

DEFENSE MAPPING AGENCY

# LINK

February 12, 1996



***Operation MEADE demonstrates  
swift support***

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**On the cover**

Special Forces soldiers in ghillie suits train during Operation MEADE. The field exercise tested DMA's ability to meet the Army's mapping needs for training exercises and real-world situations. *Story starts on page 8. (photo courtesy of U.S. Army Special Operations Command)*

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**DMA, union accords reflect reinvention**

Working jointly, the Defense Mapping Agency, American Federation of Government Employees, National Federation of Federal Employees, and Graphic Communications International Union have successfully petitioned the Federal Labor Relations Authority to amend local bargaining units to properly reflect the DMA reinvention.

Under the new structure, AFGE Local 3407 represents professional and nonprofessional general schedule and wage grade employees in Installation Management-East and Operations Group located in Bethesda and Riverdale. Specifically excluded from the bargaining unit are employees working in lithographic or related trades, those working in the distribution process, those assigned to the OG Support Staff/International Operations, Customer Support Division and all other business units as well as those statutorily excluded, such as supervisors..

NFFE Local 1827 is now exclusive representative for nonprofessional employees in IM-West and OG in St. Louis. Specifically excluded from NFFE representation are professional employees, employees of the OG support staff, International Operations Division, Customer Support Division and employees of all other business units as well as those statutorily excluded, such as supervisors.

GCIU Local 98-L continues to represent all nonprofessional employees in OG-Washington metropolitan area who are engaged in lithographic processes or related trades. In addition to the statutory exclusions, nonlithographic clerical employees and professional employees are excluded from the GCIU bargaining unit.

This restructuring of bargaining units is generally a very contentious issue for all concerned. Recognizing this, the FLRA remarked that DMA "is a wonderful example of how the parties can work together to save the government time and money and to make government [labor relations] work better." The FLRA congratulated union and management representatives on their good work.

The DMA leadership and union leadership should be equally proud of this accomplishment, according to officials. This effort received the full support of DMA Director Maj. Gen. Philip W. Nuber and DMA Deputy Director Doug Smith. Earl Phillips, OG director, and Harold Madison, IM director, also gave the process their personal attention.

Questions concerning the new bargaining unit structure should be directed to

Tom Forster, Human Resources in St. Louis, or Jim Brunger, HR in Bethesda. ■

# Board affirms goals, values; consolidates Agency taskings

The Executive Board off-site held Jan. 17-19 completed the review and revision of the DMA Strategic Plan including the Strategic Goals and Objectives, Mission Statement and Core Values.

Because there were only minor changes, the Executive Board decided against printing a new strategic plan document. The changes will be disseminated, however, to all DMA employees and to appropriate customers and stakeholders.

Results of the DMA-wide culture survey await final analysis, but initial indicators are affirming and encouraging. A clear majority of the workforce at every level of seniority and across the broad spectrum of civilian and military jobs like what they do and like working for the Agency. When completed, the cultural survey will become a key management tool that both will identify problem areas as well as sharpen established efficiencies.

One full day of the off-site focused on DMA's liaison force, representing all unified commands covering land, sea and air services and affiliated Department of Defense entities. CSOs offered a series of briefs on their command's mission, their use of DMA products, and their technological creativity in meeting urgent operational deadlines. Information concerning various DMA-related interest items was presented to the CSOs as well.

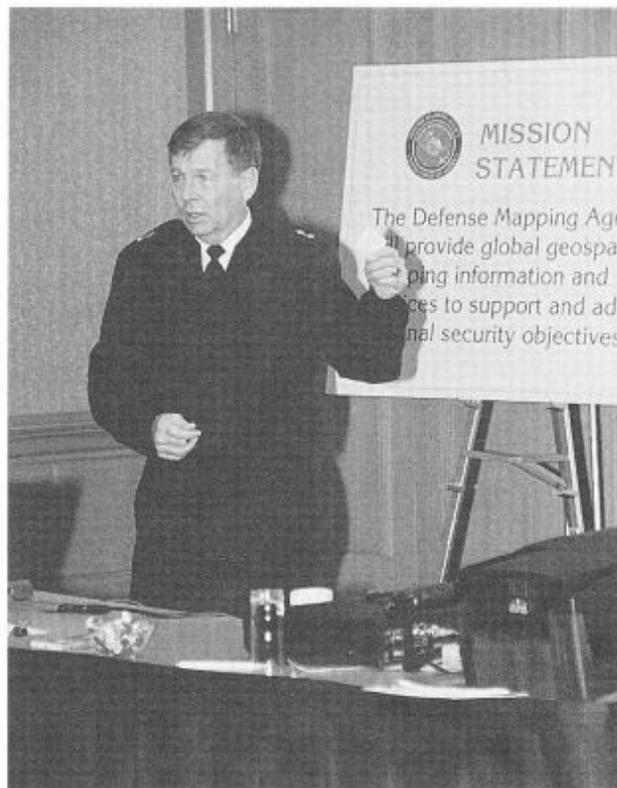
Progress on implementing NIMA foresees a mid-April date for the legislative package being forwarded to Congress. Once established, NIMA will have a mutually supporting dual role: it will

be both a combat support agency and an intelligence agency with important customers outside of DoD. NIMA will bring together functions and activities that share common interests, technologies, and customers and will offer opportunities to create even greater customer satisfaction.

NIMA's proposed mission is to provide timely, relevant, and accurate imagery intelligence and geospatial information products and services in support of national security objectives.

The Executive Board considered in depth the promotion of a corporate culture that earnestly encouraged personal initiative in consonance with Core Values. Several definitions of "risk taking" were offered for comment. The Director plans to review definitions generated during the Executive Board discussion and share his views with the work force in a future edition of the *Link*.

The off-site concluded with a consolidated list of taskings – long-term and short-term actions. These will support continued progress toward strategic goals, as well as



NIMA Implementation Team Director Navy Rear Adm. Joseph J. Dantone, Jr. reports on implementing progress at the DMA Executive Board off-site.

actively address issues which will affect the work force and customers during the upcoming transition to NIMA. Many items on that list and the discussion surrounding them focused on the need to make the next six months as "transparent" as possible to customers. In other words, the agency would like customers to say, "...you'd never know DMA was heavily involved in standing up a new organization—the level of support we receive continues to be outstanding." ■

— by Eric Berryman

# DMA nails down Hammer Award



Vice President Al Gore's National Performance Review formally recognized the Defense Mapping Agency for putting customers first, cutting red tape, empowering employees and getting back to basics.

laboratory. With more than 7,400 employees, DMA became the largest DoD reinvention lab. General Nuber accepted the task force's report in February 1995. The concepts were implemented July 10.

