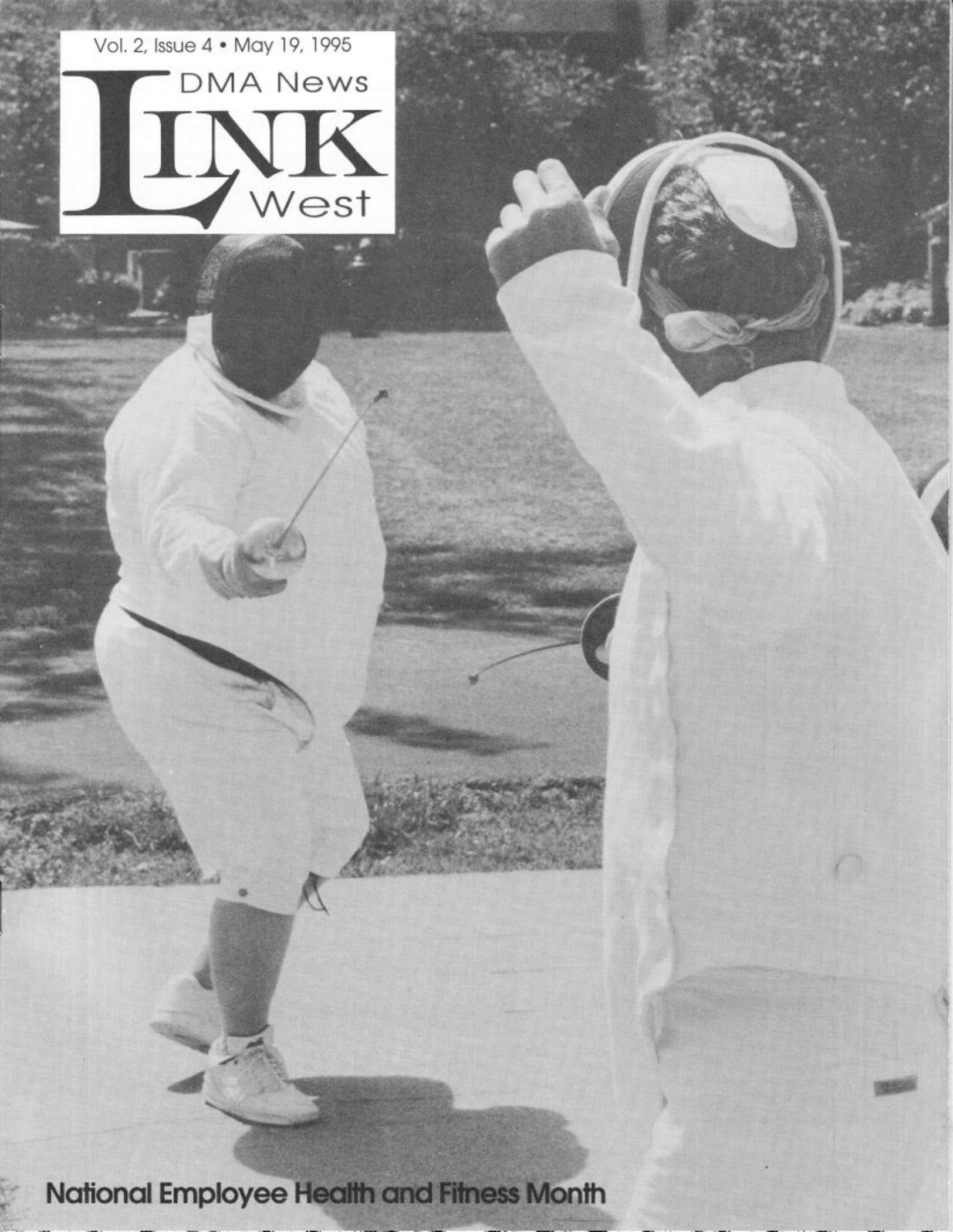


Vol. 2, Issue 4 • May 19, 1995

DMA News
LINK
West



National Employee Health and Fitness Month

IG: Last word in problem solving

By Lt. Col. Bert Varady
--Inspector General

The Inspector General is only one of the many formal avenues available to assist in resolving your concerns. Too often the IG is called first because it's easy and you can remain anonymous.

I don't want to discourage anyone from using the IG, but the IG should normally be your last stop. Your supervisor is usually the best starting point, but sometimes it could be the responsible agency. For example, if you have a personnel question, you should call Human Resources; a building maintenance issue—Facility Engineering; or a safety concern—Safety. You should give them a chance to respond or solve your problem. If you don't get a satisfactory answer then give the IG a call we'll ask them to explain their answer.

The IG is not the expert and the IG can't change policy, implement new procedures, or delete old ones. What the IG can do for you is objectively investigate an answer, action, or procedure and determine if it was handled properly.

Never hesitate though to report instances of fraud, waste, abuse, or if established procedures were mis-handled or handled prejudicially. Our door is always open.



Photo by Gordon Lawrence

Like mother, like daughter

Sheri Glotfelty, LOPP, and her daughter Annette sign in for work on DMA's "Take Your Child to Work Day."

The second grader spent the day working supply issues in Logistics.

This was the second year Annette participated in the program and reportedly had "a great time," according to her mother.

DMA News **LINK** West

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COVER: Mark Ballance (left) and Art Grover demonstrate the "Art of Fencing" as part of National Employee Health and Fitness Month.

