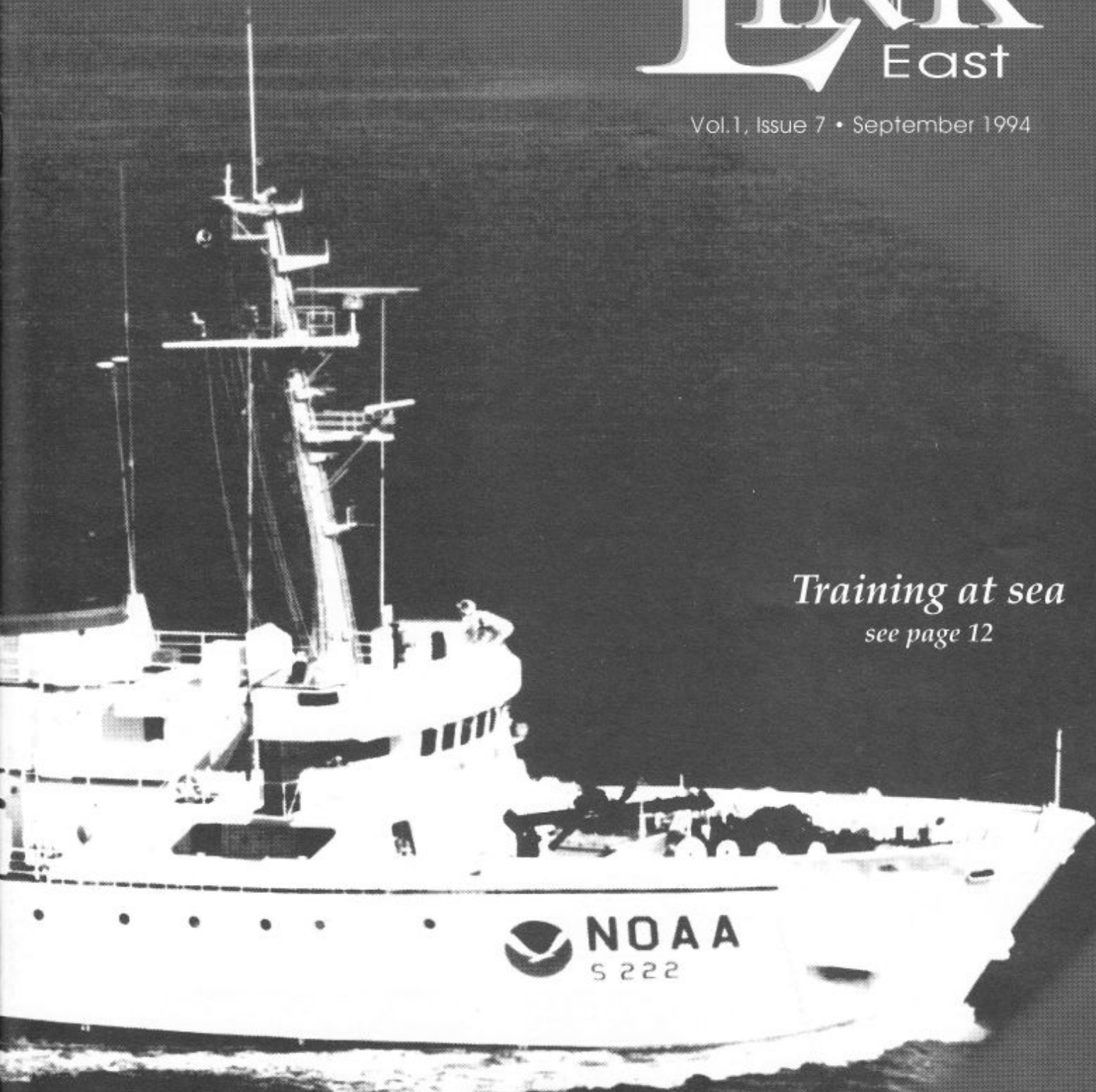


DMA News  
**LINK**  
East

Vol.1, Issue 7 • September 1994

*Training at sea*  
see page 12



**D**uring the month of October the agency will observe National Quality Month. This year's theme is "**Partnerships through Communication.**"

I encourage each of you to attend the activities and functions that your component's teams have arranged to focus on the communications aspect of quality. You all know where I stand when it comes to improving the quality of DMA products and services for our customers—DMA must be the best, or we risk going out of business!

Let's take some extra time to consciously think about how each of us contribute to DMA's improvement of customer service.



DMA News  
**LINK**  
East

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RC hosts U.S. section of PAIGH	14
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Cover

This National Oceanic and Atmospheric Administration Survey vessel, *Mt. Mitchell*, will give employees a first-hand look at how hydrographic products are put to use. Story begins on page 12. *Courtesy photo.*  
*Cover design by Shirley S. Jenkins.*

## Agency offers separation incentives

**D**MA will again offer selected Voluntary Separation Incentive Pay (VSIP) in an effort to reach mandated personnel reductions. Approximately 137 positions are expected to be reduced as a result of this latest offer, announced officials.

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 at select DMA Components and Support Offices at specified locations.

For Components and Support Offices desiring to offer early retirements under the Voluntary Early Retirement Authority (VERA), prior DoD approval is required. Officials said DMA is now seeking this authority.

The effective date for the separation incentives is contingent on fund availability. If DMA receives sufficient additional FY 1994 funding, the effective date will be no later than Sept. 30. If additional FY 1994 funding is not received, the incentives will be paid from next fiscal year's funds and the effective date will be no later than Oct. 31, depending on when in October DMA receives its operating funds for the new fiscal year.

Personnel eligible for the type of incentive being offered in their Component and Support Office and who are in the targeted organizations, occupations and grades have received a letter offering the VSIP.

This round of incentives is in addition

to the buyout window currently open in the Hydrographic/Topographic Center's Graphic Arts Department. Systems Center is also planning a VSIP offer targeting approximately 20 position reductions to be announced later.

Questions should be addressed to Human Resources specialists Nancy Adams at (301) 227-5800 in the Washington area or Rose Scaturro at (314) 263-4292 or DSN 693-4292, in St. Louis.

### Positions Targeted for VSIP Incentives

Component	Organ./ Location	Target	Skill	Grade*
<b>Aerospace Center</b>				
Priority 1	All	101	All	GS-13, 14, 15
			Wage Supervisors	All
Priority 2	All		All non-MC&G skills, including wage grade	GS-12 & below & WG non-supv.
Priority 3	All		MC&G skills: GS-0817	GS-12 & below
			1301, 1361*, 1370, 1371, 1372*, 1374 (* maximum target 15 each)	
<b>Hydrographic/Topographic Center</b>				
	All	4	All	GS-14/15
	All	1	Fac. Mnt. Supv., 4701	WS-15
	All	1	Painter Supv., 4102	WS-08
<b>Reston Center</b>				
	St. Louis	10	Computer Oper., GS-0332	All
<b>Technology &amp; Information Directorate</b>				
	TIJ	1	Physical Scientist, GS-1301	14
	TII	1	Computer Scientist, GS-1550	14
	TID	1	Secretary, GS-0318	07
<b>Command Information</b>				
	All	2	Visual Info. Spec, GS-1084	11/above
	All	1	Public Affairs Spec., GS-1035	13/above
<b>Operations Directorate</b>				
	OPI	1	Physical Scien., GS-1301	15
	OPR	1	Physical Scien., GS-1301	14
	OPG	1	Physical Scien., GS-1301	15
<b>Office of Comptroller</b>				
	All	3	Budget Analyst, GS-0560	11, 12, 13
	All	3	Mgmt. Analyst, GS-0343	12,13
	CMC	1	Systems Act, GS-0510	14
<b>Human Resources</b>				
	DMSPP	1	Training Spec., GS-1712	11
	DMSPT	1	Training Spec., GS-1712	11
<b>Protocol Office</b>				
	CP	1	Protocol Asst., GS-0303	08
<b>General Counsel</b>				
	GC	1	Paralegal Spec., GS-0950	13

\* Includes former PMRS (GM)



### Just for the record

The area where Erskine Hall and its surrounding buildings are located, plus the Ruth, Warren and Fremont buildings off MacArthur Boulevard — together formerly known as the Brookmont Complex — are now referred to as the **Bethesda Complex**.

## Ribbon-cutting celebrates renovated depot

**A**ir Force Maj. Gen. Ray E. O'Mara, DMA director, was on hand Aug. 1, to do the ribbon-cutting honors for the newly renovated Pentagon Map Office, an element of the Combat Support Center.

Also attending the ceremony were Army Col. Robert F. Kirby, CSC director; Stephen B. Moore, CSC deputy director; Navy Senior Chief Petty Officer John Gray, Pentagon office chief; CSC department and office chiefs, and guests from other DMA components.

The renovation, which included equipment upgrades, new furniture, and floor and wall coverings, was part of DMA's ongoing mission to improve operations and provide better customer service.

