

Defense Mapping School

CONTOUR

Volume 19, Number 2

January 1992

CHALLENGE

COMMITMENT

1991

CHANGE

The first of many

Major Changes

"Reorganize" became a buzzword in the School for 1991 as DMS underwent a year-long metamorphosis from stem to stern. On 1 December, the Department of Geophysics (GS) was formed, merging the Department of Geographic Sciences and the Department of Management and Technology, while the Department of Graphic Arts became the Department of Printing Technology (PT).

Involvement in Desert Shield/Desert Storm

Throughout January, DMS sent personnel to the Hydrographic/Topographic Center, where they worked 12-hour shifts, seven days

a week, producing paper products that were used in support of operations in Southwest Asia. Over 16,000 man-hours were expended in the production of over 67 million paper products prepared for those operations—with no interruption of training.

DMS survey instructors GySgts James A. Chism and Jeffrey Pauley provided support to the Second Marine Expeditionary Brigade in the Persian Gulf area. SFC Herman J. Van de Vaarst worked as a topographic operations NCO and also in the CENTCOM theater map depot. GySgt Brian K. Henderson worked beach areas in the Northern Gulf.

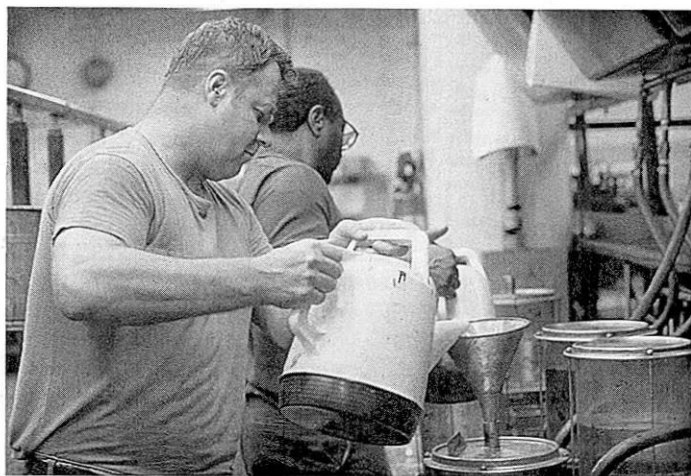
In September, DMS dispatched Mr. Dave Miller and Mr. Bill Sutton to the Middle East to assist in repair of a Harris Printing Press on board the USNS HARKNESS.

Training

In its second year, the International Coproducer Division continued DMS support to Latin American coproducers with training in geodesy, photogrammetry and cartography.

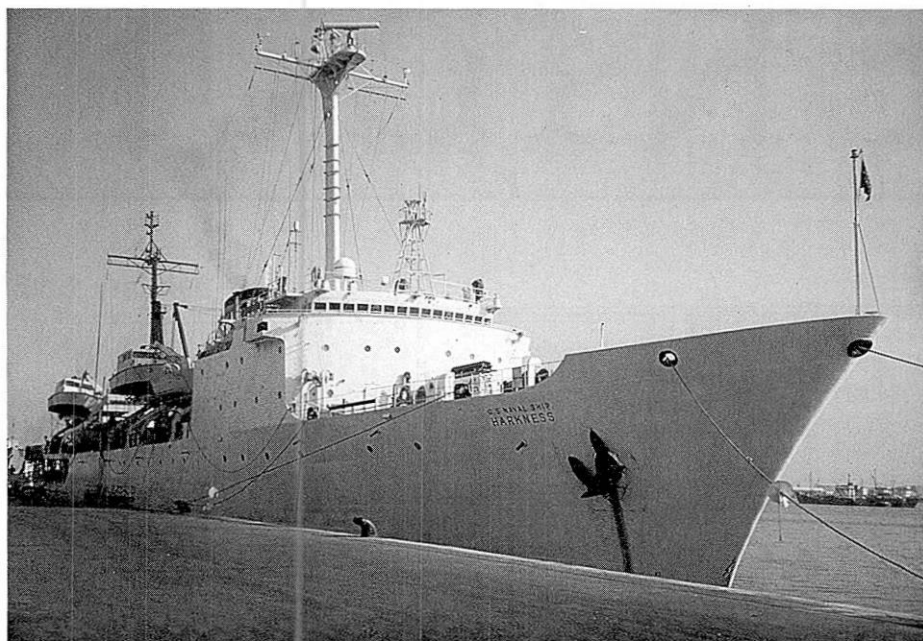
Nonresident coproducer training reached new heights during 1991.

