St. Louis only)	03
Supervisor Computer Operator (332) GS-10 (St. Louis only)	03
Computer Operator (332) GS-7/8 (Washington only)	13
Computer Operator (332) GS-7/8 (St. Louis only)	05
Human Resources:	
Security Specialist (080) (Washington only)	01
Safety Manager (018) (Washington only)	01
Industrial Hygiene (690)	01
Personnel Assistant (203)	05
Personnel Staff (212) 12 & above (Washington only)	01
Personnel Management (200) 13 & above	05
International Offices:	
Cartographer (1370) Latin America Liaisons	04
Comptroller Office:	
Cost Analyst (501) (St. Louis only)	01
Financial Manager (505) (St. Louis only)	01
Management Analyst (St. Louis only)	01

The Women's Executive Leadership Program provides selectees with training and developmental and rotational opportunities for future leadership positions in the federal government. The Office of Personnel Management Human Resources Development Group directs the program, which is open to all full-time, permanent federal employees and is designed for individuals at the GS-11 or 12 level or salary comparable who have little or no supervisory experience.

Nominations should be based on the employee's management potential and motivation to fully participate and complete all assignments, according to program officials.

"It is an excellent program," said the program's manager Valerie Gill, employee development specialist, HR. "I have always received favorable feedback from the participating employees."

The program covers a spectrum of developmental activities and training opportunities in the

areas of communications, federal personnel management, legal and ethical issues, mentoring and networking, negotiations skills, team building, briefing techniques, and managerial business practices, and other activities during the one-year period.

DMA trains future leaders

The five residential sessions include an orientation, two core training sessions, leadership development team activities and a program close-out.

Each component and Headquarters staff office can nominate one qualified employee to represent their organization. The headquarters' Executive Review Board ranks the applicants and the top five are referred to OPM for consideration. OPM selected

all of DMA's applicants to participate in the 1993 program.

Participants will have a 60-day and a 30-day developmental assignment to complete during the program year. Assignments can be conducted at DMA, at other federal agencies, or in the private sector, although, the majority of DMA program participants complete their developmental assignments in the agency. These assignments do not have to be related to the participant's current position, said officials.

DMA pays the tuition, while all other costs, such as travel and per diem, are funded by the sponsoring organization.

Currently participating in the 1993 program are Susan E.M. Brown, cartographer, Hydrographic/Topographic Center; Janet O. Buckley, supply systems analyst, Combat Support Center; Carrie J. Harrison, supervisory cartographer, HTC; Kyle W. Rhodes, cartographer, Systems Center; and Sherlyn Richberg, cartographer, Aerospace Center.

DMA MC&G certification program revised

The MC&G Certification Program has been revised after a year long effort, with participation by hundreds of MC&G professionals throughout the three production centers.

The MC&G Certification Program is designed to improve mission capability through the development of multi-skilled, high performing professionals capable of meeting the challenges presented by new technologies, a new world order, and a competitive environment. It furthers DMA's goal of recruiting and retaining high quality, positively motivated employees, and reinforces the principle that promotions and rewards will be based on demonstrated knowledge and documented achievements.

As a result of a general program review and information obtained from focus groups conducted in February, DMA revised the process by which candidates are evaluated for certification and promotion to GS-12 senior MC&G professional positions. Certification criteria have been changed in response to customer concerns and feedback. George Mason University, Fairfax, VA., experts assisted in developing and validating the revised criteria, and results of the dry run conducted in October indicate that there will be a high level of reliability and consistency in rater evaluations of candidates. See program changes in box on page 7.



Brown

"The program has been a springboard to new challenges and opportunities . . . while learning to become a successful leader, I have grown as an individual and throughout the process have greatly expanded my knowledge of the federal government."



Buckley

"I feel that the program is an exceptional opportunity for both personal and professional growth. It encourages participants to take charge of their lives and their careers, explore alternative career paths, gain better understanding of self, and an opportunity to explore other government agencies."



Harrison

"The program offers an excellent opportunity for me to evaluate and enhance my managerial and leadership skills."



Rhodes

"The program has offered me an incredible opportunity to learn, from different perspectives, how DMA works. This program has offered me insight into my strengths, and allowed me the flexibility to develop new skills in a variety of work environments—it challenges you to set your goals high and teaches you how to achieve those goals."