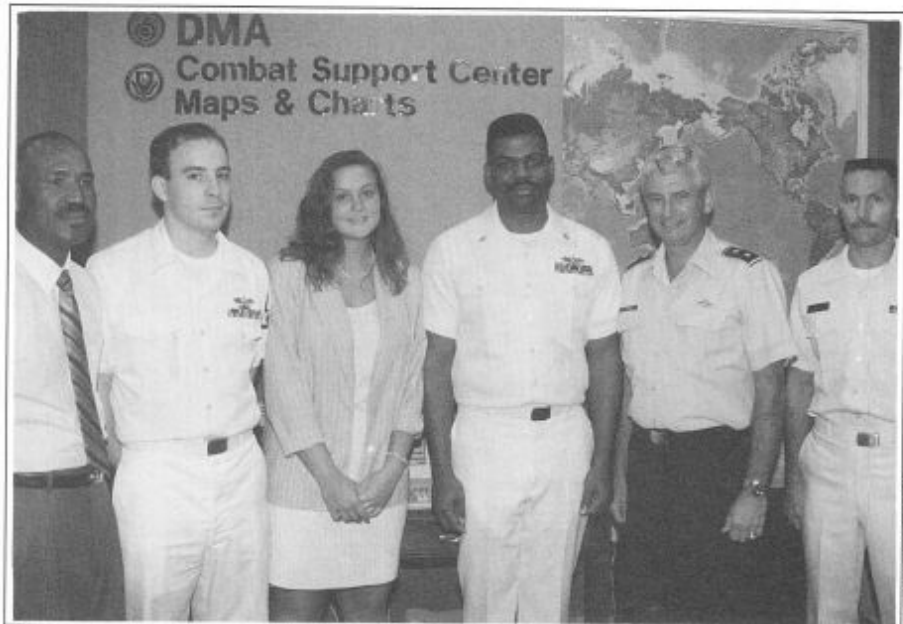
Tucked away in the Pentagon basement in room BG720, one might do well to use a map in getting there. Nevertheless, Gray said about 20 people a day manage to find their way to the office to request maps and charts. The depot has been a resident dweller there since 1958, when it was part of the Army Map Service.

Gray said that it stocks about 29,000 products, but occasionally he needs to order maps that are not commonly stocked or those "hot" items that leave the shelves quicker than they can be unpacked.

One need only to look at the front page of the daily newspaper to see what maps are probable "sell outs." Gray said, "On the day that the U.S. troop deployment to Rwanda was announced, we got at least 70 requests for that area's maps."

Originally, the office was established to provide maps and charts to the Joint Chiefs of Staff and the Army Operations Center, located around the corner, but the customer base has increased to include the Military District of Washington, Defense Intelligence Agency, Central Intelligence Agency, State Department, Congress and the White House.

O'Mara lauded the work of the depot and staff. "All the technology and advanced production systems that we have don't mean anything if we can't get the product to the customer. This is one of our most important customer outlets



Left to Right: Randolph E. Williams, Pentagon Office assistant chief; Navy Petty Officer 3rd Class E. Cabarle; Lauri Fagan, office staff member; Navy Senior Chief Petty Officer John R. Gray, Pentagon Office chief; Maj. Gen. Ray E. O'Mara, DMA director; and Navy Petty Officer 1st Class Ronald J. Hart, office staff member, gather in front of the office's "pull out" samples of maps and charts.

because they interact with the war fighters and the people who have the ear of Congress," he said.

Future improvements are scheduled for the office as the technology and money become available in order to continue to offer excellent service to DMA's customers.

by Charlotte Raub

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## **DMA Forum '94 brings industry & government together**

**M**ore than 1,300 mapping industry and government leaders attended what has been hailed as, "A much needed and much appreciated," DMA-sponsored Industry Days. The three-day event included equipment and product demonstrations, workshops, panel discussions and active interchange of information as presidents of industry and military senior officers representing mapping users interacted with DMA representatives.

"We, of DMA, find ourselves in a changing environment with evolving requirements to support our warrior customers. Our people numbers are coming down. Our requirements are increasing in number and technical complexity, but we have talented people, the technical capability, as well as the

resources, to do the job—if we have the courage to organize around our core business processes, cut out the non-value-adding work and focus on our customers' requirements," said DMA Director Air Force Maj. Gen. Ray E. O'Mara, highlighting the importance of the conference in his opening remarks.

"This is where we need the help of our industry colleagues. We cannot meet the challenge of tomorrow by doing business the way we do it today. We will take care of the organizational issues but we need your help in providing DMA the technology. During this conference we will tell you how we see our future requirements, and we will engage in discussions to give us both a better vision of how we can best meet our customers' requirements," he said.

DMA overview presentations included Dr. Kenneth Daugherty on the DMA Strategic Direction, Dr. Annette Krygiel on DMA Technology Challenges, Bobbi Lenczowski with GIS Operations Concept, Army Col. James Nichols on the Defense Mapping School Programs and Dr. Nancy Spruill on the Resource Issues Facing DMA.

*continued on page 15*

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## **Director approves consolidation of printing and distribution in St. Louis**

**I**n a major re-engineering decision, the DMA director approved the plans for consolidation of agency printing and distribution activities at one location in the St. Louis area. The decision was announced Aug. 24, following a six-month review and subsequent environmental assessment.

The review substantiated that this initiative will save approximately 240 positions and \$19.6 million per year, while resulting in improved service to DMA customers.

The director's final decision indicated the consolidated printing and distribution organization will have component status and be directed by a military officer of colonel or equivalent rank.

The first step in implementing the plan will be the establishment, effective Oct. 1, of the single agency focal point for

printing. The Graphic Arts printing functions of the Aerospace Center will be brought under the management of the Combat Support Center. Printing functions at the Hydrographic/Topographic Center will receive printing direction from CSC; however, they will remain under HTC management in order to facilitate help to employees affected by the consolidation, according to officials.

The agency will also take action to acquire land in Jefferson County, Mo., to build the new facility. The preferred site was announced last month when an environmental assessment was released for public comment. There were no significant adverse comments provided during the 30-day public comment period.

The new facility will be fully operational by mid-1998, according to officials. Since most transfers will not occur until 1998, the four-year implementation schedule, developed by the planners, will ease the transition for affected DMA employees. Among the possible options for affected employees are transfers to St. Louis, retraining and reassignment to positions within and outside DMA, and "buyouts" under the DoD Voluntary Separation Incentives Program.

*How can a vendor claim that it is selling a DMA product if it really isn't?*



*Is there any way DMA can prevent third parties from using its name in a way that appears to endorse a particular product or company?*

*And, by the way, what does that funny copyright statement on DMA's newer maps and charts mean? When did the agency start doing that and why?*

**T**hese are tough questions, and they are being asked today by DMA employees and others. The answers to these questions raise the specter of something called intellectual property rights. The answers also raise important, frequently conflicting, public policy issues—the same issues that have caused DMA's General Counsel to begin an aggressive program to protect the agency's intellectual property rights. This program currently includes asserting U.S. government and DMA rights in DMA product names, products and information and the DMA name and seal through trademark and copyright outside the boundaries of the United States.

## Trademark

A trademark is a word, phrase, symbol or design, or combination that identifies and distinguishes the source of goods or services of one party from those of another, according to the U.S. Patent and Trademark Office. Because it is supposed to "identify and distinguish," a trademark must be distinctive, not merely descriptive.


For example, the Apple logo  is a registered trademark of Apple Computer, Inc. When you see the , you think of Apple Computer, Inc. That's because it's distinctive. On the other hand, phrases like "Software Program," "Digital Map" or "Nautical Chart" are merely

# Protecting DMA's intellectual property rights

descriptive. They probably would not qualify for registration as trademarks.

DMA's General Counsel has filed with the U.S. Patent and Trademark Office for trademark registration of the name "Defense Mapping Agency," the acronym "DMA," the DMA seal and DMA product names and acronyms like "Digital Chart of the World," "DCW," "Vector Smart Map" and "VMap." If successful, the agency will have exclusive right to use them in the future. Registration of the DMA name and its product names will protect the agency's good name and reputation by preventing others from introducing potentially inferior products with the same or similar names. It also prevents others from using the name improperly. Registration will protect the public from being confused or misled into buying products misusing the DMA name, its seal or a registered product name.

## Copyright

Copyright deals with product content. Whereas enforcement of trademark registration could prevent misuse of a mark like the , it would not protect the contents of an Apple Computer product. Copyright, on the other hand, does protect product contents. It does this by preventing unauthorized copying and use of an author's original work without that author's permission.

Historically, DMA did not attempt to copyright its MC&G products because U.S. law specifically prohibits the U.S. government from holding copyrights in U.S. government works. This allows free access by U.S. citizens to the products that they have paid through taxes to create. As far as citizens are concerned, U.S. government works are generally said to be in the "public domain."

The law means that DMA, as a U.S. government agency, cannot apply to the U.S. Copyright Office to register a copyright in its products under U.S. law. However, DMA can claim copyright protection outside U.S. borders under international law. This is what the agency has been doing since 1992.