As the year ended, DMS had trained 2052 students on 114 MTTs, in spite of several MTTs being postponed pending the termination of Operation Desert Shield/Desert Storm.



SFC John F. Getshall mixes fountain solution for a five-color press. An HTC employee is in the background.

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See 1991 page 2

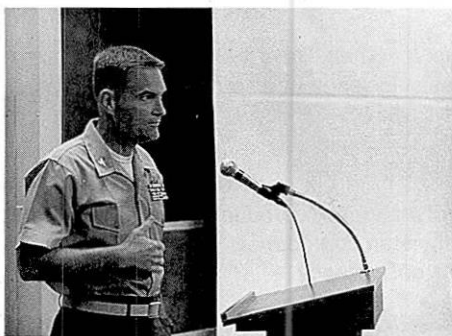


USNS HARKNESS

Course Highlights

The most productive DMS course of the year continued to be the Mapping, Charting, and Geodesy Impact on Combat Operations, reaching over 1000 students.

One major effort was the revision of the Mapping, Charting, and Geodesy Officer Course (MCGOC). A Navy track was developed and the Cartographic/Geodetic Officer Course for Air Force personnel was merged into MCGOC. The net result is a single course with tracks for each of the services.



Colonel David H. Ingram, USMC, G-2 of the 2nd Marine Air Wing, addresses DoD Terrain Analysis Seminar held at DMS 10-12 June. (Photo by SSgt D.K. Jones)

Improvements to Facilities

1991 was the 50th anniversary for Buildings 214 and 215. Exterior "face-lifts" were accomplished to correct the ravages of time on foundations, entranceways, and window sills. The interior of Building 215 was revamped—walls repaired, plumbing installed, and carpeting added.

Events

DMS hosted the DoD Terrain Analysis Conference, which was attended by over 110 personnel from all Services.

The School received eight FORSCOM Automated Intelligence Support Systems for integration into the terrain analysis courses.

The annual DMS picnic in July was noted by many who attended as one of the best ever.

In mid-summer, the School hosted the 16th Annual DMS Golf Tournament, with over 110 golfers from within the Agency participating.

In Remembrance

DMS was saddened by the loss of Mr. Thomas J. O'Brien in June. Tom was a dedicated, loyal individual who spent most of his military and civilian career at the School. He is missed by all.

DMA receives Certificate of Merit Award

The Defense Mapping Agency was recognized for its outstanding Affirmative Action Program when DMA Director Maj. Gen. William K. James, USAF, received the Secretary of Defense Certificate of Merit Award for Fiscal Year 1990 during the 11th Annual Disability Awards Ceremony in the Pentagon. The award was presented by the Honorable Christopher Jehn, Assistant Secretary of Defense Air Force Management and Personnel.

This award program was established by the Secretary of Defense for DoD Components with effective affirmative action programs to increase the number of civilian employees with the severe disabilities targeted for emphasis by the Equal Employment Opportunity Commission. DMA was one of seven Components recognized for outstanding accomplishments in employment and advancement of persons with disabilities during Fiscal Year 1990. DMA was cited for the following:

- Increased employment of persons with targeted disabilities during FY 1990, even though the size of the work force declined.

- Established an Adopt-A-School agreement with Gallaudet University to provide career counseling and job placement assistance for students with disabilities.

- Issued a policy statement assuring employees with impaired hearing or vision access to printed matter and audiovisual materials in a format they can use.