Richberg

"I have had an opportunity to interact with people from different agencies and it has reaffirmed my belief that DMA is far and above a leader in professionalism, quality work, and career opportunities among other federal agencies. I encourage anyone inspiring to be a manager within DMA to take advantage of the program."

Program Changes

Original

Certification Criteria and Weights

- Ability to produce MC&G products 35%
- Ability to communicate 15%
- Proficiency in producing MC&G products 50%

Technical Models

- One technical profile for each production department
- Technical experience either credited or not. Level and extent of technical competence not measured

Leadership Competency

- Only communication skills measured

Performance

- Points credited based on combination of candidates' last three annual ratings of record

Selections

- Candidates certified as a result of individual announcements. No provision for additional promotions when additional vacancies occur
- Tie scores broken by seniority

Current

- Technical competency 40%
- Leadership competency 40%
- Performance 20%

- Technical models established for all major production functions
- Technical competence measured on a five-point scale, from "novice" to "expert"
- Technical skills identified as "essential" or "desirable" Minimum score of four on all skills is required for further consideration

- Candidates evaluated on seven Leadership Competencies

- Problem Solving
- Organizational Skills
- Personal Interaction
- Written Communication
- Coaching
- Team Goals
- Verbal Communication

- Candidates receive points for each of the last four ratings of record

	GS-7/9	GS-11
Outstanding	3	5
Highly Successful	2	4
Fully Successful	1	2

- Register established for each technical model Register is valid until subsequent announcement
- Candidates selected from register in descending score order While expected to be infrequent, ties will be broken by interview or other appropriate methods

DMA 1993 SASMOY awards announced

The DMA director has announced the following selectees for the 1993 DMA Soldier, Airman, Sailor/Marine of the Year (SASMOY) awards which will be presented on-site.

DMA Outstanding Senior Officer of the Year

Lt. Col. Steven R. Foster, USAF, Aerospace Center

DMA Outstanding Junior Officer of the Year

Capt. Wesley D. Baker, USAF, Defense Mapping School

DMA Outstanding Soldier of the Year, Senior Enlisted Category

Sgt. 1st Class Bernice Hinds, USA, Combat Support Center Europe Office

DMA Outstanding Soldier of the Year, Junior Enlisted Category

Staff Sgt. Joseph J. Lipscombe, USA, Combat Support Center MacDill Office

DMA Outstanding Airman of the Year, Senior Enlisted Category

Master Sgt. Willie L. Craver, USAF, Combat Support Center Europe Office

DMA Outstanding Airman of the Year, Junior Enlisted Category

Tech. Sgt. Steven M. Ruggerio, USAF, Combat Support Center Europe Office

DMA Outstanding Sailor/Marine of the Year, Senior Enlisted Category

No nominations received

DMA Outstanding Sailor/Marine of the Year, Junior Enlisted Category

Quartermaster 1 Joseph T. Miller, USN, Combat Support Center Pacific Office

News Clips

Mapping agreements signed

DMA signed a mapping agreement with the Republic of Lithuania Jan. 21, after a year of successful negotiations, which began in early 1993 at the request of the National Defense Ministry of Lithuania, said officials.

Under the terms of the agreement, the agency's professional work force will provide training and technical assistance in helping Lithuania achieve its national cartographic goals. It also provides for the exchange of mapping, charting and geodetic data and materials, along with hydrographic and aeronautical safety to navigation data.

The agreement will also allow the partner organizations to grow professionally into new technologies in a

variety of mapping, charting and geodetic disciplines with virtually unlimited opportunities.

In early December, DMA and the Estonian Ministry of Defense signed a comprehensive Data Exchange and Coproduction Agreement. The agreement provides for the exchange of topographic, hydrographic and aeronautical data, and production materials that will assist Estonia to reestablish a national capability in those areas.

IO hosts Santo Domingo conference

DMA budget reductions and operational implications and the Office of International Operations' plan to regionalize liaison support in the Latin America region were some key issues discussed at an IO hosted conference in Santo Domingo, Dominican

Republic in January.