Photo By Jim Stepanik

MAPCON: *Why we do what we do*

By Donald R. Kusturin

--Editor

DEFCON became part of the popular American vocabulary after the movie "War Games."

The condition system has been part of the Department of Defense since 1958. It allows DOD to make determinations about the threat of potential violence towards the United States. Threats are ranked on a five-tier rating system.

One condition system which is not so old as the other and not as well known, but of more concern to people at the Defense Mapping Agency is MAPCON.

If an action is monitored which seems to be unusual it may be an indication that DMA should consider it carefully. Once a decision is made to monitor the area it is placed into a mapping condition.

MAPCON is a ranking system developed by DMA to determine which areas need to be mapped and at what priority.

"The MAPCON system's objective is to look ahead and anticipate customer requirements so that we can respond more rapidly when required," said Air Force Lt. Col. John Wrigley, chief of the Operations Center in Washington.

The decision to put an area, country, exercise or disaster relief effort into a MAPCON level is made by the crisis management team. The CMT meets twice a week to discuss global activity and possible DMA interest.

"We take a look if a commander-in-chief (of a major command) has a requirement in an area or if there is a potential for something happening there to determine if we should put it in the MAPCON system," Wrigley said.

"If a typhoon is sitting off the coast of the Phillipines, we might put the area into MAPCON 4," explained Les Kemp, the St. Louis representative on the crisis management team.

MAPCON 4: Monitor intelligence, news and command interest.

The initial level is MAPCON 4. "This is really just a 'heads up'," Kemp explained. "It's an attention getter, an indication of something about to happen."

During this level normal production is maintained. There is no change in priority of what is being mapped.

"It's hard to pinpoint what puts an area into MAPCON 4," he said.

Going back to the typhoon example, Kemp said, the Phillipines, as a whole, would be threatened, which would warrant an interest at DMA.

That interest would come in the form of monitoring of intelligence information.

MAPCON 3: Conduct an assesment of product coverage, availability, accuracy and review stock levels, determine source availability.

To move up the ladder to MAPCON 3, the crisis management team would need an indication, from either a customer or intelligence information, of a potentially "urgent" need for mapping, charting or geodetic data.

According to Kemp, in MAPCON 3 there are some actions being taken.

"We are getting ourselves in position so that if we go into production we have the leg work done," he said.

That work includes: determining available MC&G coverage; checking the adequacy of existing coverage in PM/S; searching library holdings; conducting source assessments and identifying short falls; reviewing stock status to ensure proper amounts of supplies are available in case of production need; and checking current production status.

MAPCON 2: Committed production: production planned to meet a date negotiated with a customer (usually a major combat command).

To reach MAPCON 2, a request



Courtesy photo

Aviators study a DMA produced map to determine target locations.

from the Joint Chiefs of Staff, a commander and chief of a unified command, or an intelligence agency must be made.

At this level, DMA will reprioritize production and alter its operation. If a customer needs MC&G data by a certain "time envelope," the request must hold a "Committed" designation.

"We might work around the clock to meet a request in MAPCON 2," said Kemp. "Or we might be able to meet the committed date with minimal extra effort."

MAPCON 1: All out production to meet a crisis need.

An "immediate" and "urgent" need must be identified to place an area in MAPCON 1. The CMT declares the area to be in "crisis" for it to be on the top level.

"We pull out all stops to get the product out to the customer for areas in MAPCON 1," he explained.

Part of the actions include around the clock production authorization and the deployment of a crisis response team if requested.

Wrigley explained that the need for MAPCON arose with the dismantling of the Soviet empire and the growth of relief efforts in the world.

"We're not as focused on the Warsaw Pact countries as we once were," he said. "And we are certainly getting in to more incidents around the world."

Biography

AFMC Liaison

Gary Hacker

DMA Liaison to Air Force Materiel Command

Duty Assignment

"The Birthplace of Aviation"

Wright-Patterson Air Force Base

Near Dayton, Ohio

Mission

"My mission falls into three broad categories — marketing, consulting and serving as a conduit. I market new products to customers and demonstrate DMA's products and services to the program managers, engineers and contractors involved in supporting AFMC's mission. I consult with program managers who often know they need MC&G support but don't know exactly what products and services are best for meeting their needs. I help identify those products. I also act as a conduit for information flow between weapon system developers within AFMC and DMA management and technical support activities."

AFMC at a glance

Air Force Materiel Command personnel strength

Military: 36,000

Civilian: 81,000

Budget: \$34.7 billion in fiscal 95. That's nearly 1/3 of the Air Force budget and about 13 percent of DoD's. AFMC manages nearly \$100 billion in Foreign Military Sales Cases.

Geographical location: Headquartered near Dayton, Ohio, at Wright Patterson Air Force Base, with product centers, logistics centers, and labs located nationwide.

Highlights

AFMC researches, develops, tests, builds, maintains and eventually decommissions Air Force and Joint aircraft, missiles, munitions and command and control systems that the operational commands use to accomplish their mission. Most of these activities are accomplished by System Program Offices that are completely responsible for a weapon system from cradle to grave or "lust to dust," as most SPO directors claim. A new weapon system or an upgrade to an existing weapon

system or support function may take five to seven years or longer to develop.