This award was presented to the Director following the presentation of the 1991 Department of Defense Award for Outstanding Employees with a Disability which was presented to Ms. Dorothy Witten, cartographer, Louisville Field Office.

Focus on a Course

Mapping, Charting, and Geodesy Staff Officer Course

by Capt Rickey I. Durkin



Looking for an overview of the Defense Mapping Agency (DMA) and its components? Trying to get a handle on the basics of mapping, a view of future technology and the administrative functions that make the mapping system work? Look no further! The Mapping, Charting & Geodesy (MC&G) Staff Officer Course (MCGSOC) is the answer. MCGSOC is designed to provide an overview of key MC&G issues with an emphasis on DoD activities. Presentations provide an introductory overview of key DMA/U&S Command/Service interfaces and the MC&G requirements process. The course is open to military members of all Services who occupy or are prospective occupants of MC&G positions within the Unified and Specified Commands, the Service staffs, and other DoD activities. Classes are offered at least three times a year and normally have 30 students. Students attend the course with a variety of backgrounds ranging from personnel headed for their first MC&G assignments to experts with

degrees in the MC&G sciences. Course graduates walk away with a broad understanding of how the system works and, for the experts, a better understanding of their role in the process.

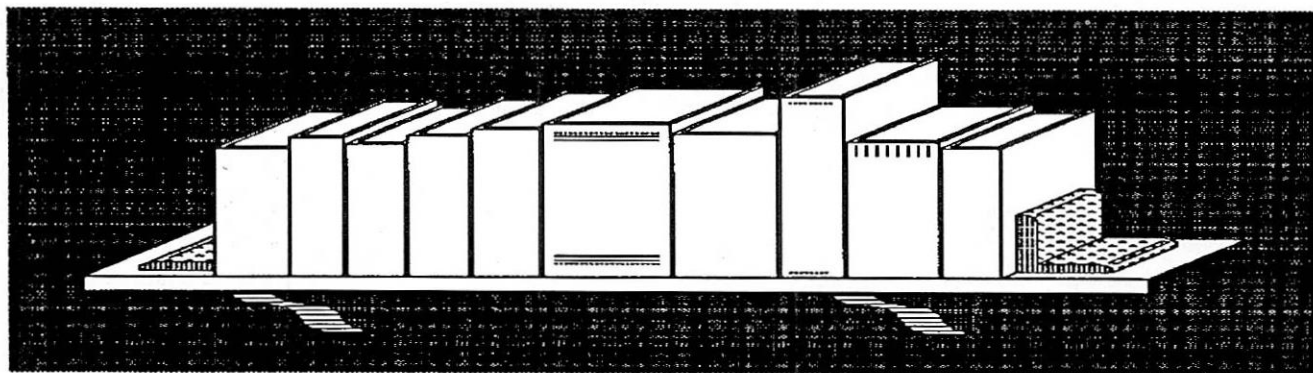
MCGSOC is geared toward three areas. First, the organizational layout of DMA and its components provides an understanding of the size and complexity of the DoD MC&G mission. Second, fundamental theories of mapping and product construction and distribution are covered. Finally, an overview of current and evolving technology, and how it is being used in our combat support mission, is provided. Technical instruction is provided in the areas of grids, geodesy, error theory, GPS, remote sensing and GIS systems. The course incorporates a tour/briefing of the DMA Headquarters and either a production facility or a Service Research and Development Center to provide the most current input and to provide a firsthand perspective. Guest speakers from the four Services representing the MC&G community also pro-

vide updates of their requirements and initiatives.

The course is taught by active duty Air Force, Army, Navy and Marine and DoD civilian instructors. All have experience in the MC&G field and provide a joint service perspective on MC&G issues. They take a fire-hydrant approach to teaching in the course, using lectures, hands-on practical exercises, and guest speakers to provide students the information they will need to serve effectively in MC&G positions.

After attending the course, senior service members, both enlisted and officer, have stated that they wished they had attended it earlier in their careers. Is this a long course? No, it is not six months or six weeks long. In five working days students get, as one put it, "The best overview ... and how I fit in it, than I have seen in 15 years...." That's the bottom line.