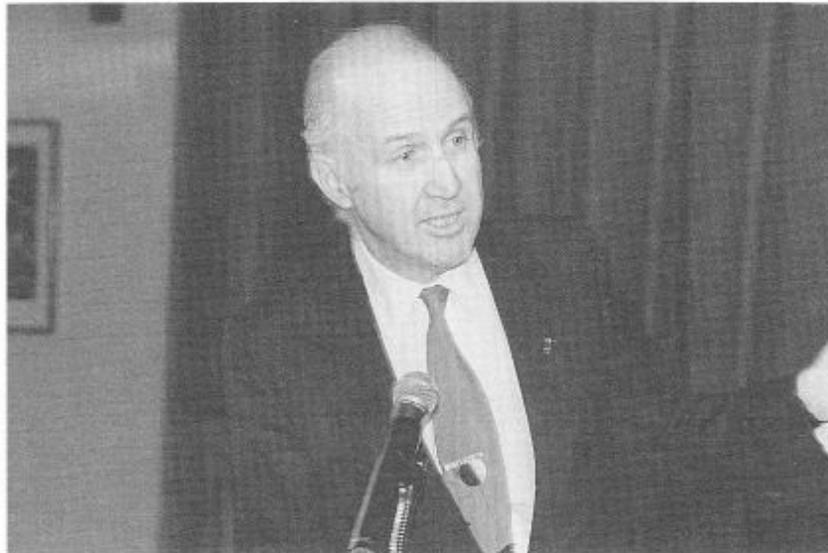


photo by Tom Barash

NPR's Executive Director Robert Stone details reasons for DMA's selection for Hammer Award.

DMA's RTF joins other DoD teams who have earned the award, first presented by the vice president in March 1994. Task force team members included DMA employees A. Clay Ancell, M.Z. Labovitz, Roberta E. Lenczowski, Air Force Col. J.B. McNichols Jr., W. Douglas Smith, Nancy L. Spruill, Karen T. Thomas and Curtis B. Ward. They were assisted by contract facilitator and team member Dan Hayward. DMA employees Pat Commons, Steve Earle, Mary Hobson and Joyce Mussey also received special recognition for their support.

Guests attending the ceremony included Navy Rear Adm. Joseph J. Dantone Jr., director of the NIMA Implementation Team, and one of his deputies, Leo Hazlewood. ■

NPR Project Director Bob Stone presented the vice president's Hammer Award Jan. 29 at DMA's production center in Bethesda, Md., during ceremonies attended by employees and guests.

DMA's Reinvention Task Force received the symbolic \$6 Hammer Award, with each member also receiving individual vice presidential certificates. In turn, the task force team presented the team award to DMA Director Maj. Gen. Philip W. Nuber for display throughout the agency. The award, according to RTF officials, will become a "traveling trophy."

The eight-member Reinvention Task Force team was established in September 1994, following the agency's selection as a reinvention



photo by Larry Franklin

DMA's Reinvention Team displays Hammer presented by Vice President Al Gore's National Performance Review.

# Joint venture improves customer support

The Defense Mapping Agency and Defense Logistics Agency have joined forces to improve military customer support.

Under a recently signed agreement, DLA is providing DMA with inventory management and depot management systems to control and distribute mapping, charting and geodetic products. The systems conform to the DoD Corporate Information Management strategy of fielding standard systems for like functions. The accord helps integrate DMA's mapping products into the DoD logistics network.

The new partnership was made possible by recent initiatives in DMA to recognize map distribution as a logistics function, and in DLA to restructure its systems design activities into customer-oriented, fee-for-services organizations. This cooperative effort between the agencies is a clear demonstration how DoD can more effectively do business in an environment of fewer resources.

This change in how DMA handles mapping distribution was made after agency officials determined there was no link between DMA's distribution system and the warfighter's logistics system. Military forces attempt to gather their mapping requirements before deployment so that they can carry them into the operations areas.

But when there's no linkage between the systems, new, updated or replenishment stocks of MC&G products are unobtainable in theater by conventional means. The DMA - DLA partnership helps address many of these issues without causing conflicts with separate agencies operating under different rules.

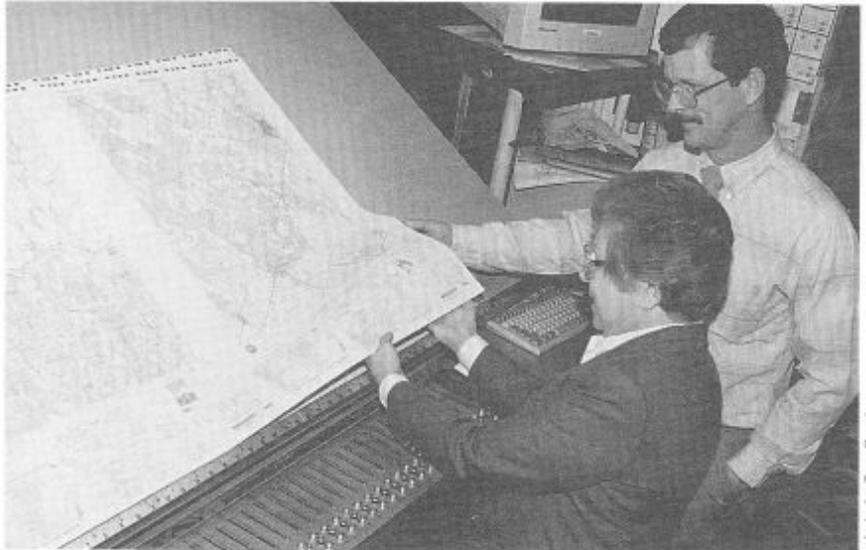


photo by Tom Barsh

*Adele Haas (left) and Rick Thompson ensure bar codes are on maps before they are sent out for distribution.*

DMA is the designated single DoD item manager and supply source for MC&G products in the Defense Logistics Standard Systems. For supply managers, DMA is the DoD wholesale supplier for mapping products.

DLA assigns National Stock Numbers to MC&G standard products and catalogs them in the Federal Logistics Information System database.

Each military customer must have a valid DoD Activity Address Code on file in the database at Defense Automated Addressing System Center, Dayton, Ohio. For shipping and transportation specialists, this simplifies determining MC&G product consignees and their locations regardless of their deployment status.

Specifications for MC&G product labeling and marking conform to current military standards, including stock, product

numbers and bar codes. This simplifies inventory, receiving, stocking, picking and packing products for stock control and receipt personnel.