DMA's Associate General Counsel for Information and Privacy now routinely receives and processes requests from all over the world to copy and use DMA products outside the United States. The office also receives and processes similar requests from users in the United States who have seen the copyright notice on DMA products.

*by Helen Sharetts-Sullivan, Associate General Counsel for Information and Privacy, DMA.*

*HTCers visit Quantico Marine Base*

## Where maps direct the mortar

**T**wenty-three Hydrographic/Topographic Center employees participated in a customer-interface tour of the Combat Development Command at Quantico Marine Base, Va. The purpose of the July event was to enhance HTC's quality model of "Pride, Respect and Confidence!" by seeing first-hand how the Marines use DMA's 1:50K and 1:25K scale Topographic Line Maps.

The day began with a 45-minute overview of the Land Navigation Course that all new Marine officers must attend. This course teaches the Marines how to relate TLMs to their actual surroundings. The course is provided year-round, in every kind of weather and even includes a field exercise in "night navigation."

After the course overview, the tour group continued on to one of the firing ranges to observe Marines using their newly learned mapping skills to direct mortar and howitzer fire with DMA's 1:50s and 1:25s. One group of Marines would spot-out a practice target—usually some type of already bombed-out tank or truck—and another group a short distance away would do the actual firing. Seconds later the tour group would see, hear and feel the "boom" from the artillery.

"It was very exciting and lots of fun to watch the live artillery fire," said tour attendee Yvonne Tuttle, Graphic Arts Department. "It was great seeing how our products are used." The demonstration also illustrated why the old saying, "close enough for government work" isn't appropriate at DMA.

Marines at the tour site said they'd like a new 1:25K TLM of Quantico for training purposes. They said DMA products are for the most part good products, with the exception of some dated sheets they received at the onset of Operations Desert Shield and Storm. Although those maps were subsequently updated, the Marines were quick to add that any map is better than none, and even related real-life instances where Air-JOGS (Joint Operation Graphics) have been used to direct mortar fire when 1:50s were not immediately available.

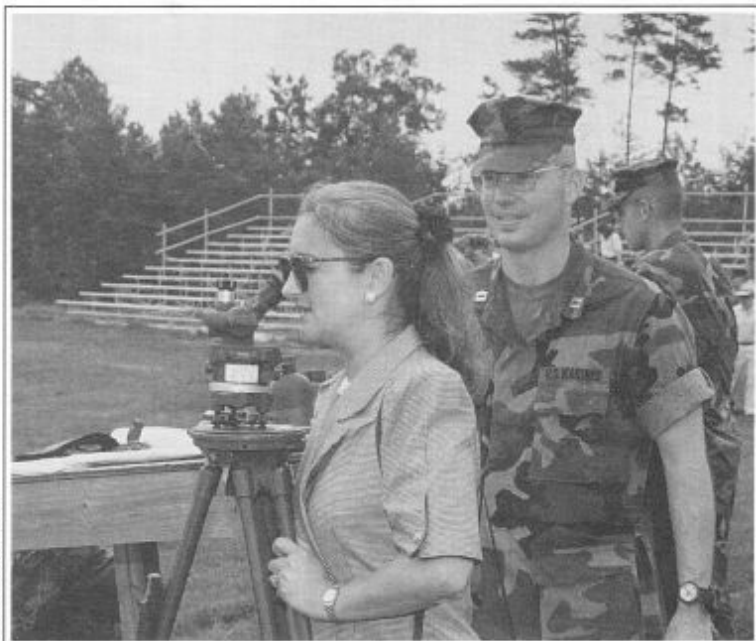


Photo by Tom Barsh

*Yvonne Tuttle, Graphic Arts Department, observes artillery fire through a transit. Marine Capt. Scott Fosdal, tour host and lead instructor, provides assistance.*

During brief non-firing interludes, the tour group was shown and briefed on a multitude of other things including hand-to-hand combat training, M-16 rifles, Meals Ready to Eat (MREs) and High Mobility Multipurpose Wheeled Vehicles (HMMWV), also called "Hummers."

Additional customer interface tours are being planned by the center's Performance Improvement Office.

*by Scott Buschbacher, HTC Performance Improvement Office.*



Photo by Tom Barsh

*Army Chief of Staff Gen. Gordon Sullivan praises the DMA work force, calling their efforts critical to the success of the armed forces.*

## Army chief of staff praises DMA

DMA's efforts are critical to the success of the men and women in the battlefield, said Army Chief of Staff Gen. Gordon Sullivan, concluding his morning tour of the agency's Hydrographic/Topographic Center July 27. Speaking before a "standing room only" crowd in Erskine Hall's Auditorium, Sullivan thanked the DMA team for always "stepping up to the plate" and supporting the mission.

Sullivan, impressed with the agency's digitized mapping efforts, emphasized their importance in a digitized battlefield. He said he toured the center because he wanted to know what the agency was capable of doing with its current resources; so, in turn, he could better educate his troops to request products that were viable to mission success and capable of being produced.

"The yellow dog is in the tree," he said. After a lengthy pause, Sullivan explained that that information may be all that's necessary for mission success. If so, then requesting and producing extra output such as, "The yellow dog is in the green tree with the brown trunk," is unnecessary.

## QAV

*Reston Center prepares for QAV*

### Center's quality self-assessment on display

Officials will show the results of their quality self-assessment during the Reston Center's Quality Assistance Visit, which begins this month. A score of 1,000 is the highest quality rating that can be achieved by an organization, according to Malcolm Baldrige National Quality Award criteria.

"We're focused on baselining where we are," said Scott Mooney, chief of the Reston DPS Production Support Office. As RC's QAV leader, Mooney is in charge of the center's quality self-assessment—a seven-part evaluation he completed last month with help from RC's self-assessment team. As part of the QAV, other teams flow charted key RC processes, which are also being studied for quality improvements.

"The value of the first self-assessment is that by going through the process, we create awareness of what a top quality organization is like and how RC measures up to that standard," said

Mooney. "It's a start down the path towards thinking in terms of assessing ourselves as a quality-oriented organization. We expect to perform several more self-assessment exercises over the years to see how we're doing."

Replacing the general inspection, which was geared toward compliance, the QAV will provide validation and feedback for RC's own self-assessment effort.

The QAV team, including the inspector general and functional area experts, is scheduled to visit the center Sept. 26 through Oct. 7. They will also visit RC facilities at the Aerospace and Hydrographic/Topographic centers.

The QAV will end Oct. 11, when RC's senior leadership brief the DMA director. Outbriefings by the DMA director and the DMA inspector general are also planned.

During the QAV, members of the QAV Team will attend staff meetings and talk to employees "to get a real assessment of where we are in our quality environment," said Mooney.

"The QAV team wants to get a representation of everybody at the center. It's important to get as many people as you can involved in the quality improvement effort," said Mooney. "It's not management or employees that drive quality improvement; it's everyone working together with the same frame of mind that drives you to success."



Getting to know DPS

## CIA director tours RC

The Digital Production System's potential was demonstrated to the Central Intelligence Agency's director during his July visit of Reston Center. RC Director Paul L. Peeler Jr., led CIA Director R. James Woolsey Jr., on a tour of the DPS facility following an overview of the Defense Mapping Agency by Air Force Maj. Gen. Ray E. O'Mara, director of DMA. Woolsey was accompanied by Adm. William Studeman, deputy director of the CIA.

Before the tour, William R. Allder Jr., the deputy director for Engineering and Integration for Systems Center, updated the visitors on PETROS, a system similar to DPS that will form the backbone of British military mapping. Navy Lt. Robert Kuffel, SC's Warrior Support Division, gave a vector products demonstration.

During the DPS tour, cartographers demonstrated hardware and software capabilities of the \$2.6 billion system that is moving DMA toward a paradigm shift in the production of Earth information for military activities.

According to Reston Department Acting Chief Robert L. Thibodeaux, "The department is always prepared to support VIP tours. The production cartographers are particularly proud of their involvement in presenting briefings and demonstrations. It provides them the opportunity to display their knowledge of the production processes as well as demonstrate the operational capabilities of the Digital Production System. It provides visibility to DMA's leadership.

"We want our distinguished visitors to meet the people who are using the hardware and software and to see that everybody is involved in making digital production happen. We want the work force to be proud of their work and to have a voice in the production process," he said.



Courtesy Photo

Reston Center Director Paul L. Peeler Jr., (right) welcomes CIA Director R. James Woolsey Jr., to the center. DMA Director Air Force Maj. Gen. Ray E. O'Mara also greets Woolsey.

## Coming soon: National Quality Month

**National Quality Month** is observed throughout national and defense agencies in October. It was officially declared National Quality Month by a congressional resolution and presidential proclamation in 1984. The goal of the month-long observance is to highlight the importance of quality improvement and to make quality a year-long priority.

DMA's theme this year is "Partnerships Through Communication." All employees develop partnerships with co-workers, superiors, subordinates and customers both internal and external. Clear communication is a vital component to the success of these partnerships. Open lines of communication, with the opportunity for feedback, improve understanding and the quality of service. Increasing communication between agency components enhances this partnership and the "Team DMA" concept.