For more information on course schedules, quotas, and MTTs, call the Defense Mapping School Registrar at (703) 664-2383, DSN 354-2383.

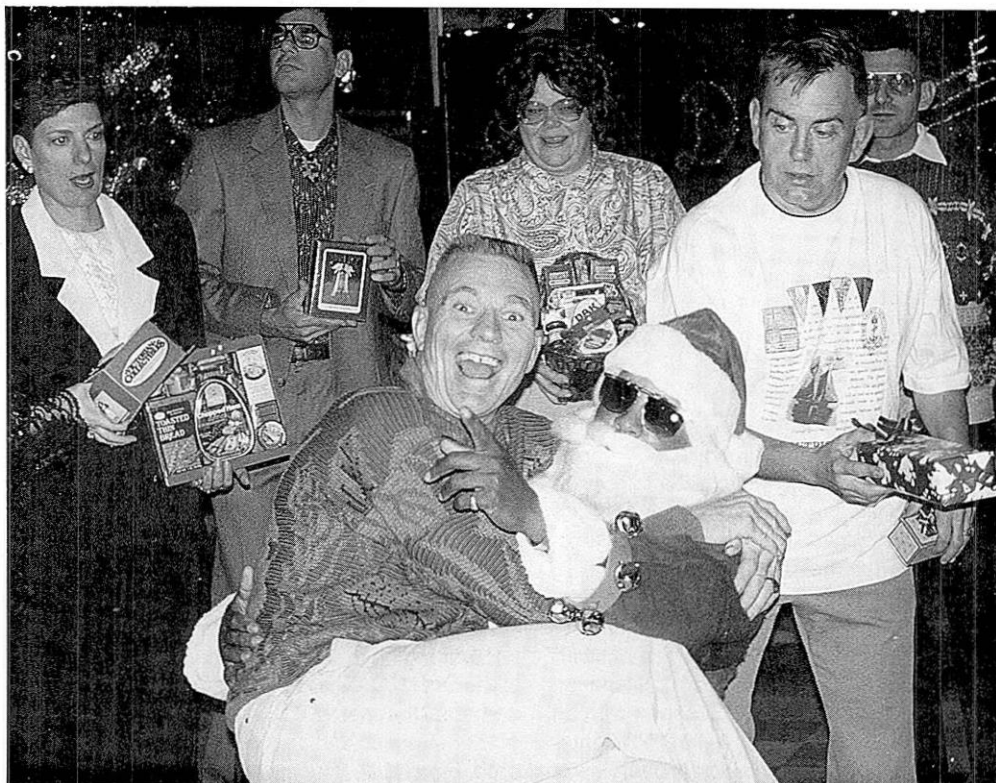




DMS Christmas



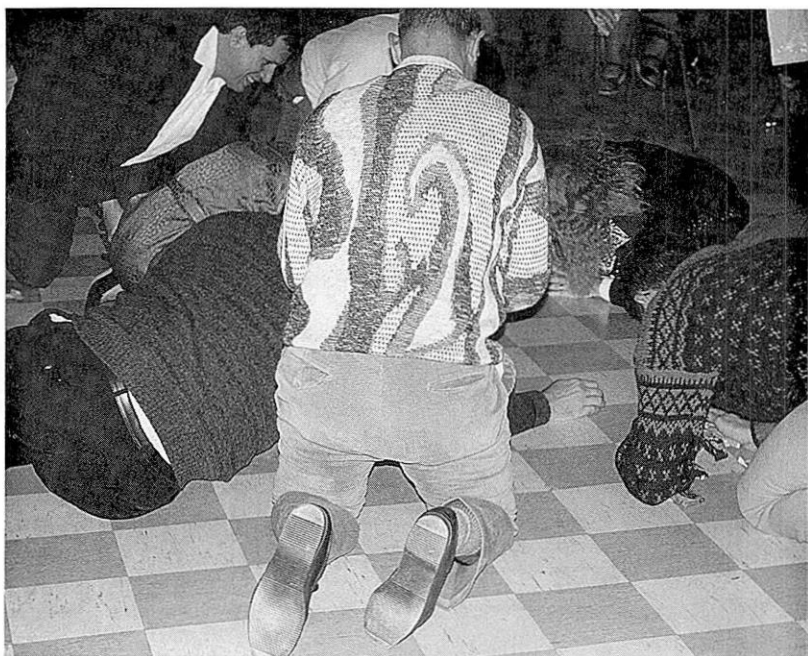
The "Pack Rat Award!" (Some guys will do anything to get in good with their boss.)