The new process for obtaining MC&G product support is being tested and evaluated at select military sites in actual operations. Customers will receive service guidance and procedures to being ordering through their service logistics systems soon. ■

# DMA supports Global Command, Control System

**T**he Defense Mapping Agency is playing a major role in the Defense Department's Global Command and Control System (GCCS). In 1994, DMA assumed the role of executive agent for Mapping, Charting, Geodesy and Imagery (MCG&I) under the auspices of the Defense Information Services Agency (DISA).

As the GCCS executive agent for MCG&I, DMA will be part and partial to how the warriors operate. Specifically, DMA will be involved in how customers get, view, exploit and tailor geospatial information in a command and control environment.

"Our participation in GCCS will change the way we do business," predicted Jim Kwolek, technical leader of the DMA GCCS team.

GCCS is a single command, control, communication, computers and intelligence (C4I) system to support the warfighter at all levels. GCCS will show warfighters a fixed battlespace and satisfy joint information requirements regarding intelligence, resources and readiness. The level of support provided by GCCS to the warfighter will be unprecedented in timeliness, accuracy, relevance and completeness, officials say.

Initially, the system will support the warfighter at the command post



photo by Tom Barsh

Mel Wagner, chief of the GCCS Project Office in the Customer Support Division, points to a Joint Mapping Tool Kit demonstration in a lab of the Enhanced Product Prototyping Environment in Bethesda. At right is Jim Kwolek, technical leader of DMA's GCCS/JMTK team. They are, from left, Ed Hughes (seated), Carrie Sallaway, David K. White, Frank Fico, Kim Singleton-Slater and Edward Markham.

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and eventually in the cockpit, on the bridge and in the foxhole. The view will be through a widely distributed, user-driven network into which the warfighter "plugs in."

"We are moving from a system centered on mainframes to a distributed computing environment," Kwolek said. "The GCCS environment is a virtual machine that shares files and memory as if they resided on the same machine. It's a system of systems all talking to each other and sharing information.

"In this new environment, our participation will be much more robust," Kwolek added.

DMA is participating in three primary areas: communications, software and data.

GCCS is based on a classified military channel of the Internet known as the Secret Internet Protocol Router Network (SPIRNet). GCCS will replace DoD's Worldwide Military Command and Control System (WWMCCS). Instead of a mainframe-based command center, GCCS will provide a virtual command center that can be accessed globally. The network will allow customers easier access to the data.

DMA's GCCS software is called the Joint Mapping Tool Kit (GCCS/JMTK). The term "Joint" signifies

combining existing software from the participating service branches (Air Force, Army, Navy) by providing a common user interface, which is a prime role of GCCS.

The MCG&I supplied by DMA initially will be Compressed Arc Digital Raster Graphics (CADRG), Controlled Image Base (CIB), Digital Terrain Elevation Data (DTED) and Digital Chart of the World (DCW). GCCS will exploit additional data types in the future.

GCCS' development is "like a rolling prototype, a series of evolutionary improvements," Kwolek observed. "As one version gets implemented, we've already started working on the next."

DMA has successfully completed engineering and integrating JMTK Version 3.0. The next step is for DISA to integrate JMTK with the other elements of GCCS.

GCCS operation sites for DMA will be at the St. Louis and Fairfax complexes.

The GCCS team comprises several people at various work levels in a matrix fashion, primarily from the Enhanced Product Prototyping Environment (EPPE). In performing research and sharing information, the team relies heavily on the Internet.

"The GCCS team is responsible for knowing what's happening in areas where there are many participants making decisions that affect

the other participants," Kwolek said. "By tapping into the Internet and e-mail from anywhere, team members can keep informed and contribute valuable information in return," he added.

"Our office and work space are becoming virtual. In this virtual environment, Internet access and e-mail for GCCS people is a must. It's a new and different way of doing business — quite exhilarating and definitely a challenge," the team leader said. ■

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—by Paul Hurlburt  
contributors: David K.  
White and the GCCS Team

## Operation MEADE demonstrates inter-agency power

The substantial progress achieved in meeting Army mapping requirements in the 21st century, demonstrated during December's Operation MEADE, was no accident.

The participants had carefully worked out a response strategy before learning the exercise's

surprise scenario, as reported in these pages Jan. 29.

Equally important, the successful execution of the mappers' response depended on coordinating efforts among approximately 300 DMA employees and unprecedented inter-agency collaboration, officials say.

DMA produced three products for the exercise: elevation data, terrain feature data, and high-resolution hard- and soft-copy image maps. In addition, DMA provided data for several products produced by the Army Topographic Engineering Center at Fort Belvoir, Va.

To produce and distribute the products within the 18- and 72-hour time constraints, process team leaders were recruited for each of the three product types, said Ken Peterman, DMA's project leader for Operation MEADE production. Team leaders were Maureen Currie, Janice Phillips and John Schmitt, all in Bethesda. Terry Fischer in St. Louis was the assistant project leader.

"The process leaders organized teams at the different production sites," said Peterman, who normally leads a production team in Reston. "Several teams were also formed to provide support in areas like computer operations and data transmission."

DMA was required to deliver within 18 hours, 20- by 20-kilometer digital data of the exercise area and, within this area, three 2- by 2-kilometer high-resolution image maps in hard- and soft-copy. A 90- by 90-kilometer digital map of the area surrounding the exercise and six more high-resolution image maps within this area were required within 72 hours. [See diagram.]

All of DMA's products were provided ahead of schedule to the U.S. Army's 18th Airborne Corps at Fort Bragg, N.C. The Army Special Operations Command, 18th Airborne Corps, and 30th Engineering Battalion (Topographic) will evaluate these products.