The purpose of the conference was to identify and discuss issues concerning agency operations in Latin America and the Caribbean region. Attending the conference were DMA liaisons from Bolivia, Brazil, Chile, Colombia, Ecuador, Paraguay, Peru, Costa Rica, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Venezuela, Panama, the U.S. Southern Command and the U.S. Naval Meteorological and Oceanographic Command.

Agency weathers the weather

After combating flood waters that ravaged the Aerospace Center, DMA continues to weather the wrath of mother nature. Its facilities on the East Coast and Midwest are bearing

The DMA director has determined that temporary promotion policy restrictions, initially established in July 1990, are no longer necessary and have been terminated effective immediately.

Employees currently serving in temporary promotions as a result of the policy may be converted in place to permanent status. For employees who were competitively promoted on a temporary basis, the possibility of the promotion becoming permanent must have been stated in the position vacancy announcement; otherwise, employees would have to be selected for permanent promotion through competitive procedures.

Employees temporarily promoted prior to Nov. 1, 1993, to a position covered by the Performance Management and Recognition System, will remain covered by the PMRS Termination Act when the temporary promotion is made permanent. Any subsequent promotion — either temporary or permanent — will terminate coverage, and the "GM" pay plan code will be dropped.

Employees who are temporarily promoted for reasons other than the temporary promotion policy restrictions will not be affected by the elimination of the policy and may remain in the temporary promotion for the length of time required to meet management needs.

Additionally, the Office of Personnel Management has issued regulatory changes regarding temporary and term promotion authorities. The temporary and term authorities have been combined into one time-limited promotion authority which may be made for up to a total of five years; the requirement to make temporary promotions in one-year increments is eliminated and the advance written notice provided to employees must now include the reasons for, as well as, the conditions of the time-limited promotion, are the most significant changes. These changes will offer greater flexibility to managers in establishing and extending temporary promotions and will also reduce paperwork and processing time, officials report.

DMA lifts temporary promotion policy restrictions

For additional information, contact your Human Resources representative or your servicing HR operations office.

up under numerous winter ice and snow storms, and its West Coast office felt the thunder of the Jan. 17 earthquake and its subsequent tremors that shook California's Los Angeles area. Gary Rogan, West Coast Field Representative, resides just 65 miles from the epicenter of the quake that rattled his home and reportedly measured 6.8 on the Richter scale.

"You never adjust to [earthquakes]," said Rogan who has lived in California since 1983. "It's very frightening."

With a territory spanning the west coast from San Diego to Alaska, Rogan interfaces with DMA's maritime and military hydrographic customers. From what he can tell and although traffic is heavier, the devastation has had little affect on his operation.



Rogan

DMA honors Sande

The DMA director presented Kermit A. Sande with a Superior Civilian Service Award for his superior performance since 1979 in providing effective and timely legal counsel — first as deputy general counsel, then as associate general

counsel for the Hydrographic/Topographic Center and currently as associate general counsel for international law at the Office of General Counsel, DMA Headquarters.

Sande is proactive in the practice of preventive law and has avoided litigation for the agency whenever possible, according to officials. When litigation was unavoidable, he and his staff have been successful in more than 90 percent of the cases handled.

While many people were digging out of snow, others have been digging for clues to a recent discovery at the Hydrographic/Topographic Center. Limestone lithographic stones were uncovered by construction crews, pounding mortar and brick to make way for Erskine Hall's new entrance.

More than Mortar & brick

by Kathleen Neary

Cemented into the building's north wall beneath the second floor crossover to Abert Hall and the site for the new entrance, the

While some suspect the material is of Bavarian origin and could be quite valuable, there seems to be little doubt that the two-inch thick stones, weighing about 50 pounds each, are old. The date 1939 appears as imagery on one, and they all seem to have been reused over the years as was often done with lithostones, according to officials.

While the age and worth of these stones is being determined, the real curiosity is why and when these stones were cemented into the wall. Speculation and personal interpretation based on the recollections of retirees who either watched Erskine Hall erected stone-by-stone or who frequented the facility after its completion in 1946 may be the only real link to this puzzle.