He's been that good? I don't believe it!



What form! Sign him up, SGM!



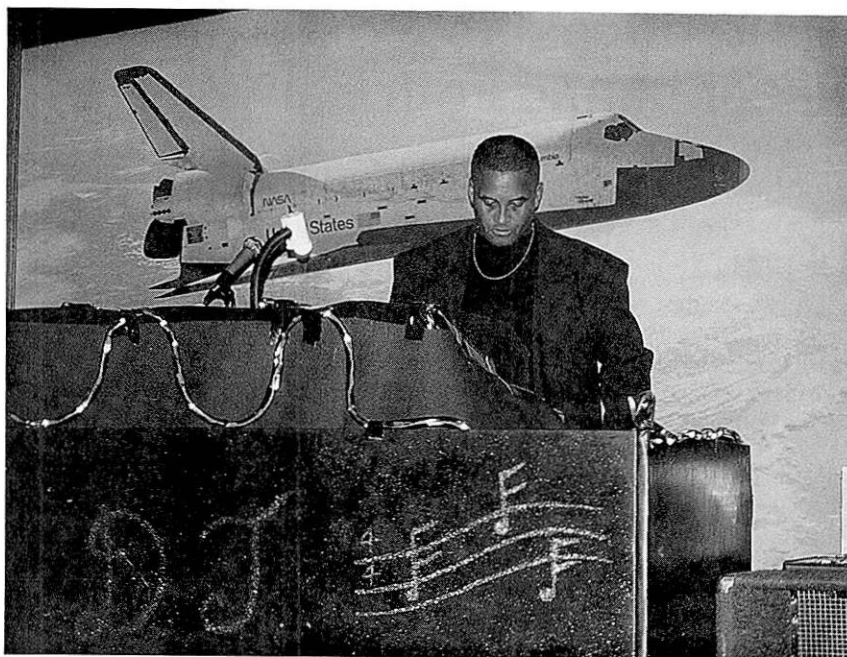
S-u-u-r-e, you're looking for candy!

--Photos by SGM Carlos L. Sellers

Party - '91



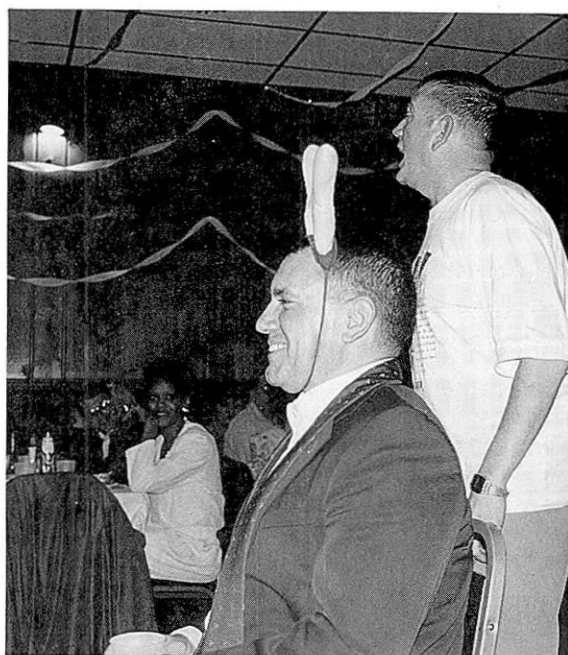
I always wear Santa's hat when I'm eating!