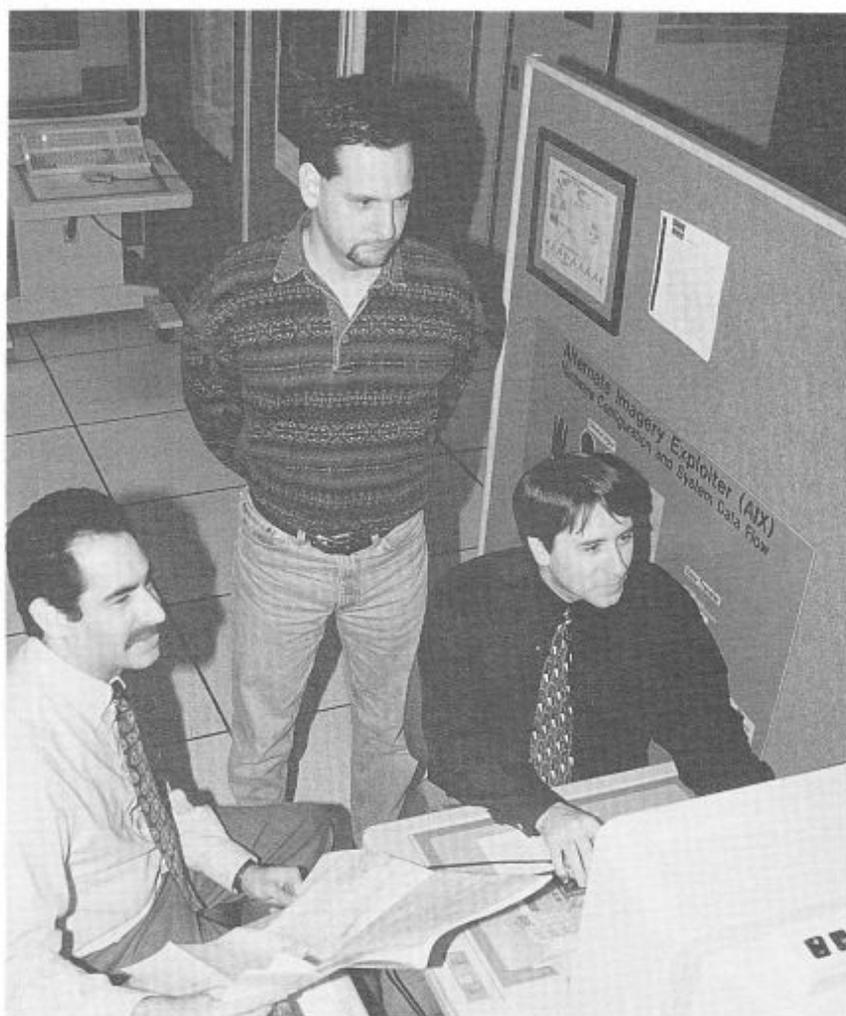


Photo by Tom Barish

Image map team members Jordan Rubinovitz left, Todd Somer and Rich Hanes compare a 2- by 2-kilometer product on screen with a hardcopy map of the same area.

"One of the exercise goals was to demonstrate inter-agency cooperation, and we worked closely with TEC," Peterman said.

"The increase in cooperation was an achievement for all the participants," said Allan DeWall, director of the TEC Digital Products Center.

"We worked closely with DMA in defining a Minimum Essential Data Set (MEDS) of feature data, and we could not have produced our products without the data provided by DMA," DeWall said.

For the feature data, a MEDS of Interim Terrain Data was defined, and data extraction was carried out jointly by TEC at Fort Belvoir and DMA in St. Louis.

The Interactive Quality Review System (IQRS) was used to transmit feature and elevation data from DMA's St. Louis facility to its

Bethesda site, where it was formatted onto 8 mm tape. TEC added value to some of this data after receiving it from Bethesda via tape or electronic transmission. Feature data collected at TEC was brought to Bethesda for transmission to St. Louis.

The hard-copy image maps were produced by a team led by Eli Rutstein in Bethesda. The 2- by 2-kilometer maps were created from source imagery on the Alternate Imagery Exploiter (AIX).

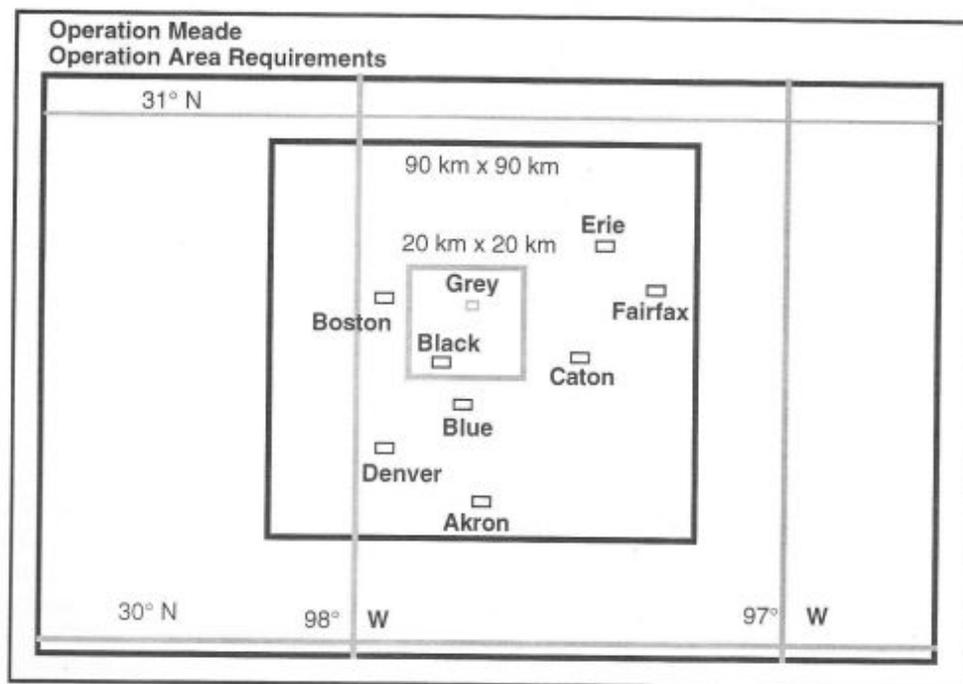
For the elevation data, seven teams in Reston, working in two shifts, produced 46 models of Digital Terrain Elevation Data on the Data Extraction Segment of the Digital Production System. Some Bethesda system managers were recruited to assist in the effort. Standalone systems were also used to produce DTED in St. Louis.

All of the elevation data was transmitted to Bethesda, where the models were merged and formatted.