The entire north wall was not constructed of the lithostones. Their placement seems confined



Jay Francis, Facilities Engineering Office, HTC, stacks the 50 pound lithostones uncovered during construction of Erskine Hall's new entrance way.

stones, some with remnants of imagery on their surface, were carefully removed and are now awaiting further evaluation.

to the protruding border along the wall directly across from the first floor elevators. According to Oscar Revere, the construction



Oscar Revere, construction superintendent, indicates where the limestone lithographic stones remain cemented in the north wall of Erskine Hall, future site of the new entrance way.

superintendent and finder, the stones were found behind the corridor between the brick and wall spackling. He cannot determine when the stones were placed, but speculates they were used for their smooth surface which faced the corridor. Years of paint and spackling have accumulated. Revere said only those stones in the area where the new entrance is being constructed were removed. The rest remain intact along the wall.

Erskine Hall construction documents dated July 27, 1945 do not account for materials used to construct the WWII-period facility. Construction began in 1945 and was completed the following year. According to Mike Ryon, Facilities Engineering Office, HTC, the documents don't indicate a wall protrusion, which leads him to believe, the stones were added later. It is possible, he said, that the plans simply do not reflect the original intention of a border.



The date 1939 appears on one of several lithostones uncovered during construction of Erskine Hall's new entrance.

Several retired DMA employees were interviewed about the stones, providing bits and pieces to the puzzle.

Retired FE employee Medford Canby didn't begin working for what was then the Army Map Service until 1965, but he clearly remembers the stone border on the first floor of Erskine. Canby, who retired in 1992, remembers hearing the stories of how those stones were once used by the agency for printing. Supposedly, they were added to the corridor in 1963 about the time Abert Hall was constructed. Imagery on the stones faced the corridor, and passerbys could look at the reverse image. The stones were later repainted, Canby said, but he doesn't recall when.

Jack Garrett retired in 1983 after more than 41 years of mapping service which began at Fort McNair, Washington. When he moved to the Ruth Building as a pressman in 1942 he often saw lithostones lying around. They were used for printing, he recalled, but very infrequently, and by

(continued on page 13)



Limestone lithographic stones border the exhibit cases and wall mural displayed along the north wall of the Erskine Hall lobby area in 1963. The stones were eventually covered with layers of paint and spackling. Current construction efforts have led to the lithostones' discovery. Photo provided by Tom Yanosky.

DMA team makes leave transfer a success

Since 1989, nearly 90 DMA employees have received over 13,000 hours of annual leave from approximately 914 donors as part of the agency's Leave Transfer Program, according to Human Resources officials.

Initially a five-year trial program, Congress approved the program and it was signed into public law October 1993. Leave transfer allows workers to donate annual leave to fellow employees or family members who are suffering a personal medical emergency or who must care for a family member with a medical condition, and it was recently expanded to cover maternity.



Durkin

Last year, 30 Washington-area DMA employees qualified as leave recipients, said Brian Waidler, leave transfer program manager, HR, and 325 donors contributed more than 5,200 hours of annual leave. According to Waidler, only annual leave may be donated.

For Paul Durkin, 19 years of DMA employment had enabled him to accrue a tidy sum of sick

leave. Durkin, HR wellness program coordinator, began drawing heavily on his account with the first of two heart attacks experienced in 1991 followed with the second in 1992. Durkin said all of his leave was exhausted after his triple-bypass surgery that followed the second heart attack in 1992.

He became a leave transfer recipient when he was stricken shortly after his surgery with an unknown fever lasting seven weeks. In 1993, Durkin again used the leave transfer program after surviving a near fatal car accident that required a four-month recovery period. In all, Durkin received 845 hours of annual leave from DMA employees.

Reflecting on the events, Durkin said his wife and two young children would have been in severe financial difficulty had it not been for the annual leave donations from many DMA employees.

"I consider them all members of my extended family," he said.

"[The program] helped me tremendously," said Peggy Rawlins, a computer operator at Combat Support Center's Philadelphia Depot, who used the program for the first time in December. With her husband seriously ill and requiring tremendous care, Rawlins was able to be with him during a critical time, due to the generosity of cowork-



Rawlins

ers, many of whom had use or lose leave they donated. She received 161 hours of donated annual leave.