Let's see; Faculty Development is 90101- 4 hours.



Did that guy get a camera for Christmas?



Hear ye, hear ye! To all who shall see these presents greetings.



Apprenticeship Program will enhance your career

by SFC Kenneth Harvey

There are many programs throughout the Armed Forces which will enhance one's military career. These programs, once identified, require individual motivation to enroll and begin the process of reaping the benefits. One such, the Apprenticeship Program, addresses occupational specialties in the Army, Navy, Air Force and Marine Corps, as well as those for Department of Defense civilians. As a soldier in the United States Army, I offer my insight on the Army Apprenticeship Program.

The program provides a foundation for both service-connected and civilian-related skills. Once you have decided to enroll and you have established goals to meet the apprenticeship requirements, a tremendous level of enthusiasm and initiative is required to be successful.

The Army program began in 1973 at the Training & Doctrine Command, Fort Monroe, Virginia, and has since been a springboard for service members who enroll to validate their military training. I enrolled in June 1985. I was required to document my duties and responsibilities as related to lithography. In doing so, I logged the hours of specific training or actual work accomplished as a lithographer (MOS 83F) for approximately six years. During this period, I systematically kept track of 8000 hours of reproduction work and training. This contributed to the receipt of a Department of Labor Certificate of Completion in September 1991.

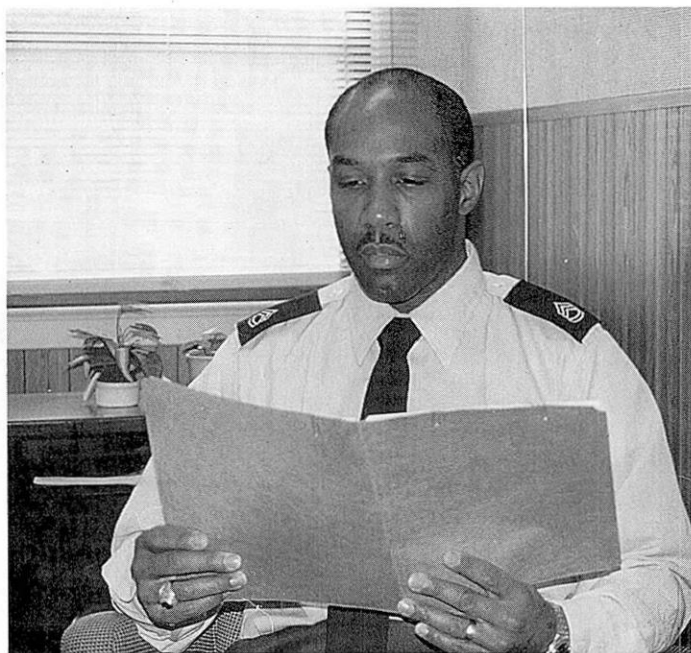
The following guidelines for enrollment have been abstracted from DA Pamphlet 621-200 (Army Apprenticeship Program Procedural Guidance):

a. Soldiers may enroll in the program by contacting their installation Education Center. The preparation of the Apprenticeship Application Form (DA Form 4409-R) is required. Guidance for completing the form will be provided.

b. Apprentice log forms and instructions on use of the forms will be issued to the soldier by the Education Center Counselor. Soldier apprentices will be required to annotate their work experience on log sheets on a daily basis.

c. Upon presentation of documentation, newly enrolled soldier apprentices who have partially completed an approved Federal or State-registered civilian apprenticeship in a related trade will be awarded credit for all experience. Up to 3500 hours of credit for previous military work experience may be awarded upon presentation of authenticated documentation of satisfactory performance.

d. Upon successful completion of the program, a Certificate of Completion of Apprenticeship will be awarded by the U.S. Department of Labor. Soldiers leaving the service prior to completion of the



SFC Kenneth Harvey

program will receive documented credit for that portion of the program which they did complete.