Recent Missions

F-15E Remote Map Reader Upgrade: This "Strike Eagle" is a ground attack version of the F-15. Earlier versions use navigational filmstrips built by DMA for a moving map display. The upgrade replaces the filmstrips with DMA's Compressed ARC Digitized Raster Graphics. The MH-53J, a special operations forces helicopter, currently has plans to use the F-15E's new moving map display.

F-117A Mission Planning System Upgrade: F-117A

"Nighthawk" stealth fighter currently uses Digital Feature Analysis Data and CIA's World Data Bank II for geographic referencing and in their moving map display. The upgrade will replace WDB II with DMA's new World Vector Shoreline Plus in Vector Product Format.

GPS Joint Program Office Support: Located at AFMC's Space and Missile Systems Center, Marilyn Ison is DMA's deputy program manager at the

JPO and provides on-site technical and policy support. The Defense Mapping School has a cooperative effort ongoing with the JPO to develop computer-based training tutorials, a video and pamphlet to help GPS system users gain a better understanding of GPS use with MC&G products.

Various Aircraft and Munitions Testing at Edwards and Eglin Air Force Bases: All aircraft have special requirements for ground truth and different types of munitions have special survey support requirements. DMA supports these testing areas. In addition, special maps and digital datasets have been requested and provided over the years. They continue to be used by the Combined Test Forces at both locations.

Future Missions

F-16 Digital Terrain System: The DTS is a \$ 68 million development effort, co-funded by Norway, Netherlands, Belgium, Denmark, Taiwan, and the United States as a mid-life upgrade to aging F-16 "Fighting Falcon" fleets. DTS is designed to carry DTED and a vertical obstruction database on-board to provide the pilot with terrain and obstacle warnings while flying low level strike missions. DMA has been asked to improve DTED accuracies. In

See "Liaison" on page 5.



AFMC Liaison Gary Hacker

DMA schedules component sunsetting

By Kathleen Neary

--Reinvention Office

Components will sunset and the new DMA business units activated June 29 and 30, announced officials of the Reinvention Implementation Office. Air Force Col. Joe McNichols, chief, RIO, made the announcement during a morning meeting with business unit leaders May 8. Organizers of the ceremonies held their first meeting today.

Air Force Maj. Julie Keck, who is charged with orchestrating the ceremonies, said the agency will hold

“We are moving to another phase in DMA’s legacy”

--Maj. Julie Keck
Ceremony organizer

its June 29 ceremony in St. Louis at 9 a.m. outside on the Parade Ground and the June 30 for the Washington area at 1:30 p.m. at the Bethesda Complex on the Ellipse. She said both ceremonies will last about an hour and a reception will follow.

“Everyone is encouraged to attend this symbolic and historical

celebration,” she said. “We are moving to another phase in DMA’s legacy.”

Keck said they will investigate the possibility of arranging group transportation to the Washington ceremony for employees located at the agency’s distribution depot in Philadelphia, the production center in Reston, the Defense Mapping School and Merrifield.

The activation of the new business units will immediately follow the deactivation of the components at both ceremonies, confirmed McNichols.

Liaison

Continued from page 4.

addition, DTS needs a vertical obstruction database in VPF that ideally has all obstructions 75 feet or higher above ground level. DTS is being built to be portable enough to use in other airframes.

Joint Direct Attack Munition Support: JDAM is a joint service project sponsored by AFMC. It will make existing “dumb” 1000- and 2000-pound bombs into “smart” bombs by adding a GPS receiver and an Inertial Navigation System for positioning and moveable tail fins for steering. JDAM’s MC&G requirements are for the Digital Point Positioning Data Base and more traditional products for target planning.

Air Force Mission Support System Support: AFMSS is the Air Force’s newest computer-based mission planning system. It allows air crews to perform complete mission planning on a workstation, then load the mission onto a data transfer device that plugs into the aircraft. DMA’s Compressed ADRG is one of the primary products, with DAFIF,

VMAP and CIB expected to see heavy use. AFMSS and its Army counterpart will be the primary user of nearly all DMA’s current and future digital products for mission planning for the Air Force and Army Aviation.

Weapon System Trainers (Flight Simulators): Nearly all air vehicles have some type of flight simulator to perform basic training and mission rehearsal. These simulators have traditionally used DFAD and DTED for their geographic database to simulate radar reflection and out-the-window views. New requirements to simulate sensors such as infra-red and higher resolution radars are trying to use DFAD. VMAP may provide better support for the sensor simulation needs of these systems.

What They Say: Air Force Col. John Vloet, director of Intelligence, Air Force Materiel Command, DMA’s contributions to AFMC and its



Col. John Vloet

forerunners over the years have tremendously aided the Air Force in accomplishing its mission of maintaining aerospace superiority in an increasingly complex world. We’re transitioning from paper flying charts and flight information publications to the digital renditions prepared on the Air Force Mission Support System. ... As we do so, DMA will continue to be a key team player as the Air Force maintains its technological edge over its adversaries. The increasing trend within DoD to buy commercial, along with the military and political advantages of coalition warfare, pushes the development and sustainment of superior weapons systems to focus on vendor-funded R&D and on Foreign Military Sales of advanced systems to U.S. allies. Since DMA products and services are critical to many of our systems, USAF partnership with DMA, with commercial developers and with foreign buyers of U.S. weapons systems will be even more critical than at any time in history. I look forward to continued support from the world-class mapping agency to the world’s best Air Force.