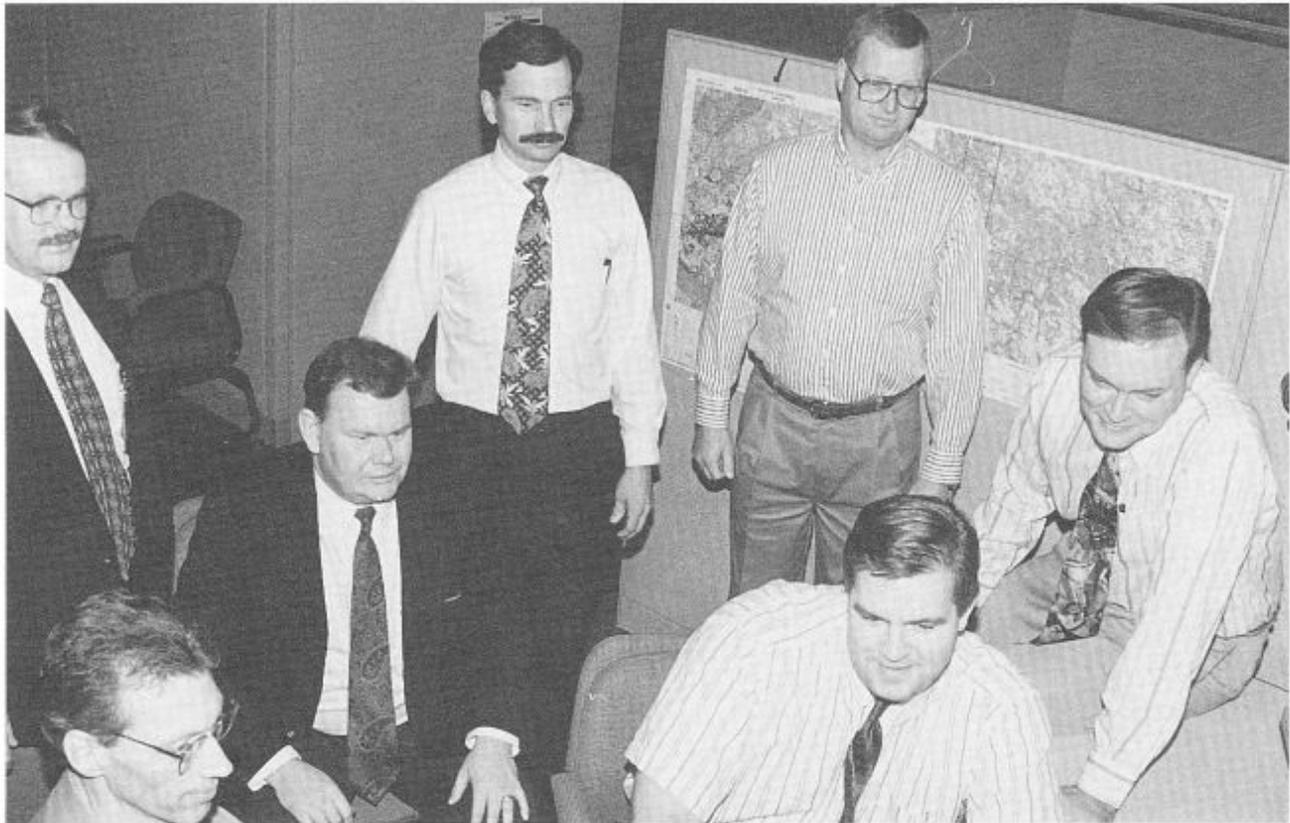
"It was my personal goal to try to utilize the DPS as much as possible in this exercise," said Peterman, "and this time DPS came through for us. We weren't sure it would. That's why we had St. Louis produce DTED as back-up for the 20 by 20 map. It turned out that both teams completed the job in about 14 hours." To meet the 18-hour requirement, DTED was also produced in St. Louis for three 2- by 2-kilometer squares, which were not assigned in Reston.

To meet the 72-hour requirement, Reston cartographers produced DTED for a 90- by 90-kilometer map, and three more 2- by 2-kilometer squares within map area. St. Louis also produced three

*continued on page 10*



Operation MEADE called for 90- by 90-kilometer and 20- by 20-kilometer digital maps of the exercise area and high-resolution 2- by 2-kilometer point target products. (Diagram is not to scale.)



Ken Peterman (left), DMA project leader for Operation MEADE, and some of the elevation data team members gather at a Data Extraction work station in Reston. Others, from left, are Jon Wright, Paul Tohl, Greg Burns, Greg Lewis, Scott Swadner (foreground) and John Anderson.

*continued from page 9*

additional, different 2- by 2-kilometer squares in the map area.

"Our success with the DPS was a highlight of Operation MEADE," Peterman said. "It came down to 'can we do it (on the DPS)? The answer is, 'We can, if we use it right.' We decided not to generate feature data on the DPS this time, but in the next exercise, I hope we will give it a shot."

Last year Peterman led a team of experts that pioneered a method of producing data quickly on the DPS to support Defense Intelligence Agency operations in Bosnia. With support from the Environmental Product Prototyping Lab in St. Louis, the team tapped the DPS pipeline prior to the finishing stage

to provide data rapidly that met DIA requirements.

"A lot of the things we learned in the DIA project, we implemented in Operation MEADE," Peterman said, "and some system managers in Data Extraction further refined the process, along with people in Data Services and other organizations."

DMA provided digital imagery, ARC Digitized Raster Graphics and DTED for TEC's products.

TEC draped ADRG or satellite imagery over DTED to create 3-D fly-throughs at different levels of resolution, according to DeWall. The first out the door was a 20- by 20-

kilometer fly-through that TEC delivered in under two hours.

"Our participation in Operation MEADE was a success because everybody worked together," Peterman emphasized. "It was not just one product or one team or one system that was successful, the whole effort was. This exercise touched many organizations in DMA. Everyone deserves credit for an excellent effort."

A third exercise in the series is tentatively planned for the spring. ■

— by Paul Hurlburt

## MEDS moves to forefront

Thanks Rose for  
all your support over  
the years  
R. Kusturin

**D**uring the latest Topo Force XXI exercise, Operation Meade, one DMA product was introduced and then proceeded to make its way to the forefront.

The Minimal Essential Data Set, introduced in the last *Link* as MEDS, will be used as stop-gap information if no other data or maps are readily available.

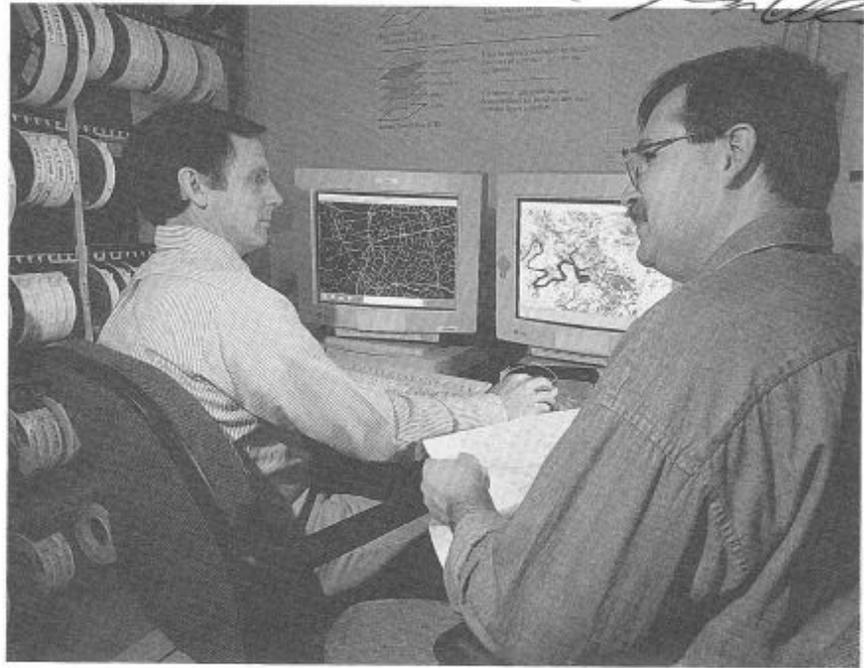
"MEDS is a product prototype," said technical leader Kevin Vermuelen. "The concept started a few years ago and has gone through several testing and evaluation exercises."