In closing, I stress that each member of their respective service—Army, Navy, Air Force, Marine Corps, and Department of Defense civilians—should enroll in the Apprenticeship Program. You can't lose!

(Photo by SSgt Michael J. Kocheran)

Entry into Fairfax Ruins Historic Area

All entry by vehicle into the Fairfax Ruins historic area on Post must be for official work-related business only. All vehicles must enter through the Burgess Road gate (near Building 367) in the Belvoir Research and Development Engineering Center (BRDEC). No other vehicle access will be permitted. Special provisions which allow for quick access for recurring facility maintenance functions will be arranged by the Commander, BRDEC. All other access requirements will be arranged by calling the BRDEC Security Officer at 664-4995 for pre-entrance requirements at all times. For additional information or assistance regarding vehicle access, contact Laura Lloyd at 664-4995.

Entry by foot into the Fairfax Ruins historic area must be made from the new parking lot and entrance trail located off Fomey Loop in the Fairfax Village Housing area.

Woodley Hills Elementary tours DMS

Three 3rd grade classes from Woodley Hill Elementary School toured the Defense Mapping School on December 13, 1991. Below are examples of the many "Thank you" notes from the students to the School.

Dear Mapping Agency,

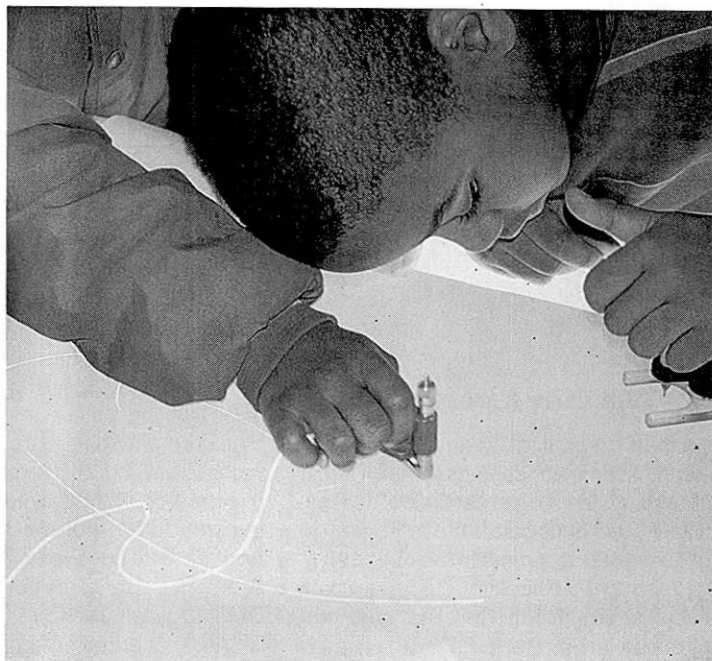
I thought the tour was very good! I especially thought the printer was the best of all. But the camera was good. The best part was looking around and thinking this is where my grandpa used to work. I learned a lot.

Thank you. P.S. I will come again.

From
Nicole
Newcomb



Brande Jefferson (l) peers through stereoscope at aerial photography to see a 3-D view of the ground, while Justin Dunnaway finds his attention drawn elsewhere.



Students use precision scribes to cut lines on scribe coat material.



SSgt Mark D. Martin explains to students how a printing plate is produced.

--Photos by SSgt Michael J. Kocheran

"Spotlight" on SSgt Larry R. Johnson

by Lt Col Erwin L. Williams



SSgt Larry R. Johnson

This month's "spotlight" is on SSgt Larry R. Johnson, Acting Noncommissioned Officer in Charge of the Logistics Office. He assumed NCOIC duties after the retirement of MSgt Richard L. Johnson in October 1991.