National Employee Health

Cele



Mary Zander demonstrates the climbing machine to two cautious viewers.

By Nancy Klein

--Wellness Program Manager

May has been designated "National Employee Health and Fitness Month."

During this month employees are encouraged to be more aware of health and fitness concerns. Activities are being offered throughout the month to generate interest in starting fitness programs or to begin new sports.

Fitness awareness kicked off May 5, with Mary Zander, fitness coordinator, initiating a four-week Yoga/Stretch class, which meets at 11:30 a.m., Fridays in the Lindbergh Room.

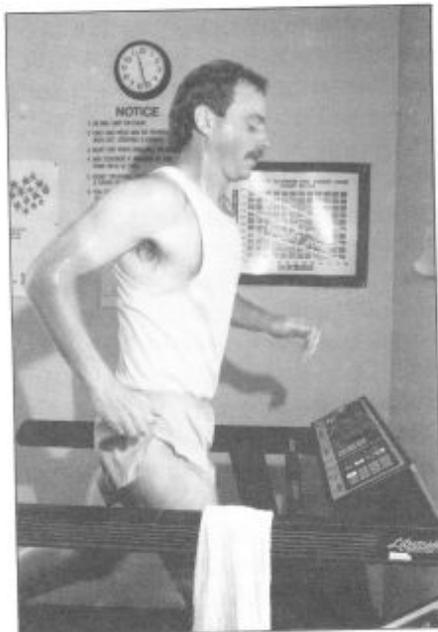
A fencing demonstration was given by DMA-St. Louis employees Mark Ballance and Art Grover on the parade ground. Various types of foils were featured to enhance the audiences understanding of the sport.

The two provided a lecture on the "Sport of Fencing" as part of the

demonstration focusing on the rules, history and scoring systems used in competition.

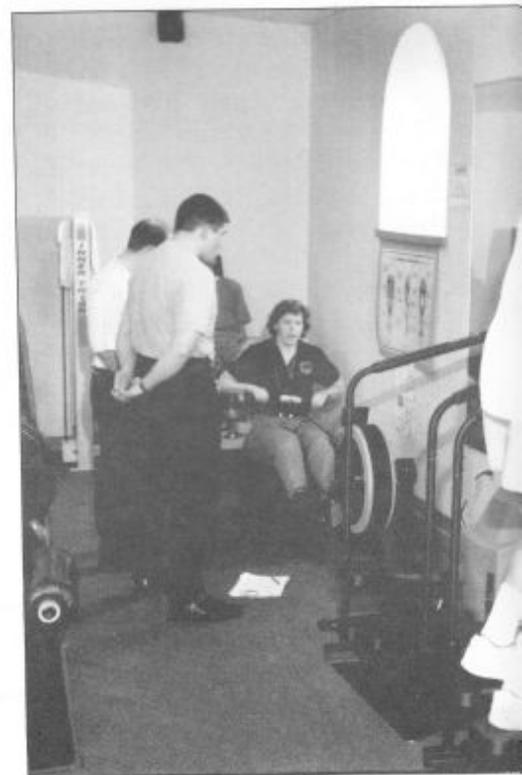
Wellness Program's massage therapists offered ten-minute, neck, shoulder, and back massages May 9 at the North Annex. The therapy was given as a way to relieve built up stress associated with everyday life.

Other events which started the month included: a lecture on neck and shoulder tension; a visit by the Touring Cyclist Store giving information on bikes, equipment and



Left: MCDE's Bob Miller takes a run on a Fitness Center treadmill.

Right: MCB's Bill Haar looks to his reflection for motivation to finish a stair stepper session. Mary Zander demonstrates a rowing machine to newcomers.



Health and Fitness Month Celebrate

other cycling information; and golf tips from golf pro Steve Willis and class A club maker Steve Kliess.

Upcoming events are as follow:

Tuesday — Ten-minute, shoulders, neck, and back massages from 11:05 a.m. to 1 p.m. in Bldg. 36. First come, first served.

Wednesday — The "Poker Walk" (a walk around Lyon Park) from 11:05 to 11:45 a.m. Incentive awards will be given to those who are eligible.

Thursday — "Art of Fencing" demonstration from 11:05 a.m. to

noon on the parade ground.

If you weren't able to make the activities which have passed or unable to make those scheduled for next week, don't let that discourage you from participating in "National Employee Health and Fitness Month." The Bldg. 2 Fitness Center has enough to keep you busy.