The agency will observe National Quality Month with various activities and functions throughout its components. Some of the activities include speakers, "brown-bag" video lunches, team-building exercises, town hall meetings and tours of nearby DMA customer's facilities. Watch for the National Quality Month schedule or call your component's representative for more information. They are: Air Force Maj. Julie Keck, HQ, at (703) 285-6011; Leslie DeBellis, RC, at (703) 264-7161; Linda Mallery, SC, at (301) 227-4874; HTC's Scott Buschbacher or Janet Schiff at (301) 227-3630; and Joe Bastian, CSC, at (301) 227-3154.

Submitted by Air Force Maj. Julie Keck.

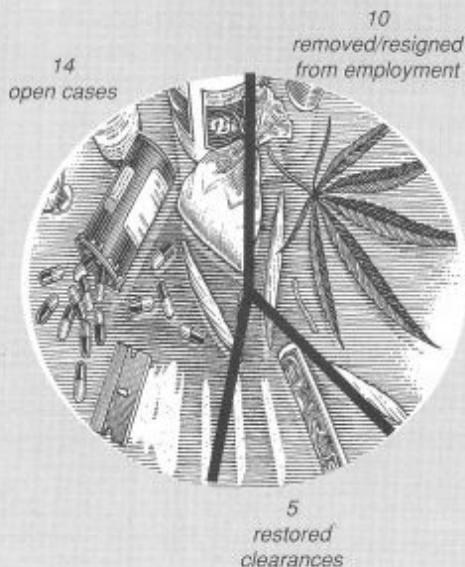
## Five year review

Over the last five years, 29 DMA employees, agencywide, tested positive for drugs such as marijuana, cocaine, PCP and opiates, according to officials. Disciplinary action up to and including removal was taken in all those cases, with a handful choosing to resign prior to disciplinary action. Officials said 10 employees were removed or resigned as a result of a second positive drug test result, peripheral issues in addition to a positive drug test or personal reasons. A refusal to be tested resulted in one of those removals/resignations.

Out of the remaining 19 who tested positive, officials report that five have completed rehabilitation and have had their clearances restored and 14 cases are still open due to current participation in a rehabilitation program or other issues.

DMA randomly tests 14 percent of its Testing Designated Positions annually. Comparatively, the Department of the Army tests 25 percent, Defense Logistics Agency, 20 percent, and the Defense Investigative Services, 10 percent. DMA also tests all job applicants prior to bringing them on board, said officials.

### Positive Drug Test Results



## DMA program ensures a drug-free work force

DMA began its Random Drug Testing Program in 1989 as a result of Executive Order 12564, which makes it a condition of federal employment for all employees to refrain from using illegal substances on or off duty.

Illegal drug use is inconsistent with National Security, and DMA has a compelling need to ensure that its work force is drug free due to the critical nature of its mission, said agency officials. The goal of the Drug Testing Program is to help employees who have a drug problem, while sending a clear message that illegal drug use is incompatible with federal employment.

DMA tests for the usage of amphetamines, cocaine, marijuana, opiates and PCP. Selection for testing is done on a random basis using lottery numbers and a computer program. The collection process is done on-site at all area locations by certified government contractors. The Department of Health and Human Services established stringent guidelines regarding collection procedures, and laboratories must also be certified and are inspected on a routine basis by the use of quality control samples.

Sharon Kennedy, the Washington area drug program coordinator or her representative is on-site when collections are made and can answer questions, address concerns and assist employees as necessary.

Employees who are selected for random testing are notified no earlier than two hours before testing. It is considered a refusal, if an employee fails to report for testing after being notified. Officials said a refusal can be grounds for removal from federal service. If an emergency arises and an employee must leave work after they have been notified of their selection, they should immediately contact their supervisor. Arrangements for testing will be made before they leave.

If an employee tests positive, he or she is subject to disciplinary action. Their security clearance will be suspended, and they are expected to enter and successfully complete a rehabilitation program. Taking prescription drugs that are not prescribed to you may result in testing positive, according to officials.

The Drug Testing Program contains a Safe Harbor provision, which applies to employees with substance abuse problems who come forward voluntarily and freely admit to illegal drug use before being notified of a random selection. Such employees must agree to meet with an Employee Assistance Program counselor where they will be assisted in entering a rehabilitation program. Although they are not normally subject to disciplinary action, their security clearance will be suspended, said officials.

For more information about the Drug Testing Program at DMA, contact Sharon Kennedy at (703) 285-9439.

# SC delivers DNC production capability

by Colby Harmon

After more than two years of requirements definition, design reviews, factory acceptance testing and training, Systems Center's Vector Products Division made final delivery of finishing software for the Digital Nautical Chart to the Nautical Production Segment (NP/S) at the Hydrographic/Topographic Center.

The NP/S is a segment of the Vector Product Format Production System (VPF/PS), which also includes the Topographic Production Segment (TP/S). The 18 NP/S workstations use a dozen commercial off-the-shelf software products and 200,000 lines of new code. With this delivery, HTC is now ready to produce, import and validate DNC data.

## What is the DNC?

The Digital Nautical Chart is a database of hydrographic and bathymetric spatial data. It is the first of several products that will be topologically structured, use Vector Product Format and be released on CD-ROM. Topologically structured data allows users to analyze the spatial relationships between the thousands of point, line and area features stored in the DNC. The VPF links the graphic data to feature type and attribute information, enabling sophisticated database queries to be performed.

Other VPF products will be introduced soon. Among them is the second edition of the Digital Chart of the World, also called Vector Smart Map (VMap) Level 0. The TP/S will produce VMap Level 1 from 1:250,000 scale Joint Operational Graphic source materials and VMap Level 2 from digital data collected on the Feature Extraction Segment or from 1:50,000 Topographic Line Map source materials. The Urban Vector Smart Maps, Vector Interim Terrain Data, and a new edition of World Vector Shoreline will also be produced soon.

DNC and the other vector products consist of several the-matic layers of data called "coverages," which store the locations and characteristics or attributes of related features. "Navigational aides," "obstructions" and "culture" are some of the 14 coverages in DNC.

The coverages are stored in libraries, which depict data at various levels of resolution. The Browse Library, one of five library types, is used to orient the user and shows the DNC's CD-ROM outline on a world map.

Each CD-ROM will hold all the charts a ship needs to operate in and out of at least one harbor.

## Who is Using DNC?

The Coast Guard is currently using DNC data in its Vessel Traffic Management System in New York Harbor and will soon add Seattle's Puget Sound, the Port of San Francisco and ultimately all major U.S. ports.

The Navy will soon be conducting sea trials of its Electronic Chart Display and Information System called the Navigation Sensor System Interface (NAVSSI). The system will use DNC in its native format to display the ship's position as determined by Global Positioning System satellite fixes or from OMEGA, TRANSIT or inertial position fixes. The NAVSSI will also be used for route planning and be integrated with weapon systems aboard surface ship networks.

The Navy requirement for DNC data is worldwide coverage by 1997. To help meet this ambitious goal, HTC has retained the services of several contractors as well as the National Ocean Service in Silver Spring, Md. An agreement is pending with the Canadian Department of National Defence, Directorate of Geographic Operations, for the production of DNC.

PEV, the Vector Products Division of Systems Center, is now helping integrate software developed for DNC production into NOS's production system.

*Harmon is a physical scientist in the Vector Products Division of SC's Program Execution Directorate.*



The nuclear-powered aircraft carrier USS Abraham Lincoln (CVN-72) steams past San Francisco after completing a training mission. The Navy requirement for Digital Nautical Chart data is worldwide coverage by 1997.

Official U.S. Navy Photo by PH3 David Dentry



## New sights await ca

by Paul Hurlbo

*Aboard the Mt. Mitchell, two HTC cartographers will experience four weeks at sea.*

**"T**here is no Aloha deck" on the ship *Mt. Mitchell*, said cartographer Mirga Rimavicius. "I'm taking a working trip, but it will be enjoyable. I'll be learning a lot of new things and getting a fresh perspective on my work."

Rimavicius, who sails from Pensacola, Fla., this month for two weeks aboard the 231-foot National Oceanic and Atmospheric Administration survey vessel, is the second cartographer from the Hydrographic/Topographic Center's Mapping and Charting Department to work aboard ship as part of DMA's Hydrographic Excellence program. The first was Jeffrey Berling, who is expected back this month after four weeks aboard the *Mt. Mitchell*.

"I'm pretty excited about it," said Berling about a week before he went. "I've never been aboard a ship. I have no nautical experience whatsoever. That's what makes it exciting. I don't even know if I'll get seasick."

Berling and Rimavicius are the vanguard of DMA employees who will travel aboard NOAA survey ships during the coming years, according to Navy Capt. Jim Galvin, director of the Hydrographic Excellence Program.