"Helping one another is important to me, and I appreciate their generosity more than they will ever know," she said. "I would do the same for them, if I had the means."

To qualify as a recipient, an employee experiencing a medical condition must use all accrued sick and annual leave and must anticipate an unpaid absence from duty for at least 24 hours or more, said Waidler. Employees caring for a family member have to use all accrued annual leave and anticipate an unpaid absence from duty for a minimum of 24 hours.

The Leave Recipient Application Form must state why transferred leave is necessary and must contain a certification by a physician. Employees can donate annual leave to specific approved leave recipients. For application forms or additional information, contact Brian Waidler at 301-227-5800, in Room 174 of Erskine Hall. Louisville Employees should contact Pamela Ransom at 582-6033.



Col Robert F. Kirby

DMA Director Air Force Maj. Gen. Raymund O'Mara has selected Army Col. Robert F. Kirby as director of the Combat Support Center, replacing Navy Capt. Craig A. Peterson, who will report to a new Navy assignment.



Kirby

Kirby served as the director of the Hydrographic/Topographic Center from July 1991 until the position was civilianized November 1992, and Kirby was selected as assistant deputy director for Operational Requirements, Plans and Requirements Directorate at Headquarters.

The change of leadership ceremony is scheduled for April 21.

Jimmy W. Boyd

The DMA director has selected Jimmy W. Boyd for the Senior Executive Service position of chief of Aerospace Center's Mapping and Charting Department, replacing Larry Knopfel who has retired. Boyd's selection is subject to approval by the Office of the Secretary of Defense and the Office of Personnel Management.



Boyd

Prior to reporting to AC, Boyd served as assistant deputy director for Production at the Hydrographic/Topographic Center, and before that, he was chief of the Production Planning Division at Headquarters. Boyd has more than 29 years service with DMA.

Col. Henry A. Obering III

Air Force Col. Henry A. "Trey" Obering III, military deputy director for Systems Center, was promoted Feb. 1. Earl Phillips, SC director, assisted by Obering's wife, Anne, pinned on his new rank.

A former fighter pilot, Obering joined DMA in June 1993 after completing the Industrial College of the Armed Forces at Fort McNair, Washington, where he was recognized as a distinguished graduate.

A native of Birmingham, Ala., Obering received his bachelor's degree, cum laude, in aerospace engineering from Notre Dame University, Ind., and a master's in astronomical engineering from Stanford University, Calif.



Phillips, Obering and his wife, Anne

(continued from page 11)

More than mortar and brick

the end of 1942, the stones were stored in the Ruth Building. Garrett left for Army service around that time, returning in 1946 after Erskine was constructed. He still saw lithostones occasionally in the Ruth Building, but has no recollection of seeing them in Erskine.

Retiree Paul E. Sweeny Jr., didn't arrive to the complex until 1951, but he remembers seeing the stones in the wall, although he can give no exact date as to when he saw them. Perry Gilbert, who retired in 1980, vaguely remembers the stones in the wall, but he remembers the lithostone he and his co-workers kept in a sink in the Ruth Building—a pet stone of

sorts. Fran Federline, a 1978 retiree, came to the mapping profession in 1935, spending much of his time in the Ruth Building where lithostones appear to have run aplenty in the pressroom. He cannot recollect seeing the stones at Erskine, but he does remember some discussion about the limestone lithostone display being created.

The stones were original with the building, said Tom Yanosky with conviction. A 1978 retiree after 28 years of map making, Yanosky said they were used as a decorative border around a wall mural, an oil painting montage of American GIs making maps in a WWII battlefield scene.

At that time, the stones had various images on their surface.

In 1964, the wall mural had to be pulled down to allow for the construction of the entrance to Abert Hall, he remembered. The stones were left up, and Yanosky was asked to design a new exhibit area for the first floor. In 1965, he created the wall mural, "Cartography Through The Ages," and it was mounted between two exhibit cases bordered by the lithostones. The imagery on the stones competed with the mural and displays, said Yanosky, so they were polished smooth until the imagery was removed.

HTC officials have asked the Library of Congress to help authenticate the stones' age and value. In the meantime, the digging continues even as the winter wanes.