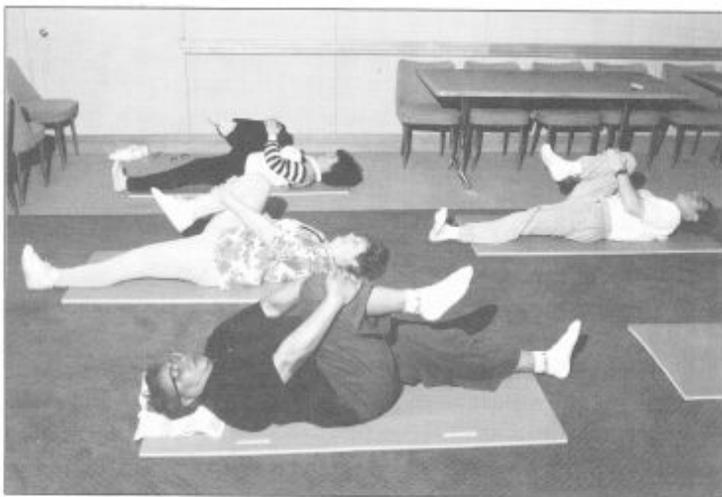
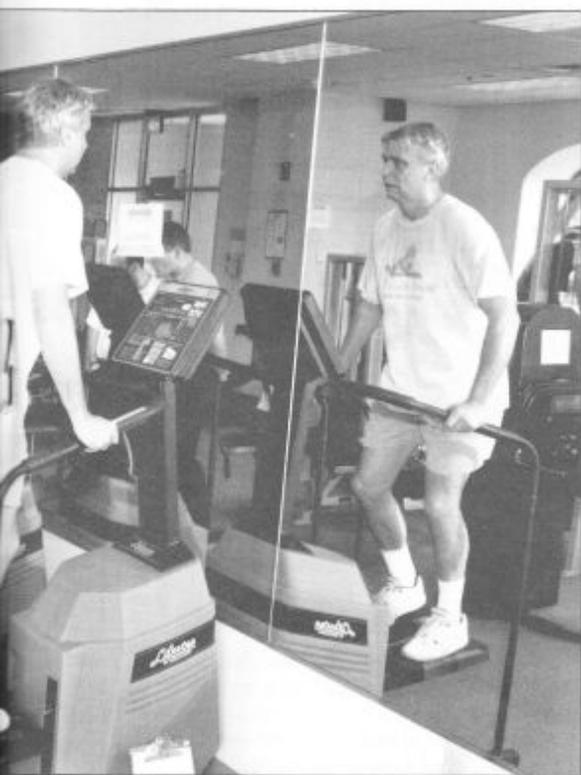
The Fitness Center has recently received additional stairsteppers, treadmills, rowing machines and climbing machines. If you haven't visited the center, take a moment to stop by.

The center is free and open to DMA St. Louis employees 24 hours a day, seven days a week.

For more information, contact Nancy Klein, Wellness Program manager at 263-4374 or Mary Zander, fitness coordinator at 263-4457.



Above: DPEC's Tom Daugherty works on his pecks on one of the weight machines located in the Fitness Center.
Below: Members of the weekly yoga class warm up with a stretch.



Photos by Jim Stepanik

Reinvention:

Executive Board clarifies terms

Preliminary feedback from town halls and phone and E-Mail messages indicates the DMA work force believes the Executive Board has correctly identified the Agency's mission, core values, and strategic issues. While giving a general "thumbs up" to the new Executive Board's efforts, the people of DMA did offer some comments and considerations to clarify or improve upon the statements.

"There was a common thread in all our town hall briefings," commented Executive Board briefing team members, "There was an appreciation for our taking the time to visit ... to explain the issues and to ask for comments. The work force has a great interest in the new DMA."

Executive Board briefing teams visited DMA organizations in St. Louis, Northern Virginia, Maryland and Pennsylvania to gain feedback helpful in forming the strategic issues and core values that will take DMA into the 21st century.

General feedback indicated:

- Mission statement was right on.
- Work force liked the idea of accountability.
- People liked the fact that a Strategic Plan was going to be used.
- People were receptive to risk-taking, but only if it meant prudent risk taking that management would recognize and reward.

- The team concept was liked but many believed they already operate in teams.

- The work force liked the idea of core values but ask the question "How are you going to do it?"

While most comments were presented in a positive frame, there were key concerns expressed, such as:

- Some saw a disconnect between customers team values and people values raising the question "Do we

value initiative?"

- People were concerned about the term "data warehouse," i.e., What does it mean? What level of detail is needed? Where does the data come from? How will it be fully utilized? How do we prevent over-collecting, which will drain resources?

- There was no strategic issue about support activities. Production appears to be the prime focus.

- People expressed a concern that there will be less mobility in the new organization.

- There was no strategic issue

about the requirements process.

- A need was identified to remove the "we verses they" implication.

- People need to see change in behavior to overcome skepticism in stated core values.

Some comments on specific strategic issues included:

Issue: What is our strategy for dealing with privatization/consolidation issues?

- Concerned with the wording,

See "Reinvention" on page 11.

HR announces reinvention ratings

DMA employees have been expressing concern over the impact reinvention activities will have on performance ratings, according to Human Resources officials. Frequently asked questions are:

Should performance appraisals be completed on employees prior to any movement resulting from the reinvention; and how should performance appraisals for employees on reinvention teams be accomplished?

Out-of-cycle performance ratings are usually required only when a change in duties or rating official occurs. If an employee is assigned to a new organization, but the duties and supervisor remain the same, no out-of-cycle rating is required. According to HR officials, assignments to reinvention teams should be handled like any detail. At the end of the rating period or assignment, the

Rating cycles to be used in transitioning to the DMA-wide cycle:

Current

Jan. 1 - Dec. 31
April 1 - Mar. 31

May 1 - April 30

July 1 - June 30

Oct. 1 - Sept. 30

Nov. 1 - Oct. 31

Transitional and Final

No Change
April 1, 1994 - Mar. 31, 1995
April 1, 1995 - Dec. 31, 1995
Jan. 1, 1996 - Dec. 31, 1996
May 1, 1994 - April 30, 1995
May 1, 1995 - Dec. 31, 1995
Jan. 1, 1996 - Dec. 31, 1996
July 1, 1994 - Sept. 30, 1995
Oct. 1, 1995 - Dec. 31, 1996
Jan. 1, 1997 - Dec. 31, 1997
Oct. 1, 1994 - Dec. 31, 1995
Jan. 1, 1996 - Dec. 31, 1996
Nov. 1, 1994 - Dec. 31, 1995
Jan. 1, 1996 - Dec. 31, 1996

team leader provides performance information in memorandum format to the permanent rating official for inclusion in the rating of record.