"Our people produce products. We want them to

have an understanding of how data is collected for the hydrographic products they produce, and we want them to see how hydrographic products are put to use. That's why we are sending these employees on the survey ship. The goal is to institutionalize a program so that DMA can send a number of cartographers, physical scientists and others on NOAA ships. Besides MC, I expect other departments and directorates will send personnel on the trips, if it enhances their job performance," said Galvin.

Shipboard experience for employees is a "quality issue," Galvin emphasized. "With a better appreciation of the entire process, the producer of hydrographic products will be more in tune with the customer and the people who serve us by providing us data."

The shipboard program began on "a handshake" between HTC Director William N. Hogan and Navy Rear Adm. Austin Yeager, director of NOAA's Coast and Geodetic Survey, according to Galvin. "To make it happen, I worked closely with NOAA's liaison officer to DMA, Navy Cmdr. Stan Iwamoto. He's been extremely helpful in facilitating the whole effort."

DMA employees on tour aboard NOAA ships will participate in the data collection effort, Galvin said. "As soon as the ship goes in and out of port, our employees will

# and fresh insight Photographers at sea



Rimavicius



Berling

be allowed on the bridge to acquaint themselves with usage of the end product, in addition to collecting source data."

Both Berling and Rimavicius are taking part in a project to accomplish basic hydrography for the purpose of updating charted hydrography and to investigate wrecks and submerged features. The project area, located along the coast of the Gulf of Mexico, serves the ports of Lake Charles, La., and Port Arthur, Texas. To determine water depths, NOAA surveyors will use echo sounding equipment, and to locate underwater obstructions, they will use a side-scanning sonar unit.

A program offering experience aboard survey ships in the 1980s, which was discontinued, had prompted Rimavicius to include it in her Individual Development Plan. "When I heard about the [new] program, I looked at my IDP and said to myself, 'This is one of my goals!'," she said. "In school, they always taught topography, when 75 percent of the world is water. This experience will expand my knowledge base on hydrographic science."

A system engineer in MC's Operations Division, Rimavicius also has experience in nautical chart compilation and bathymetric analysis. She earned her bachelor's in geography from Illinois State University. "I like to know

many different things," she said. "Geography includes a lot, but it was one of my college professors who convinced me I could make a career out of it."

Berling said, "I submitted my name [for the survey ship program] as soon as I found out about it. I thought to get hands-on training and see how we get our data would be a great experience." During the four-week tour, he will be separated from his wife Julie, an environmental scientist with the Department of Energy, and their one-year-old son Ian. "That is the toughest part, but my wife supports whatever I do," he said before starting the tour.

A DMA employee for four years, Berling works in the Bathymetry Branch on special projects for the Navy. He holds a bachelor's in geography and a master's in land development from Texas A&M.

Berling and Rimavicius will collaborate on a briefing about the program upon their return. Although senior management will be very interested in their experience, the presentation will be aimed at employees interested in joining NOAA on future voyages, according to Galvin.

The idea is "to share their experience with peers, so that we can instill a spirit within the work force of focusing on customers."

## RC hosts U.S. section of PAIGH

The Pan American Institute of Geography and History is a specialized organization of the Organization of American States (OAS) designed to promote and publicize cartographical, geophysical, geographical and historical scientific studies of interest to the Americas.

Each member nation establishes a national section to oversee the accomplishment of PAIGH national objectives.

hosted the June annual meeting of the officers of the United States National Section.

Last November, Peeler was elected president of the Commission on Cartography in San Jose, Costa Rica. Each of the four commissions has a number of committees and working groups responsible for research, development and training of representatives of the 21-member nations in specific areas of interest.

Cartography Commission committee chairs are William J. Brown, director of the DMA Aerospace Center - Aeronautical Charts Committee; Richard D. Sanchez of the U.S. Geological Survey - Applications of Remote Sensing Committee; Colonel Juan E. Gutierrez P. of Santiago, Chile - Computer-Assisted Mapping Committee; Lt Col. Fernando Miguel Galban of Argentina - Geodesy Committee; Dr. Fraser Taylor of Ottawa, Canada - Geo-Referenced Information Systems Committee; Thomas K. Coghlan, assistant deputy director for operations at DMA HQ and the former deputy director for Production at the DMA Hydrographic/Topographic Center - Hydrography Committee; and Steven Pousardien (USGS) - Topographic Maps Committee. Chairs of working groups under the Topographic Maps Committee are Roger L. Payne (USGS) - Geographic Names Working Group, and Alexander McDonald of the DMA Liaison Office in Guatemala - Map Maintenance Working Group.

DMA and its predecessor organizations have been active in PAIGH since 1949 when PAIGH became affiliated with the OAS. According to Peeler, DMA is making an increased effort to use



Photo by Gernava Hargrett

*Officers of the U.S. National Section of the Pan American Institute of Geography and History at their annual meeting at the Reston Center. Clockwise from left, RC Director Paul L. Peeler Jr., president of and U.S. representative to the Commission on Cartography; Dr. John Schwaller, U.S. representative to the Commission on History; Peter Bermel, vice president of the U.S. National Section; Richard Sanchez, executive secretary of the U.S. National Section; Dr. C.W. Minkel, president of the U.S. National section; and Dr. Kaye Shedlock, U.S. representative to the Commission on Geophysics. Not pictured is Dr. Ernest C. Griffin, U.S. representative to the Commission on Geography.*

The United States provides financial support through the payment of dues to the OAS.

Paul L. Peeler Jr., director of the Reston Center, and the U.S. representative to the Commission on Cartography,

maps and charts produced by member nations to satisfy customer requirements. "This relationship between DMA and PAIGH takes on a more important role than has existed in the past due to the changing world demand for MC&G products," he said.

Photo by Larry Franklin



## We're all partners

Washington area Systems Center secretaries attend an off-site program to enhance their partnership skills. Activities encouraged them to look at their own career advancement in a changing workplace while becoming more effective in their present jobs by understanding their role as partners. Speakers were SC Director Earl Phillips, Executive Officer Helen Wigfield, and Management Support Office Chief Shirley Anderson. Seated, from left, are Maxine Duncan, Debi Mervine, Jocelyn Price, Irene Larrow, Joanne Stokes, Patty Sawyer and Mattie Cox. Standing, from left: Judy Kinkead, Human Resources Instructor Deanna O'Bryan, Gweneth Bruner, Barbara Martin, Nancy Greer, Patricia Davis, Karen Poyer, SC Deputy Director Air Force Col. Henry Obering, Kay DeHaven, Jewell McNanley, Suzi Jarrell, Dora Cardinal, Sue Butler, Jan Love, Arlene Green and Joy Brunk.



## HR recognizes employee excellence

Betty S. Welch, deputy director of Human Resources, presented awards to 31 employees at the first HR Awards Ceremony, held at P.J. Skidoos in Fairfax, Va., on July 19. Officials said

the ceremony is expected to become an annual event.

Ange Meoli received the DMA Distinguished Civilian Service Award, the highest award that DMA can bestow upon a civilian employee for career achievements. C. A. Duke and Regina Millard were both honored with the DMA Meritorious Civilian Service Award, the second highest award a DMA civilian can receive. The Superior Civilian Service Award was given to Loretta Ligon for sustained high-level performance over several years.

The Outstanding Employee of the Year Award was presented to Nancy Ferraiuolo, Angella Grante, Charles Hughes and Navy Petty Officer 1st Class Mickey Martinez.

The Outstanding DMA Team of the Year Award was presented to the following employees for their efforts in the management and coordination of the development, scheduling, conduct and maintenance of 74 training courses currently in the DMA Digital Production System training inventory: John Appollony, Carole Brooks, Evelyn Dixon, Phyllis Farris, John Fles, Scott Grady, Steve Handwerk, Charla Helmers, George Higgins, Robert Holland, Richard Huffman, Rod Mayer, Gayl McDermott, Anthony Michaels, Dana Norquist, Rose Pangburn, Laurie Parisotto, Paul Thol, William Welch and Daniel Wilson.

### DMA Forum *continued from page 4*

The success of the Industry Days has led DMA to begin planning for next year's event.

"We believe we can improve upon the exchange of information by expand-

ing the scope of the Forum to include the academic community and by increasing the participation of other government mapping agencies such as NASA, USGS and NOA," said Gen. O'Mara. Forum '95 will combine DMA Academic Days and DMA Industry Days both of which were held for the first time this summer.

## SMS upgrade: *more than a new badge*

**D**MA's Security Management System, a computerized watchdog that controls access to facilities, sensitive areas and notifies guard personnel when physical security has been breached, will soon be sharper and tougher. It will also be friendlier—at least for the employees, who depend on SMS to get to their job.

An upgrade of the SMS is underway and will affect components of the system now in use at Headquarters, the Hydrographic/Topographic and the Aerospace centers, report officials.

"The new badge employees will be issued as part of the upgrade will be the one change that everyone will be aware of," said Bob Bradley, physical security specialist in the Security Office, HQ. Other improvements, he said, will be "transparent" but no less real.