MEDS is highly standardized, generalized Interim Terrain Data that's produced in less than 72 hours. A standard ITD has much greater detail and would take much longer. To collect a comparable area of standard ITD would take more than a year.

Responding to the customers' needs has been a critical part of the DMA philosophy. The MEDS team was able to fill their request with 18 hours to spare.

Vermuelen and his Interactive Quality Review System team of Byron Taylor, Eric Warmath and Dennis Mattison was able to use commercial off the shelf equipment and software to produce the MEDS product. DMA's Data Generation Process Improvement team began collecting from arc digitized raster graphics data and continued using a variety of sources and hardware. The data was released in validated standard ITD format and Arc/Info format.

Since transportation was the most important aspect for the customer, information about road networks, airfields and bridges was fed into an in-house-created computer program designed to provide



Byron Taylor (left) and Kevin Vermuelen manipulate MEDS data for the recent exercise Operation MEADE.

generalized ITD attributes. Similar actions were taken with drainage information.

"During this collection, SPOT imagery was being prepared," explained Vermeulen. "The SPOT imagery was used to add bridges, airfields and other new transportation features, in the existing themes. The SPOT was also used to collect basic vegetation outlines and water bodies."

The soil theme was collected by scanning a soil map of the area, breaking out the various soil types, and digitizing the data on screen. Obstacle features were collected on BC-1 Stereoplotters by cartographers from the Feature Extraction Segment area with the assistance of BC-1 operators. The obstacles were annotated on a plot of the transportation and drainage theme which could then be digitized into the obstacle theme.

"The hardest part of all of this was getting the MEDS ITD cell that we created to pass Standard ITD validation software," he said. "Since the data had to be in standard ITD format, software was written to add attribution and replicate the format of a Standard ITD cell. This MEDS ITD cell could be validated using the ITD validation programs."

Once the information was processed, the data was "wired" to DMA-East using IQRS. The data was written out to tape and delivered to the exercise customer.

"Without the technical expertise of Kevin and his team, DMA would have been unable to produce this product in the time required by the customer," project officer Sue A. Rosendale said. ■

— by Don Kusturin

## Senior procurement executive retires

**M**ordecai Z. Labovitz, DMA's director of Procurement and Contracts and senior procurement executive on the Executive Board, retired from federal service Feb. 2.

Born in Rochester, N.Y., he attended Allegheny College where he earned a bachelor of arts degree in political science in 1964. He is a graduate of the Federal Executive Institute, Industrial College of the Armed Forces, and the Wharton School Advanced Management Program.

Labovitz has 30 years of experience in acquisition, including major systems at both the Navy and Coast Guard. He participated in the drafting of the Office of Management and Budget Circular A-109, Major Systems Acquisition, while a member of the Office of the Secretary of Defense staff, and drafted procurement legislation while assigned from the Navy to the Senate Committee on Governmental Affairs.

From 1978 to 1986 Labovitz served as the senior civilian in Coast Guard procurement. He joined the Defense Mapping Agency in May 1986.

Labovitz is a certified professional contract manager and member of the National Contract Management Association. He was awarded the Certificate of Merit for Excellence in Administration in 1989 and was conferred the rank of Meritorious Executive by President Bush in 1990.

Labovitz will continue his career by advancing procurement reform at the federal, state, and local levels through private sector employment at the Logistics Management Institute.



*38 Years*  
James R. Pierce, Jr.  
*37 Years*  
Paul Beck, Jr.  
*35 Years*  
Harold F. Schriber  
*33 Years*  
Faye R. Chippeaux  
*27 Years*  
Ronald L. Oakley  
*25 Years*  
Marie E. Dean  
*21 Years*  
James E. Glasgow Jr.  
*Other retirements*  
James T. Banks, Marine Corps  
Master Sgt.  
Helen K. Jones, Air Force Maj.  
Reuben Viera, Army Maj.

## Soccer starts in April

Team Monty completed the 1995 fall season in the Montgomery County Women's Open League. Team members pictured are: (back row, from left) Coach Walter Mueller, Wendy Fuster, Michelle Jackson, Jennifer Hooker, Chrissie DeBenedictus, Janna Evans, Kris Jacoby, Anne Bluthardt, Molly Bluthardt; (front row) Bess Kotsiras, Margy McGuigan, Jessica Doran, Marita Wiberg, Cathy O'Donnell, Cindy Burns, Marina Kopsidas, Yolanda Cerrara. Helene Blackner, Michelle Bunting, Cami Cook, Vicki Cook, Michele Limoges and Vanessa Nii are also team members. They are not pictured. Spring 1996 season play begins April 13. Practices will be on Saturdays through March. Contact Bess Kotsiras 301-227-1607 or by e-mail if interested in playing.





## Leadership is right down her alley

**M**any follow but few lead. Gwendolyn Trammell is a leader.

As president of Potomac Palisades Chapter, Federally Employed Women, she supports efforts to eliminate sex discrimination within the work place and to assist in the advancement of women.

Under Trammell's leadership, the organization provides excellent training programs, opportunities to improve skills, educate the work force and general public of policies and legislative issues affecting equal employment opportunity, family member care, retirement and women in the military.

Having created an environment for planning, producing and executing ideas, she brilliantly guided PPC FEW along as members' ideas became reality. The group's bulletin board, for example, announces general meetings, names of new officers and current legislative and judicial information.

In addition, she established a legislative chair, multiple program ideas and training initiatives for the members and others. She encouraged members to mentor each other and train each other about the functions of their elected positions.

Successful leaders recognize and reward outstanding service. Trammell is no exception. In June 1995, she initiated and presented the first Shining Light Award for exceptional skills, dependability and overall outstanding service to the chapter.

The most visible change noted about her leadership as president has been the involvement of the DMA work force cooperating in the growth of PPC FEW. She created the theme *Progress Through Participation* and participation is what has motivated the chapter to accomplish its goals.