The plan to move employees to the DMA-wide common rating cycle of Jan. 1 to Dec. 31 is still in effect. The rating cycle for Senior Executive Service members does not change. Questions on completing performance ratings should be addressed to your HR Operations Office.

Boone Building houses reinvention actions



Photo by Larry Franklin

Above: Mary Hobson holds reinvention implementation plans from the 12 new organizational business units -- the product of many hours of hard work. The plans are pending the DMA director's approval. **Below:** Pat Commons tracks the more than 100 employee comments submitted to the Reinvention Implementation Office in the Boone Building



Photo by Kathleen Neary

Have lap top, will travel. From left, Livingston Sykes, Phil Hwang and Dave Leshar map-out the Acquisition and Technology Group's new structure.

By Kathleen Neary

--Reinvention Office

The Boone Building is the nickname given to the building where a major portion of the agency's reinvention efforts are currently taking place. It earned its name due to its address on Boone Boulevard at Tysons Corner, Va.

DMA leased the suite for its Reinvention Implementation Office headquarters and to function as the primary meeting ground for reinvention implementation teams

from the Operations, Acquisition and Technology, and Installation Management groups and the Requirements and Policy Integration organization, as well as many of the other business units.

It's a hub of reinvention activity with many days more than 100 employees bustling through the 34-office, fourth-floor suite. All are on a mission to reinvent DMA so it can better perform its combat support mission with planned resources as it moves into the 21st century.



Photo by Kathleen Neary



Photos by Larry Franklin

Above: OG members brainstorm over many issues to include position descriptions. **Right:** Bert Beaulieu comments on the amount of input the Installation Management Group is getting from the work force.



The following is a partial list of February award winners. The other February winners will be listed in the next issue.

Outstanding Performance Award

Aguirre, Santiago, MCAA
 Albert, Janice M., SDC
 Amrhein, Patricia Louise, MCA
 Anderson, Raymond W., MCAC
 Babich, Millard M., SDRA
 Baker, Melody A., SDRD
 Basgall, Paul L., SDCB
 Becherer, Thomas L., SDRG
 Behlke, Elizabeth A., MCA
 Berter, John T., DPBF
 Bick, Barbara K., MCEB
 Bolte, Greg D., MCAD
 Boswell, Carol L., MCED
 Braun, Tom R., SDRF
 Breckner, William L., SDCA
 Casetta, Lee J., SDCB
 Chropkowski, Gene J., DPBD
 Cotter, Sylvia A., MCEB
 Crews, David R., SDRD
 Curtis, William G., DPBA
 Day, Thomas C., SDRC
 Dewees, Trent A., SDCA
 Dickens, Patricia L., MCAK
 Dickerson, Betty A., MCEEB
 Dieckmann, Betty A., SDRF
 Dillow, Gregory Allen, DPBA
 Doerer, Joann, MCEC
 Duncan, James H., SDRB
 Dunn, Stephen A., DPBF
 Foster, Phillip N., MCAJ
 Goodwin, GERALYN, MCEB
 Grosse, Sherijo, SDCC
 Grund Jonathan J., DPCB
 Haake, Thomas K., SDCD
 Hodge, Julia, MCAJ
 Holderfield, Robert D., MCE
 Hollenberg, Mary Ann, SDC
 Holm, Mona R., SDRF
 Horvath, Joseph C. Jr., MCAO
 Huffman, Janell S., SDR
 Jackson, James R., SDRG
 Jasper, Robert K., SDCA
 Kelemen, Thomas C., DPBA
 Korte, Kenneth B., SDRA
 Lackey, Diane R., MCAK
 Lohman, Bruce J., SDCA
 Love, Vincent, SDRC
 Lovins, Edna M., SDRE
 Ludwig, Wayne E., DPBB
 Lundgren, Philip J., DPBC
 Makley, James J., MCAD
 Manfred, Eric G., DPBB
 Marineau, Patrick E., MCAD
 Meier, Kathy A., SDCC
 Meinershagen, Candace L., DPB
 Milchak, Joseph P., MCAJ
 Mohesky, Norma J., MCAJ
 Moore, Bettie D., MCED
 Muehleisen, Mark G., MCAD
 Murphy, Malcolm H., DPBA
 Murray, Timothy K., DPBD
 Nealey, Willie B., MCAJ
 Nungesser, Curtis A., SDCD
 Park, William A., MCAC
 Peplaw, Timothy J., MCAB
 Powell, Samuel L. Jr., MCEC