To give some examples of the improvements that will make the

system more "employee friendly," a centralized data base, accessible to security personnel at each location, will provide the personnel data needed to handle routine situations as well as emergencies. "If someone from HTC leaves their car lights on while visiting HQ, guards will be able to use the central data base to identify the owner," said Bradley. "As for badges, with authorization from HQ, as an example, HTC could program an employee badge for one of HQ's doors, permitting easy access for the employee. In short, the upgraded system will operate on a multi-locational basis, whereas now each organization operates its security system independently."

The new data base will also have more room for information, allowing employees to register more than two vehicles. At the same time, card access—for employees who use their badges as an electronic key to enter compartmented secure areas—will be faster, due to computer memory and software upgrades.

Besides its ability to read badges, the SMS is also tied to a closed-circuit television system that can "see" happenings in parking lots, entrance ways, and other locations that are monitored. Video cameras feed live images to CCTV monitors watched by guards, allowing them to check on any suspicious activity. In some areas, if SMS alarms are "set off," the SMS causes a CCTV camera to "fix" on the area and activates a VCR that records activity in the area. Some of the cameras can be controlled by the guards—to ensure areas are safe. Some locations will receive new CCTV monitors and other equipment as part of the SMS upgrade. The SMS can also detect sound, shock, heat and motion at sensitive locations and activate an alarm as needed.

Resembling a credit card, the new badge will be redesigned with many new features. Information on the front of the badge—including the employee's picture—will be printed digitally, making the card

## News Clips

### Savings Bonds Campaign results in

This year's DMA Savings Bonds tally exceeded by 43 percent its first goal of securing a 10 percent increase in bond savers. The second goal—increasing by 20 percent the current amount saved by bond savers—was attained by 74 percent.

With a goal of 313 new savers, officials reported that 449 employees signed up for savings bonds. Shy of the 626 goal, current bond savers who increased their savings numbered 461. For the agency, 49 percent of its work force participate in the Savings Bonds Program. Comparatively throughout DoD, 24 percent of the employee base, including military,

participate in savings bonds.

Systems and the Hydrographic/Topographic centers along with Headquarters qualified for a place on the campaigns' Honor Roll, achieving above the 50 percent level of participation.

### DoD sponsors humanitarian aid to Rwanda

DoD has sponsored more than 40 flights airlifting more than 800 tons of humanitarian relief supplies and equipment to aid Rwandan refugees.

Working with the International Committee of the Red Cross, DoD has hauled everything from blankets, food and medicine to equipment to move the supplies.

### DMA observes National Hispanic Heritage Month

Sept. 15 through Oct. 15 is National Hispanic Heritage Month, and the Equal Employment Opportunity Office and the EEO Advisory Committee are sponsoring various events to celebrate. The theme for this year's observance is Partners in Progress.

On Sept. 20 at 10 a.m., V. Hector Rodriguez, President and CEO of the Las Americas Avenue Development Corporation, will speak at Headquarters in Room IS12-16 and at the Bethesda Complex at 1:30 p.m. in the Erskine Hall Auditorium.

On Oct. 11, from 1 p.m. until 3 p.m., exhibits, ethnic foods and



resistant to alteration. New equipment will also speed up badge production, reducing the waiting time to receive a badge.

Most of all, the new badge will be easier to read. The DMA holgram seal will no longer be superimposed on the employee's picture, which made both difficult to identify. Type will be larger and more prominent. A new color code will replace the number system, providing instant verification of clearance levels and access, with icons to represent special authorizations, such as NATO access. On the back of the badge, the holder will be clearly identified as a Department of Defense employee.

Later, a bar code for optical card reading may be added to facilitate accountability for such items as supplies and sensitive documents.

"We want the badge to be readable from six feet, so that guards can

identify individuals and pass them through checkpoints more rapidly," said Bradley.

Initial installation of equipment has begun at AC, with HTC and HQ soon to follow. By the second quarter of FY 95, officials plan to have the upgraded SMS operating at full capacity.

by Paul Hurlburt



## DMA tests telecommuting

The agency began its telecommuting/alternative work-place pilot project June 1, scheduling it to run for a year with periodic evaluations. Fourteen employees, chosen by their supervisors last January, are participating in the project and will perform their job duties from telecommuting centers or from their home, according to project officials.

Telecommuting centers being used for this project are located in Winchester and Fredericksburg, Va., and Waldorf, Md. A telecommuting center is available in Hagerstown, Md., and other centers are being planned in Calvert and St. Mary's County in Southern Maryland.

Of the 14 employees participating in the project, four work at home and nine work at telecommuting centers one day a week. If the project is successful, the number of days participants are allowed to

work at an alternative site may be increased, said officials.

During the project's pilot phase, only current participants will be allowed to work at telecommuting centers. If the project becomes a permanent program within DMA, criteria and guidelines will be established to determine how employees are chosen to participate.

refreshments will be available in Erskine Hall as part of the Hispanic Heritage program's closing activities.

Originally observed during the week that included Sept. 15 and 16, the 100th Congress amended the public law in May 1988, to devote an entire month to the cultural observance.

### DMA regionalizes Latin American offices

DMA's Office of International Operations submitted a proposal to the Office of the Secretary of Defense in October of 1993 that would drastically restructure DMA's Latin American operations. The proposal was endorsed, adopted and is

currently being implemented, according to officials.

The reorganization, informally known throughout DMA as "Regionalization in Latin America," will result in a net drawdown of DMA in-country staff by 40 percent. The new organization will consist of four regional offices—Guatemala, Venezuela, Paraguay and Chile—and four offices representing single countries—Columbia, Bolivia, Peru and Ecuador. To achieve this, officials said DMA will close its liaison offices in Mexico, El Salvador, Honduras, Costa Rica, Dominican Republic, Argentina and Brazil. The agency's Aeronautical Liaison Office located in Panama will remain unaffected.

### Street hockey team forming

A street hockey team is organizing for pick-up and possible league play. Pick-up play begins in October on Tuesdays and Thursdays at 4 p.m. All skill levels, including novice, are encouraged to participate. Interested players can contact Bob White at (301) 227-3358.

### Monty finishes 4th

The DMA-sponsored women's soccer team, Monty, competed in Montgomery County's Women's Open Division playoff tournament and finished the season in 4th place. Monty practices once a week, and games are on Saturday mornings. For more information contact Bess Kotsiras at (301) 227-1607.



## Hats off...

### To Gary Morrison

In June, Gary Morrison was presented certificates for a Silver Star Medal, two Purple Hearts and his honorable discharge — 25 years after the events that garnered him these awards. They were presented by Rep. Steny Hoyer in a special ceremony in Mayo, Md.

Morrison was awarded the Silver Star for gallantry during battle in Vietnam when his Marine Corps patrol was caught in an ambush in February 1969. He pulled his commander out of the line of fire, rescued a wounded Marine and then hopped on a U.S. tank and directed fire. He received his first Purple Heart in June 1969 when he was wounded by an exploding mine while he was on a jungle patrol. The second medal was presented aboard a hospital ship after he was wounded by shrapnel from a pair of exploding grenades.

He was formally presented the medals and honorably discharged from the Marines, but could never prove it because he didn't have the certificates. He tried to get the certificates from the military, but ran into roadblocks. That's when he called in the congressman.

Morrison, a logistics clerk, has been at DMA's Riverdale site for 1 1/2 years. He

started out at DMA 19 years ago as a security policeman and then became a printer in the press room.

### TO WEL Program Graduates

DMA employees Susan E. M. Brown, Hydrographic/Topographic Center; Janet O. Buckley, Combat Support Center; Carrie J. Harrison, HTC; Kyle W. Rhodes, Systems Center; Charlotte Raub, Command Information; and Sherlyn Richberg, Aerospace Center, graduated from the Women's Executive Leadership Program on July 15 at the Omni Inner Harbor Hotel in Baltimore. The graduation ceremony was the culmination of the year-long federal program offered by the Office of Personnel Management, Washington.

Throughout the year, WEL participants were involved in intensive leadership developmental activities and training opportunities that ended with a week of transitioning seminars and briefings on Congressional operations.

### To Air Force Lt. Col. August S. Luzzi

Lt. Col. August S. Luzzi, departing commander of the Combat Support Center's Office Europe, was recently presented the Sword of Honor in a special ceremony at Ramstein AB, Germany. Luzzi is just the second commander in the history of the unit to receive this award. According to the citation, Luzzi earned the award for expanding the role of the European office and its two detachments as well as "developing the unit into a 24-hour crisis reaction team, which ensured quick response to any given situation. He is a leader who preaches and practices a participative management style allowing all personnel under his command to play a part and be heard."

People receiving the sword must be selected by a majority of the members of the organization.



Luzzi

## News Clips

### Defense Mapping School realigned

The Defense Mapping School was realigned under the Chief of Staff on Aug. 7. The school's new office symbol is DMA (MS), and its mail stop will remain the same (K-1).