From boxer to 'circuit rider'



Adams

Tom Adams Jr., entered the room with a presence of peace and tranquility—with a broad smile and a firm hand shake.

The Hydrographic/Topographic Center employee learned his maintenance skills as a young man, working in his father's auto repair shop in his hometown of Fresno, Calif. While in high school he boxed in the middle weight division earning \$50 per fight. "Some weeks I earned more than \$300—that was a lot of money back then," Adams said. His boxing career came to a halt when he had a vision of "bloody gloves coming at him."

Drafted into the Army in 1950, he advanced from private to first sergeant during 26 years of service. His tours took him to Germany, Panama, Vietnam, Thailand, Turkey and the Philippines. During his career, he earned four Bronze Stars.

He graduated from the Chief of Chaplain School in Utica, N.Y., and at every duty station, he was the assistant post chaplain, in addition to his other duties. "I was the only enlisted man to hold this position in my 26 years of service." He said he always availed himself to the young fighting men, counseling, sharing their fears and concerns and reassuring them.

He came to DMA in 1987, as a security guard for one year and transferred to the Facilities Engineering Office first as an operator/mechanic, then shop foreman and in October was promoted supervisor of the air conditioning branch.

Adams was raised in a church-going family. His father was a deacon and chairman of the board and his mother treasurer of the Mt. Pleasant Baptist Church in West Fresno, Calif. As a young boy he sang in the choir and had a vision that encouraged his interest in bible study. He earned a bachelor's and a doctorate's degree in divinity and a master's degree in ministry.

An ordained Baptist preacher, he administers to three Baptist congregations in Faulkner County, Va. "As a circuit rider I go wherever I am called to spread the 'word.'"

He is newly married—Aug. 24—to Linda Darnell, who is also employed with DMA and is the supervisor of the custodian branch, FE, HTC. "I am so happy and settled," Adams said, with a sparkle in his eyes. Together they have three children and four grandchildren. — *by Geneva Hargett*

Community service tops her list

If one looks for Kath Otto on Thursday nights, she can be found—on duty—at the Warrenton Volunteer Rescue Squad honing her emergency, shock-trauma and open-water scuba diving skills.

The Systems Center employee is certified in all three and is a rope-rescue instructor for Special Rescue Team for High Angle and Water.

After her interest was peaked in volunteerism, Otto began investigating the possibilities in her community. She spent a short time with the Jaycees, only to realize that was not her niche. She then connected with the Warrenton Volunteer Rescue Squad.

"Being able to use my training in helping others in the community is exciting and personally rewarding," said Otto.

In 1992, Otto was one of four DMA employees to receive the DMA Outstanding Volunteer Award.

"I was honored to be a recipient of the award and appreciate the time my supervisor spent to submit my name," she said. Otto is a native Virginian, born at Fort Belvoir hospital. She spent her formative years in Virginia and Connecticut, and her teens in Hawaii. She returned to the mainland after high school to attend Mary Washington College in

Fredricksburg, Va., where she earned her degree in geography and economics.

She is an avid runner—approximately 20 miles per week. Running keeps her in shape and helps her control stress. She runs with her co-workers on weekdays and on weekends with her dogs, Tiffany, a mixed Spaniel, and Suki, a Husky.

She ran in the Marine Corps Marathon in 1987, finishing in 3.5 hours. "Once is enough — especially when you are lucky enough not to injure yourself," she said.

Otto looks forward to jogging along the canal, one of her favorite trails, this fall when SC's scheduled move to the Bethesda Complex is complete.

A physical scientist in the Programs and Operations Division of the Resources, Plans and Programs Directorate, Otto is responsible for monitoring SC's procurement defense agency monies.

Home has been Warrenton, Va., since 1984, and when Otto has idle time it is spent renovating her more than 30-year old home.

Otto is engaged to David Gilman and they plan to be married this year. Gilman owns a heating, ventilating, air-conditioning, and refrigeration business. Otto said they both share the love of sports and the outdoors. — *by Geneva Hargett*



Otto

Test your security knowledge

The best designed security programs are only as strong as the weakest part. A successful program is possible if each and every employee assumes the responsibility for protecting sensitive information. Test your security awareness with the true or false statements listed.