Prout, Thomas M., MCAD
 Reed, David W., MCEC
 Reed, Michael C., SDRB
 Rees, Mark J., SDCC
 Renth, Jo Ann, DPB
 Roam, Roger D., SDRA
 Roberts, Philip W., DPBA
 Ronshausen, Michael D., SDRA
 Roslin, Barry A., SDCD
 Sakaguchi, Bettye L., MCAC
 Schaefer, David M., SDRG
 Schmidt, Catherine M., MCED
 Sharick, Darrell A., MCAK
 Shipp, Tyler C., SDCA
 Shownes, Sandra Grady, SDRF
 Smith, Robert C., MCAC
 Sorum, Mark W., DPBE
 Staebel, Terry L., SDCA
 Stark, Kenneth W., MCAB
 Stucky, Thomas C., DPBE
 Taylor, Joyce A., MCA
 Tayon, Diann R., MCEB
 Thierjung, Sidney J., SDRC
 Tracy, Kevin H., DPBA
 Truka Weisz, Christine L., MCAK
 Updegrave, Ronald C., SDRD
 Wall, Marilyn F., SDR
 Wemert, Robert F. Jr., DPBF
 West, Phyllis J., DPBG
 Whitmire, Mark T., SDRA
 Wilkinson, Jane D., SDRG
 Wood, Diane C., MCA
 Yarber, Sharon D., MCAK

Performance Award

Agnew, Jeffrey F., SDT
 Aguirre, Santiago, MCAA
 Albert, Janice M., SDC
 Allen, Judith M., SDRF
 Allen, Robert, MCAJ
 Allmeroth, Darleen M., MCAK
 Alphin, Kevin E., DPBD
 Amrhein, Patricia Louise, MCA
 Anderson, Raymond W., MCAC
 Arl, Timothy B., SDCD
 Azar, Christopher S., SDRA
 Babich, Millard M., SDRA
 Bailey, Jacqueline A., MCEEA
 Baker, Melody A., SDRD
 Barnhart, Earl C., MCAA
 Barton, Jerry D., MCAJ
 Bauer, Bruce A., MCAA
 Becherer, Thomas L., SDRG
 Becker, Steven J., MCAD
 Behlke, Elizabeth A., MCA
 Bell, Jennifer M., MCT
 Bennington, Charles A., SDCD
 Berter, John T., DPBF
 Betts, John E., SDRA
 Bick, Alfred R., MCAA
 Bick, Barbara K., MCEB
 Bickett, Cynthia L., SDRD
 Blodgett, James A., SDCD
 Bode, John P., SDRF
 Bolte, Greg D., MCAD
 Boswell, Carol L., MCED
 Botts, James A., MCAA
 Braun, Tom R., SDRF
 Breckner, William L., SDCA
 Brown, Steven C., SDRD
 Bruckner, Sharon L., SDRC
 Burlingame, Roger L., DPBC
 Carty, John G., MCAK
 Cejka, Edward D., MCAC
 Chaikowsky, John Jr., SDCD
 Chropkowski, Gene J., DPBD
 Clemens, Joyce L., SDRA

Coffelt, William D., SDRA
 Cogburn, Charles V. Jr., SDRD
 Collins, Christina M., MCAK
 Connell, Michael S., DPBG
 Cook, Jerry A., SDRB
 Corsa, Patricia Lynn, SDCB
 Cotter, Sylvia A., MCEB
 Crawford, Paul H., MCAC
 Crawford, Ronald R., DPCB
 Crews, David R., SDRD
 Curtis, William G., DPBA
 Davies, David W., MCAB
 Day, Thomas C., SDRC
 Declene, Thomas P., MCT
 Devault, Darrell D., MCAC
 Dickens, Patricia L., MCAK
 Dickerson, Betty A., MCEEB
 Dieckmann, Betty A., SDRF
 Dillow, Gregory Allen, DPBA
 Doerer, Joann, MCEC
 Douglas, James E., DPBG
 Doyle, Sharon A., MCEEA
 Duncan, Jackie N., MCEEB
 Duncan, James H., SDRB
 Dunn, Stephen A., DPBF
 Fincannon, Paul J., SDCC
 Finger, Todd K., SDCA
 Florich, William F. III, DPBC
 Forrest, Craig S., SDRF
 Foster, Phillip N., MCAJ
 Fyalka, Raymond P. Jr., DPBA
 Garrett, Karen A., MCEEB
 Godar, Stephen M., DPBF
 Goodwin, GERALYN, MCEB
 Greenstein, Bob M., SDCC
 Grohman, Gregory J., SDCB
 Grosse, Mark H., DPBB
 Grosse, Sherijo, SDCC
 Gruettmeyer, Edward G., SDRB
 Grund, Jonathan J., DPCB
 Guse, William D., SDRC
 Haake, Thomas K., SDCD
 Halbeck, Lee Roy, SDCC
 Hansen, Lawrence N., SDCC
 Harris, Perry D., SDRD
 Harris, Viola, MCEEB
 Harvey, Linda J., MCAK
 Heeszel, Robert F., SDRE
 Hodge, Julia, MCAJ
 Holderfield, Robert D., MCE
 Holland, Gary G., MCAK
 Holland, Prines W., MCAB
 Holleman, Douglas W., SDRC
 Hollenberg, Mary Ann, SDC
 Holm, Mona R., SDRF
 Holman, Linda L., DPBD
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 Jasper, Robert K., SDCA
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 Kelemen, Thomas C., DPBA
 Kelley, Brent D., DPBG
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 Knurr, Karl B., MCAK
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 Korzym, Kenneth D., DPEA
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 Little, James D. Jr., DPBA
 Love, Vincent, SDRC
 Lovins, Edna M., SDRE

Reinvention...