### Raiders capture DMA softball championship

The 1994 DMA Softball League season ended in August with the Raiders winning the league tournament. This was the team's first championship win and their third appearance in the championship in the last four years. Dukes, the tournament runner-up, also took second place in the regular season and the Slime Devils had one of their best regular seasons, finishing first.



Courtesy Photo

The Raiders, the 1994 DMA Tournament Champions, are from left, front row, Brad Hayek, HTC, with son, Sam; Lance Christensen, HTC; Andy Gutgesell, RC; Dave Musselman, HTC; Tom Wrzeszcz, HTC; and Dave White, HTC; and from left, back row, Jeff Merkle, HTC; Mark Burnell, Topo Lab at Ft. Belvoir; John Hummel, RC; Mike Panas, HTC; Chris Zavrel, SC; and Gary Parker, HTC with son, Spencer.



## Charting your future 'Supervising: Is it really for me?'

by Don Patterson and Dolores Riordan

**T**wenty-four employees moved toward the supervisory ranks as graduates of a new DMA pre-supervisory course launched June 14-15.

Titled *LDP for Potential*

*Supervisors—Charting Your Future*, the new course is a part of the "DMA Leadership Development Program," a formal series of managerial courses. Designed specifically for the agency, the class replaces the *Supervisory Methods for Potential Supervisors* course.

The agency developed the workshop to help competitively selected individuals assess and develop their supervisory potential and decide whether or not to pursue a supervisory career. Selection for the course and its completion does not guarantee selection to a supervisory position.

The new class consists of four modules: *Taking Charge of Your Career* addresses the importance and benefits of taking responsibility for one's career in the context of the changing world of work and DMA; *Understanding Supervision* discusses the roles and responsibilities of a first-level DMA supervisor and what it takes to be successful in the job; *Making the Decision* involves answering the question "Is supervision for me?"; and *Reaching Your Destination* lets employees assess how their skills and image "stack up" in terms of what is required in a highly competent supervisor.

The agency plans to offer the course six times in the Wash-

ington area in FY 95, allowing nearly 100 more employees to attend. The class is open to full-time permanent DMA employees in career-conditional or career appointments who have one year of continuous DMA service and are eligible for reassignment to a supervisory position or have progressed to the point that a supervisory position would be the next probable step on their career ladder. Employees should have received at least one "Highly Successful" or "Outstanding" overall performance rating in the last three rating cycles and be recommended by their Department or Office chief.

Training announcements are issued approximately two months before each class and include a form and specific application instructions. For more information, contact Dolores Riordan, program manager, Human Resources, in Room 566 Erskine Hall or call (301) 227-2205.

*Patterson and Riordan are employee development specialists in HRWD.*

## Kidd for kids

Reston Center Director Paul L. Peeler Jr., presents Washington TV news anchor Susan Kidd with a mounted map of her Ohio hometown. Kidd later aired the map on her Channel 4 news broadcast and talked about DMA. During her visit to RC, Kidd told employees there are a lot of ways children in need can be helped, and it is a rewarding effort. She described ways she has helped children personally as well as through the TV station. "She spoke in ways that crossed all religious, ethnic and cultural boundaries," said Scott Mooney, chairman of RC's Unity Month activities.



Photo by Sue Akard

"If Leslie didn't make it, I won't eat it," seems to be the sentiment around the Combat Support Center when referring to the culinary creations of Leslie Howell. In short, the CSC security specialist designs and makes cakes for all occasions.

His cakes are more than the simple designs found in supermarkets or corner

ment pay and make cakes," he said. "But it takes a lot of hard work and time to make decent money."

He normally makes about 10 cakes a week out of his Kettering, Md., home. He's even built wedding cakes designed to feed more than 500 people.

A single parent, Leslie's 18-year-old daughter, Cheri, helps by baking the cakes and doing some of the basic frosting. She leaves the main decorating to him.

"We try to bake the cakes needed for the week on Sundays," Leslie said. "The cakes are then frozen, which makes it easier for shaping."

With no formal baker's training, he learned everything he knows about baking and decorating cakes from reading and experimenting.

"I've even come up with my own pound cake recipe called 'Attack Your Palette Pound Cake,'" he said. "It has five different flavors."

When he was stationed in Tucson, Ariz., Leslie designed his first cake for his daughter's fourth birthday using just a mold of "Bugs Bunny." He quickly gained popularity and began receiving requests from other parents to make cakes for their children's parties.

"I started buying more molds of other characters so I could have more variety," he said. "But when I saw a guy carve a statute out of cheese, that really stuck in my mind. I felt I could do basically the same thing with cakes. Besides, it's more economical than buying a lot of molds."

He said he can make anything anyone asks for. "If they have a picture, then I can do it."

Many of his cakes are made for charitable organizations that cater to children.

"I love working with children and have done it most of my life," Leslie said. "I've coached boy's and girl's sports teams, and when they have a banquet, I provide the cake at no cost."

by *Muridith Winder*

## Let them eat cake



Photo by Tom Bensch

grocery stores. Sometimes they seem to take on a life of their own.

Leslie said that art is his first love and he likes to draw, especially cartoons. He sees recreating something out of icing not only as a challenge, but a way to express himself artistically.

"Some of my more unusual designs are what I call my 'fruit cakes,'" Leslie said. "For Halloween, I make a jack-o-lantern that's difficult to tell from a real pumpkin. For summer, I make a cake that really looks like a sliced watermelon."

What started off as a hobby quickly mushroomed into a large-scale, home-based business.

"When I retired from the military [in 1991], I was going to live off my retire-

**P**hil Vargas likes to get physical. Three years ago, he never dreamed of putting his physical prowess to the test. But recently he did just that when he toured Australia and New Zealand by bicycle.

"It was all part of a set of personal goals I started in December 1992," Phil said. "I like to combine educational and physical activities into my adventures."

From May to July, Phil pedaled 150 miles around New Zealand's Coromandel Peninsula before turning his attention to the east coast of Australia, biking over 1,100 miles.

Phil is a cartographer at Systems Center and has been with DMA for 11 years. His brawny physique affirms his commitment to physical fitness. He has been running and working out with weights at least three times a week for almost 25 years.

"I've only been cycling four years," he said. "I was looking for something to add to my cross-training routine."

Normally Phil pedals about 60 miles a week, but felt his combined training would see him through the trek. He also spent weeks researching his route, the climate, scenery and what time of year to travel.

"Winter [down under] is the best time of year," Phil said. "It's drier and the temperatures are moderate, ranging from 68-90 degrees although it gets down to 32 degrees at night in Alice Springs."

After packing his gear, which included a specially built 21-speed touring bike with mountain-bike-type wheels, Phil flew to New Zealand to begin the first leg of his trip. Shouldering a 100-pound backpack full of extra clothing, food, camping equipment and tools, he pedaled from Auckland to the Coromandel Peninsula in seven days.

"New Zealand was very green, cool, rainy and windy," Phil said. "It was everything I expected it to be. It's a beautiful country. [However] I had to pedal up several steep hills and into 40 mph winds on paved and narrow gravel roads."

From there, he flew to Sydney, Australia to start his 1,100-mile-plus trek. He traveled between Sydney and Townsville, sometimes pedaling as much as 80 miles a day.

"Sometimes... the roads would be great with wide, paved shoulders," he said. "Other times they were gravel with

## Two wheels and 'down under'



large rocks. I had to constantly keep an eye on trucks and buses, especially on the narrow roads."

As for wildlife, Phil said he saw a couple of dingoes in the Outback, kangaroos in Queensland and the Northern Territory, a frilled neck lizard that he almost ran over and a crocodile in Katherine Gorge. An eagle dragged its feet across his back on the way to Airlie Beach.

Now that this trip is history, Phil plans on fulfilling more of his adventure goals. He wants to take on a few more biking trips including the Santa Fe Trail which runs from Independence, Mo., to Santa Fe, N.M.

"I also plan on tackling white water rafting," he added. "I want to imagine what it was like for the settlers as they crossed the country in the 1800s."

by Muridith Winder



Army Lt. Col. Mark Vincent is the new assistant chief of the Customer and Command Support Branch for Combat Support Center. Vincent assumed that post in July after completing a nine-month course at the National War College.

The DMA director approved Senior Executive Service reassignments in the agency. **A. Clay Ancell** moves from assistant deputy director for operations at Headquarters to the deputy director's post, replacing **John P. Mendez** who recently retired. **Thomas K. Coghlan**, deputy director/deputy director for production at the Hydrographic/Topographic Center moves to Ancell's former position. Coghlan will be replaced by **Curt Ward** who moves from the deputy director/deputy director for production at Reston Center. These SES reassignments are subject to approval by the Office of the Secretary of Defense.

In other moves around DMA, **Paulette Gosden** will move to the program evaluation officer position in the Central Imagery Office. The position is temporary, not to exceed two years.