A personnel management specialist in Human Resources, Trammell has coached the PPC FEW to a viable, visible team.

Beyond the office, she enjoys her family—her husband and two sons—and computers. Her hobby is bowling, and she presently captains her team, the DMA Friday Nighters.

As her work with the Potomac Palisades Chapter, FEW demonstrates, Trammell is committed to leadership—creating, rewarding, guiding and coaching. ■



Trammell

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— by Barbara Ann Laws



Eric Berryman recently joined DMA as deputy director for Command Information, succeeding Terence S. Meehan, now director for Command Information. Berryman comes to DMA from the Department of Justice where he served as director of media services and associate director for

internal communications at the Immigration and Naturalization Service.

Born in Germany and raised in England, Berryman completed 32 years of active duty and reserve military service, first as an enlistee in the U.S. Army, followed by 26 years as a U.S. Navy public affairs officer. Decorations include the Purple Heart, Meritorious Service Medal and two awards of the Air Medal for service as a helicopter door gunner during the Vietnam War.

He completed his undergraduate work at Hofstra University, Long Island, N.Y., and master's and doctorate at the University of New Mexico.

His most recent publication is a book, "Soldiers of the Gauntlet," published as a project to support the 50th Anniversary of World War II Commemorative Committee. He and his wife Bobbie reside in Falls Church, Va. They have six grown children.

## NEWS CLIPS

### **HR streamlines jobs process**

JOB+ is the new way to apply for jobs at DMA. Starting March 29, all GS-15 and below positions that managers wish to fill with current DMA candidates (whether reassignment eligible or promotional candidates), will be filled using JOB+. JOB+ will be used to match an individual's qualifications, skills, geographic preferences, to all DMA vacancies.

All civilian employees GS-15 and below must complete and submit their JOB+ application to the HR Central Operations Office by Feb. 20. As of March, JOB+ will replace the current STARS inventory system, individual position vacancy announcements, open continuous announcement and reassignment announcements currently advertised on e-mail. Employees who fail to submit the JOB+ form will not be placed in the automated system and will therefore not be referred to subsequent vacant positions for which they may qualify. This could result in a missed career opportunity. Specific instructions on how to complete the application, supplemental form, are included in the Job Kits distributed to all employees Jan. 31. There is one change to the Job Kit application

instructions for Item #4 on page 3. Employees may use DMA unique acronyms in resumes and OF-612s instead of spelling out all DMA unique products, systems and functions. Employees must spell out acronyms that are not DMA unique. Contact the JOB+ Team at 1-800-777-6104, ext. 1145 for more information.

### **DMA to observe 24th birthday in April**

The Defense Mapping Agency will observe its 24th birthday in mid April, according to PA's Dick Beck, who chairs the planning committee. Beck said activities are scheduled April 16 in St. Louis and April 18 in Bethesda. A brief awards ceremony will be held at each location followed by an open house, with refreshments and exhibits.

More details about the celebration will be announced in future issues of the Link.

### **Officials name printing facility occupants**

The future occupants of DMA's new Consolidated Printing and Distribution Facility (CPDF) to be built in Jefferson County, Mo., have been announced.

The CPDF will house the Operations Group Customer Service Division (OCS) including Printing and Distribution (OCR); Consumer Interface (OCI); GGIS Gateway and Database (OCD); and Quality and Process Improvement (OCSP).

Also located at the new facility will be Installation Management West Logistics, including Material Management and Systems; Warehouse, Receiving and Shipping; Transportation; Recycling and Destruction Support; and the Acquisition and Technology Group, Engineering and Maintenance Support Division (ATE) Press Support Technicians.

Offices presently located at the North Annex that will relocate to 3200

South Second Street are: Geodesy and Geophysics Department (SMWD); Human Resources Operations Office West (HRW); Contracts Division West (PCW), and Data Generation West (DGWC).

Installation Management West Facilities Engineering (IMWF) will relocate from 8900 South Broadway to Second Street.

The decision on the final location of offices moving to Second Street will be announced April 1.

All the above actions will take place when the new facility is completed, currently scheduled for early 1998. ■

# ACCOLADES

## Promotions

Bacon, Sherry L.  
 Bernasek, Mark J.  
 Crawford, Carol J.  
 Dobberstein, Jessica A.  
 Doss, Dawn F.  
 Durr, Maria A., Army, Staff Sgt.  
 Fishburn, Kristin Alene  
 Fleming, Sandra E.  
 Flores, John T., Army, Master Sgt.  
 Henley, Charles E.  
 Hillman, Blaze A.  
 Howell, Leslie E.  
 Hunter, Andrew H., Army, Sgt. 1st Class  
 Jones, Juanita  
 Jones, Samuel K.  
 Lamers, Christine Lynn  
 Loomis, John C. Army, Maj.  
 Maconaughey, Mary Elizabeth  
 McKinney, Cheryl  
 Miller, Lisa A M.  
 Mooy, Linda L.  
 Morquecho, Evelyn M.  
 Norfleet, Vincent O.  
 Odell, Nancy K.  
 Oestreich, Chris S.  
 Overton, Chuck E.  
 Owens, John A. III, Army, Lt. Col.  
 Owens, Mark D.  
 Paquin, Claire  
 Powell, Jennifer Jo  
 Ramos, Angel L.  
 Schmidt, Charles A.  
 Schneider, Janis M.  
 Smith, Bradford B.  
 Toomey, Christine M.  
 Wilson, Denise S.  
 Windland, Barbara J.  
 Wirfs, Sandra L.

## Performance Awards

Alcott, Diane K.  
 Alexander, Corena  
 Allen, Robert  
 Apollony, John P.  
 Burke, Kenneth F.  
 Earle, Stephen M.  
 Fitzgerald, Ronald E.  
 Foltz, Freddie E.  
 Gaffney, David F.  
 Handwerk, Stephen P.  
 Joyce, Michael L.  
 Marks, Joyce C.  
 Matczak, Cheryl L.  
 Mccanna, Robert L.  
 Mckeown, Gary Wayne  
 Meoli, Angelo A.

Millard, Regina E.  
 Morrell, Christina C.  
 Nickel, William M.  
 Pemberton, Mary Ann  
 Pino, Ernest F.  
 Poston, Stanley R.  
 Ray, Ronald A.  
 Savage, Jimmie L.  
 Scheibel, Judith A.  
 Skinner, Kurt B.  
 Thomas, Ruby Mae  
 Toone, Helen E.  
 Webster, Bobby  
 Welch, William F.  
 Williams, Richard H.