Continued from page 8

i.e., downsizing vs. right sizing, seems negative.

- Need definition of privatization.
- Concerns in St. Louis about privatization and the possibility of becoming a field office.
- Some personnel with specialized skills are concerned about the future and the transferability of skills.
- A perception of discrimination against St. Louis exists because no Executive Board members are based in St. Louis.

Issue: What is our strategy for being responsive and ready?

- Remove "DMA," replace it with "customer," Make it read "How does the customer want data warehouse populated?"
- Define GGI&S.
- What input do customers need to make to populate the data warehouse?
- Interest in how do I get a job in the new organization.



Photo by Kathleen Neary

At their temporary Boone Building work site, from left, Brenda Cole, Jane Backer and Gina Jagim review reinvention implementation team plans.

• *There is concern about the use of the word "team" - many thought they were already on a team.*

Issue: What is the Agency's technology vision for 2005?

- Use 2015 instead of 2005.
- Should we look beyond 2005?

Issue: How do we develop our work force to succeed in a rapidly changing environment?

- Use of the term "work force" as if the Executive Board is not a part was concern.
- Talk to us vice me.
- What is "multi-skilled?"
- Managerial competence viewed as too high and narrow.
- Need to deal with non-performers.

Issue: What is our strategy for making our core values become our culture?

- Concern with how we get there from here.
- Add "customer" as a value.
- Add "courage and competence" as one of our values.
- Not just top down commitment ... bottom up, too.
- People liked concept of accountability in values.

Issue: How do we make our business management processes efficient and relevant to current and future needs?

- Implementing the business plan is an easy way to send a signal to the work force that the Executive Board is serious about attacking the existing bureaucracy.

• Don't totally overturn the reengineering going on in acquisition today.

Issue: How do we meet our infrastructure needs while complying with external requirements?

- Define the issues better ... issue means different things to various people.
- Look at the link between the infrastructure, morale and productivity.

• There is concern about the use of the word "team" - many thought they were already on a team.

Issue: What is our strategy for integrating our international program into the National Security Strategy?

- Indication there is a possible lack of understanding by some as to the National Security Strategy.
- Positive comment from some about tie back to National Security Strategy.

The Executive Board met April 27-28 to review the mission statement, core values and strategic issues as refined based on employee input. Strategic goals and objectives will be developed under each of the strategic issues as part of the continued development of the DMA Strategic Plan.

Issue champions are continuing to develop their respective topics while continuing to consider feedback. More than 50 calls to the 800 line and some 140 "Goin' Fishin'" suggestions have been received about reinvention efforts, strategic issues, etc. Employees are encouraged to continue to provide comments and suggestions to the Executive Board either through the "1-800 A New DMA" phone line or by E-Mail to the "Executive Board" mailbox.

Slugs slide by Bears for bowling title

By Patricia Wiese

The Alley Slugs won the Arsenal Mixed League championship for the second year in a row.

The team had won the second half of league competition pitting them against the first-half winners.

The Alley Slugs won a roll off with the Bears, who were the winners of the first half, which earned them their title as champions.

Members of the Alley Slugs are Velma Malway, Pat Wiese, Dean Erpenbach, Dave Ivens, and Gene Leuschner.

The final standings for the second half are Hot Shots, Fab Four, Two of Hearts, Defcon-4, Bears, Balls on Nine, The Real McCoy's, Tom's Cats, Brooklyns, Purple Turkeys, We Four, Mean Anomalys, Strikebreakers, and Roller Coasters.

Dating safe with U.S. Savings Bonds

By Ken Barrows

Federal employees have a unique advantage when buying U.S. savings bonds. It's called average dating and it works this way.

Once you have allotted a portion of your pay towards buying a U.S. Savings Bond, as soon as you have paid only half of the purchase price (not the face value) you begin accruing interest on the bond.

The bond will only be mailed to you once the full purchase price is paid. However, when half of the purchase price has been paid the bond is issued in your name and you actually start earning interest.

For example, if you want to purchase a \$100 savings bond. If you have \$25 deducted per pay period, it will take 2 pay periods to actually purchase the bond (\$50), but only 1 pay period to have the bond issued in your name and start earning interest on the entire \$50, even though at this point you've only paid \$25.

See your canvasser or dept. rep for more details.



Photo by David Talburt

Dave Berg crosses the finish line ahead of the pack to earn DMA-St. Louis' "Cartographic Express" the Corporate Handicap category title in the recent "River-to-River Relay."

Other team members include: Steve Mrotek, Gary Lorenz, Rich Becherer, Andy Arterburn, Dave Talburt, Mike McAmis and Darryl Holman.

'Sorry, wrong number' is wrong answer

By Pat Harmon, RN

High blood pressure can lead to serious problems such as heart disease, strokes and kidney disease. Do you know your numbers?

An average blood pressure is 120/80. A borderline reading is 140/90. The only way to know your numbers is to have your blood pressure measured.

Many people are unaware if

they have a medical problem related to high blood pressure and suffer the consequences.

Blood pressure screenings will be held Tuesday through May 26 in the Dispensary.

If you have not had your blood pressure checked in the past year, find out if your "numbers" are normal. Don't let your good health silently slip away.

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