Classified information can be discussed anywhere within DMA spaces.

FALSE. Discussion of classified information in any non-secure area such as corridors, restrooms, cafeterias, or elevators is prohibited.

It's okay to discuss classified information with any agency employee holding a top secret clearance.

FALSE. No one is entitled to classified information by virtue of office, rank, position or security clearance. Classified information is disseminated on a "need to know" basis when there is a requirement to know the information to perform official duties and when a person has the appropriate clearances.

You can use your DMA identification badge to verify employment when applying for membership and special discounts with local merchants and wholesalers.

FALSE. Displaying the DMA identification badge for personal purposes is prohibited.

I shouldn't stamp classification markings on a classified paper I've been working on until it is completed.

FALSE. Working papers containing classified information should be dated and marked immediately upon their creation.

You should immediately alert your supervisor, if classified information is lost or misplaced.

TRUE. You should alert your supervisor, security monitor or the Security Office directly, when classified information is lost or misplaced. Failure to report the loss may compromise a sensitive agency project and/or subject you to criminal prosecution.

Incoming Secretary of Defense sworn in



Dr. William J. Perry is sworn in as Secretary of Defense following an unanimous confirmation vote in the U.S. Senate. Administering the oath is David O. Cooke, director of administration and management at the Pentagon. Dr. Perry's wife, Lee, holds the Bible. Standing to the left, Army Gen. John Shalikashvili, chairman of the Joint Chiefs of Staff and the out-going Secretary of Defense Les Aspin witness the ceremony, which took place Feb. 3. DoD photo by R.D. Ward.

Philly depot strives to exceed

"We haven't done a really good job unless we meet all and exceed some aspect of our customers' expectations," states in part the DMA plan for continuous improvement. In a continuing effort to look for ways to improve customer satisfaction and achieve the Combat Support Center Vision Statement, CSC's Philadelphia Depot began conducting tests in February, report officials. The tests will run through March.

As the process owners, representatives from the depot developed and presented a plan to CSC and Headquarters personnel describing how the test would be conducted, including the background, test philosophy,

test parameters, actions required and measurement methods.

An average of 325 manifests—the customer's requests—received daily at the depot, will be pulled, packed and shipped, with few

"Our mission is to provide responsive and effective MC&G product distribution support to the Warriors. In order to maximize the effectiveness of this support, our vision of the future is . . . 'The Combat Support Center will be recognized as the world leader in Distribution excellence.'"

—CSC Vision Statement

exceptions, within a 24-hour period. The goal is to maximize output from existing depot processes and resources to

achieve the 24-hour turnaround. Overtime will not be used for the test and five-day work weeks will be maintained.

Two days into the test cycle, preliminary test results indicate that 93 percent of the manifests received at the depot were shipped within 24 hours. The remaining 7 percent were "exceptions" that are consolidated for bulk shipments. These bulk shipments minimize transportation costs and do not impact the customer's delivery date.

Without the dedication, personal sacrifices and can-do attitude of depot work force, the test would not have been possible, said officials.

Employees explore life-or-death survival

Seventeen Mapping and Charting employees were faced with a life-threatening situation after their airplane crashed into an isolated lake in northern Canada. The only fatality was the pilot, who was unable to radio for help. Before the plane drifted away and sank, the cold and wet Hydrographic/Topographic Center employees had to make some life-or-death determining choices and manage to salvage a number of items that would help them survive.

The entire ordeal was a simulated exercise, conducted by HTC's Improvement Office (formerly the Quality Improvement Office), that demonstrates the importance of teamwork and communication. After analyzing their situation, the "victims" had to prioritize—individually and as a group—the importance of the items they had chosen to save from the crash.

A specialist from the Canadian Para Rescue Squadron reviewed and ranked the items. When the rankings were compared, the team survival rate was higher than the individual.

Under the direction of PI, the group discussed how improving interpersonal and rational skills can lead to more effective decisions, ending with better results. The simulated exercise takes about two hours and is ideally suited for natural work groups wanting to improve their group dynamics, said PI's Scott Buschbacher. For more information about the exercise, call (301) 227-3630 or visit room 154 Erskine Hall.

- submitted by Scott Buschbacher

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