## Special Act or Service

Alexander, Cheryl L.  
 Alexander, Keith E.  
 Anderson, Carol L.  
 Anderson, Russell G.  
 Andrews, Jimmy S.  
 Bailey, Adam C.  
 Baker, Steven P.  
 Banks, Richard M.  
 Barker, Gaylord  
 Bauer, Paul A.  
 Beck, Marilyn J.  
 Bennington, Charles A.  
 Berry, Bruce G.  
 Bigger, Ronald E.  
 Bloomfield, Terri K.  
 Brehmer, Michael R.  
 Brown, Edward K.  
 Brown, Keith L.  
 Bullen, Joseph D.  
 Chamberlain, Michelle  
 Chapates, John J.  
 Chase, David C.  
 Cornman, June L.  
 Creel, Thomas F. Jr.  
 Crosby, Robert D.  
 Curtin, John A.  
 Daymude, James H.  
 Delisle, Carla A.  
 Dempsey, Patrick  
 Dikkers, Kurt E.  
 Doherty, Peter M.  
 Donnelly, Margie L.  
 Donovan, Peter F.  
 Draper, Carl E.  
 Duvall, Doris M.  
 Elzie, Roosevelt Jr.  
 Erickson, Edward A.  
 Fank, Edward J. Jr.  
 Ferrell, Earline A.  
 Fleming, Karen A.  
 Fles, John R.  
 Foehrkolb, Andrew J.  
 Fowler, Lois Yvette  
 Fox, Paul T.  
 Frank, Allen D.

Fronsack, Josefina H.  
 Full, Michael J.  
 Gaddy, Carmen D.  
 Garmon, Liza M.  
 Gavin, Stafford P. Jr.  
 Golden, Thomas C.  
 Graham, Joanne I.  
 Grant Pamela, Troutman  
 Griffin Bell, Lynn Michelle  
 Grzymkowski, Joseph A. III  
 Guempel, Glenn A.  
 Hagan, Brian L.  
 Hagner, Ronald C.  
 Hamilton, Donald W.  
 Hansen, David A.  
 Hargett, Geneva E.  
 Harris, Kenneth J.  
 Hathaway, James D.  
 Helton, Walter Alanson  
 Henley, Charles E.  
 Hester, Warren M.  
 Hilliard, Aljason  
 Hinton, Derrick Maurice  
 Hoban, Ralph M.  
 Holston, Joann C.  
 Hopkins, David G.  
 Hornberger, Richard L.  
 Hunt, Jo Ann  
 Hutchings, James P.  
 Jacobs, Charles W.  
 Jasper, Robert K.  
 Jedliska, Brenda L.  
 Johnson, Carter M.  
 Johnson, Evelyn M.  
 Jones, Martha P.  
 Jones, Michael W.  
 Kennedy, Ervin D. Sr.  
 Kimos, Stephen A.  
 Kinsey, Emanuel S.  
 Knight, Sarah R.  
 Knipple, Joseph E.  
 Kopcha, Peter D.  
 Kordonowy, Judy Ann  
 Lavorgna, Connie M.  
 Lawson, Joyce M.  
 Lawson, Sandra Lee  
 Lewis, Lane V.  
 Lieber, Jeffrey J.  
 Lindner, John D.  
 Lininger, Richard L. Jr.  
 Lohman, Bruce J.  
 Loretz, Marvin H.  
 Lynch, Timothy M.  
 Maddocks, Martha S.  
 Maret, Ronald W.  
 Marlen, Richard J.  
 Marsh, William C.  
 Martin, Pamela  
 Martin, Phillip L.  
 Massey, Josephine E.  
 Mattia, Paul J.  
 McBeth, Matthew V.  
 McClain, Allen G.

McDonald, David L.  
 McFarland, David R.  
 McGill, Marshall E. Jr.  
 McGinnis, Frederick S. III  
 McIntyre, Leon L. III  
 McKay, Donald Edwin Jr.  
 Meeks, Garratt J.  
 Meier, Kathy A.  
 Meredith, Michael O.  
 Meurer, Mary Ann P.  
 Meyer, Brenda B.  
 Moehrle, Wayne D.  
 Moore, Pamela D.  
 Moran, William J.  
 Morgan, Kevin B.  
 Morgan, Michael J.  
 Morquecho, Evelyn M.  
 Mueller, Frank E.  
 Muncy, Rita M.  
 Nakagama, Nora K.  
 Nungesser, Curtis A.  
 Parker, Richard C. Jr.  
 Peterson, George W.  
 Piatcheck, Lora A.  
 Porath, Robyn L.  
 Purcell, Curtis R.  
 Pyle, Dawn J.  
 Randolph, Jimmie C.  
 Reh, Gerald E.  
 Reichling, Carol Ann  
 Reid, Janet S.  
 Richards, Timothy M.  
 Richter, Stephen M.  
 Rickmon, Renwick  
 Robinson, Roy R. Jr.  
 Rogan, Gary M.  
 Rowe, Larry S.  
 Royal, Adolph  
 Russell, Betty Ruth  
 Rutherford, Anne M.  
 Samel, George Howard Jr.  
 Samel, Roberta J.  
 Sanders, John Jr.  
 Schlueter, Elaine M.  
 Seabright, Joel E.  
 Senter, David A.  
 Shaw, Fredericka E.  
 Shelton, Claire E.  
 Shoemaker, Wanda J.  
 Sippel, James J.  
 Smith, Ivan J.  
 Southerland, Paul  
 Staebel, Terry L.  
 Stefaniv, Paul J.  
 Stentz, George T.  
 Stevens, Ronald P.  
 Stone, Orlando  
 Stragliati, Sandra L.  
 Stuckstede, Robert F.  
 Sullivan, Mary E.  
 Sutphin, Gary W.  
 Swope, Keith S.

Tallman, Brian R.  
 Taylor, William A.  
 Tennis, George T. Jr.  
 Thomas, Paul Arthur  
 Thomas, Robert A.  
 Thompson, Robert G.  
 Travis, Donald Eugene  
 Trice, Campbell H.  
 Troop, George G.  
 Tucker, Robert E.  
 Underhill, Cynthia.  
 Vaneman, Warren K.  
 Weimar, Karl T III  
 Weston, Charles C.  
 Williams, Allen H.  
 Wittschack, Frederick L.  
 Wodder, Andrew N.  
 Wong, Robert F.  
 Worsham, Delores A.  
 Worth, Marella M.  
 Wyant, Donna M.  
 Wyatt, Peter G.  
 Young, Wade H.  
 Yrjanson, Gary D.

## Suggestion Award

Anderson, Robert C.  
 Ertl, Bettye S.  
 Hansen, David A.  
 Portell, Ruth A

# Presidents' Day



## DMA Link

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