Previously, she served on the CIO support staff ... **Penny D. Dunn** was named to fill a physical scientist position in the Office of the Chief Scientist. She previously served as physical scientist in Systems Center's Hydrographic Division ... **Rosanna T. Hynes** will move to the position of physical scientist in the Interoperability Office at the Technology and Information Directorate, HQ. Prior to this assignment, she was physical scientist in the Advance Weapons and Systems Division at HQ ... **Army Col. David G. Tarbox** is chief of Land and Naval Warfare Division at Plans and requirements. He arrived recently from the Army Office of Emergency Operations, Falls Church, Va. ... **Air Force Lt. Col. John R. Snell** is serving as a weapons systems support manager for the Aerospace Warfare Division of Plans and Programs. He comes to DMA from Little Rock Air Force Base, Ark. ... **Navy Lt. Cmdr. Diane K. Edson** will serve as special nautical products manager, Charting Programs Branch at HTC. She was previously assigned to the U.S. Naval Academy in Annapolis. ... **Navy Master Chief Petty Officer Frank W. Dazey** became chief of CSC Naples Detachment. He was stationed at Eglin Air Force Base, Fla.

**Air Force Lt. Col. Robert L. Moore** is the new commander of DMA's Combat Support Center Europe. Moore comes to DMA from the 601st Air Base Wing, Sembach AB, Germany where he served as deputy logistics group commander. He succeeds **Air Force Lt. Col. August S. Luzzi** who was reassigned to HQ Plans and Requirements as a requirements staff officer.



Moore

## In Memoriam



Hamblen

**Dana H. Hamblen**, 75, a retired Naval Reserve commander and former chief of DMA's Office of Distribution Services (now CSC), Inventory Management Department, died of cancer June 19 at Suburban Hospital in Maryland. He resided in Bethesda.

Hamblen retired from DMA in 1980 with over 40 years of service to the Department of Defense. He began his career in 1940 with the Navy Hydrographic Office.

During World War II, he enlisted in the Navy and served at the invasion of Normandy and subsequently was recommended for a Navy commission.

A native of Surgoinsville, Tenn., Hamblen attended Colgate University and Midshipman School at Cornell University. He earned his master's degree in government and public administration from George Washington University. He became the first Navy Oceanographic Office employee to attend the Industrial College of the Armed Forces resident course. A research paper he prepared during that course contributed to the establishment of DMA in 1972.

Following retirement, Hamblen established and ran a successful real estate company in Bethesda until his death.

Hamblen is survived by his wife, Luz; two daughters; a son; three brothers and two granddaughters. He was interred at Arlington National Cemetery.

## Accolades

### Promotions

Irma L. Allen, RC  
 Julie M. Augenstein, RC  
 Sarah C. Baker, HTC  
 Jacques B. Barrett, RC  
 Margaret J. Bartlett, HQ  
 Ronald L. Bradley, SFC, USA, CSC  
 Lynn M. Candler, AQ  
 David G. Clark, RC  
 Robert M. Cohen, RC  
 Michael J. Collins, RC  
 Bruce A. DiGiovanni, HTC  
 Penny D. Dunn, TI  
 Deborah Lynn Eckhardt, RC  
 Faye I. Ellenburg, RC  
 Dexter W. Endres, HTC  
 Annie L. Gartrell, HTC  
 Reginald L. Gatling, RC  
 Roland D. Gatling, SC  
 Steven P. Gjurich, RC  
 Shirley A. Harper, HQ  
 Judy M. Hartman, HTC  
 Bradley R. Hille, RC  
 David B. Hoang, RC  
 Bobby L. Howell, HTC  
 Gregory S. Hughes, RC  
 Rosanna T. Hynes, TI  
 Juli Anne Jedetski, RC  
 Darryl W. Johnson, HTC  
 Evette B. Jones, HTC  
 Julie L. Keck, Maj., USAF, HQ  
 Damien A. Kerr, HTC  
 Charles F. Knight, SC  
 Ellis L. Knox, HR  
 John D. Kridner, HTC

Timothy P. Lagoy, RC  
 Fat Cheung Lam, HR  
 David S. Leonard, HR  
 Sonia Lopez-Merced, RC  
 Patricia Lynn Luksich, RC  
 Patricia A. Mallard, HTC  
 Barbara J. Malloy, RC  
 Joyce McCracken, AQ  
 Anthony J. McMaster, RC  
 Keith M. McNaul, HTC  
 Colleen S. Mecca, HTC  
 Houseo Miles Jr., HTC  
 Jeffrey R. Moellman, RC  
 Dreick C. Mondy, RC  
 Mary Beth Morgan, RC  
 Jim Mullison, RC  
 Tonya M. Nelson, HR  
 Betty L. Peterson-Wheeler, RC  
 Sonya A. Petty, RC  
 David Reese, HTC  
 Spencer M. Roylance, HTC  
 Cynthia A. Schaeffer, HTC  
 David G. Stephens, SC  
 Daniel R. Swehla, RC  
 Terri L. Taggart, HTC  
 Claudia S. Taylor, HR  
 Rexford G. Tugwell, RC  
 David D. Turnbull III, HTC  
 G. Edward Van Slyke Jr., RC  
 Daniel J. Vasquez, RC  
 Jennifer L. Walker, RC  
 Charlette W. Watkins, HR  
 Betty S. Welch, HQ  
 Carl L. White, HTC  
 Darris Wynn, HTC

### Special Act

Martha W. Baker, RC  
 Jeffrey M. Berling, HTC  
 David A. Brown, HTC  
 Larmont P. Brown, CSC  
 Donaline L. Butts, HQ  
 John J. Chakalis Jr., HTC  
 Joseph H. Copeland III, CSC  
 Betty M. Damker, HR  
 Shirley A. Frye, RC  
 Shericka C. Gardner, CSC  
 Lenora N. Hall, HQ  
 Suzanne R. Jarrell, SC  
 Earl C. Jenkins, CSC  
 James H. Kasab, HQ  
 Paul C. Kelbaugh, HR  
 Edwin C. Lawless, AQ  
 David J. Lehman, IO  
 William Lesesne, HTC  
 Steven J. Libert, HTC  
 Judith M. MacConnach, HTC  
 Gayle F. Martin, CSC  
 Melissa A. Maykowsky, HR  
 Sheila K. McCord, CSC  
 Anthony J. Mehalic, HQ  
 Liam P. O'Brien, IO  
 Michael J. O'Connor, HTC  
 Frederick R. Paige Jr., CSC  
 Robert J. Randon, HTC  
 Rosalind N. Ransby, HR  
 Susan Anne Riley, HQ  
 Daniel H. Rindfleisch, OP  
 Angel R. Santiago, IO  
 Yvonne M. Sapp, CSC  
 Deborah A. Smith, HTC  
 Edward L. Spurrier, HTC  
 Richard Stammer, PR

Raymond H. Tolson, HTC  
 Audra L. Tossy, HTC  
 Jose R. Tremul, HTC  
 Ramon T. Trice, HTC  
 Timothy A. Turner, HTC  
 Alisha R. Warner, CSC  
 Richard E. Warshauer Jr., HTC  
 Leon L. Wilkins, CSC  
 James J. Wilson, IO  
 Kimberly Jo Wood, HR

### Suggestion

John Colley, HQ  
 Danna Simmons, HTC  
 James Wood, HTC  
 Mark Koehler, HTC  
 Kevin Richardson, RC  
 Carl Pollack, RC  
 Leslie Debellas, RC  
 Glenn Tewksbury, RC  
 Alton Talbot, CSC

### Legend

AQ	Office of Acquisition, Installation & Logistics
CI	Command Information
CM	Office of Comptroller
CSC	Combat Support Center
HQ	Headquarters
HR	Office of Human Resources
HTC	Hydrographic/Topographic Center
IO	Office of International Programs & Operations
LS	Office of Legal Services
OP	Operations Directorate
PR	Plans & Requirements Directorate
RC	Reston Center
SC	Systems Center
TI	Technology & Information Directorate

## Retirements



Mendez

**JOHN P. MENDEZ**, DMA deputy director for operations, retired July 29. At his retirement ceremony, Dr. Kenneth I. Daugherty, DMA deputy director presented him with the DMA Distinguished Civilian Service Award. Mendez began his

federal career in 1965 at the agency's predecessor the Army Map Service. In 1977, he was appointed to the President's Reorganization Project Office of Management and Budget as a senior analyst. Before joining Headquarters, he held staff assignments at Hydrographic/Topographic Center and Systems Center. A Washington native, Mendez is married to the former Wanda McCall of Greenback, Tenn. They have two sons, Michael and Joel.

21 years  
 Blanche M. Maxsell, AQ  
 34 years  
 Newton W. Rucker, HTC

31 years  
 Joseph D. Popevis, RC  
 37 years  
 James J. Gallagher, CSC

### Others

Jasper L. McBride, Lt. Col., USA, PR  
 Sam A. Bacharach, Maj., USA, SC  
 James E. Lobdell, Tech. Sgt., DMS

*If you would like to place a retirement bulletin in this column, please submit your announcement to the editor (mail stop D-39) a month prior to the separation date. Bulletins should be no more than 100 words in length and photos are optional.*

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