SSgt Johnson and his wife, Linda, are both from Louisburg, North Carolina, and currently reside on Fort Belvoir. They have a 12-year-old son, Kareem, and a 3-year-old daughter, Tralisha. Born July 26, 1960, SSgt Johnson has enjoyed sports and music all his life. In high school at Louisburg, he played on the baseball and basketball teams all four

years. In addition, he was a four-year member and elected President of the Choral Club. Following graduation, he attended Shaw University. While there, he played baseball for two years. He currently participates in Fort Belvoir basketball intramurals as a member of the 610th Ordnance Battalion, D Company team. For less strenuous relaxation, SSgt Johnson enjoys playing pool, listening to jazz (such as guitar by Stanley Jordan), and watching movie videos at home (such as Westerns by Clint Eastwood).

SSgt Johnson has had a variety of military experiences as well. He began his service in 1980 as a member of the Army National Guard, serving in the 113th Field Artillery Unit at Louisburg for three years. He then enlisted in the U.S. Air Force, receiving technical training as an apprentice Inventory Management Specialist at Lowry AFB, Colorado. Following an 18-month tour near the beaches of Florida at Eglin AFB, he was transferred to Andrews AFB, Maryland. In April 1990 he completed the Inventory Management Supervisory course and joined the DMS Logistics Division. Sergeant Johnson is currently pursuing a degree in management via the Community College of the Air Force.

SSgt Johnson is quiet, intelligent, and a pleasure to work with. We are fortunate to have someone of his high caliber providing the logistical support so vital to DMS operations.

(Photo by Chris Semkow)

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Unauthorized solicitations on DMA property

The following excerpt is reprinted courtesy of Surf 'n' Turf, DMAHTC.

It is improper to undertake personal or commercial solicitations, such as selling cosmetics, candies or cookies on DMA property. It is Agency policy not to permit such solicitations, and such activity is not permissible, regardless of how beneficial or charitable the cause may be. Charitable solicitations and contributions are to be made only under the auspices of the Combined Federal Campaign (CFC) or Navy Relief Fund Drive.

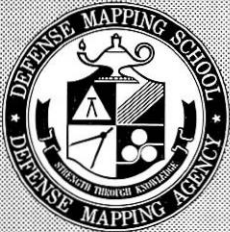
DMA personnel are also prohibited under DMA Instruction 5500.7, Standards of Conduct, from making personal commercial solicitations or soliciting sales to DMA personnel who are junior in rank or grade at any time, on or off duty. The DMA Instruction also provides that DMA personnel shall not solicit a contribution from other DMA personnel for a gift to an official superior, or accept a gift or contribution from a subordinate DMA employee. This prohibition does not apply to voluntary gifts of reasonable value for personal occasions such as marriage, illnesses, or retirement.

Incidentally, all personnel are required to report suspected violations of the Standards of Conduct Instruction to the immediate supervisor of those persons suspected, to the appropriate Associate General Counsel or the Inspector General.

Any questions concerning Standards of Conduct matters should be directed to the Office of the Associate General Counsel (HTC) at (301) 227-2268.

Defense Mapping School
Fort Belvoir
Virginia 22060-5828

Official Business



Defense Mapping School

CONTOUR

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February 1992

DMS Personnel Receive Awards

DMA Soldier, Airman, Sailor/ Marine Awards announced

"There were many highly qualified nominees and the competition was close. While not everyone could be a winner, the accomplishments and achievements of all nominees deserve high praise," said Major General William K. James, DMA Director, as he announced the Soldier, Airman, Sailor/Marine Awards for 1991.

■ ■ ■

Congratulations to DMS personnel selected for this recognition:

Lt Col Erwin L. Williams, USAF, Defense Mapping School, DMA Outstanding Senior Officer of the Year.

SSG Susan L. Fortune, USA, Defense Mapping School, DMA Outstanding Soldier of the Year, Junior Enlisted Category.

BUC Thomas Kidney, USN, DMA Office of Human Resources, with duty at the Defense Mapping School, DMA Outstanding Sailor/Marine of the Year, Senior Enlisted Category.

Our congratulations to these individuals for their outstanding performance and dedication to duty.



SSG Susan L. Fortune



Lt Col Erwin L. Williams



BUC Thomas Kidney

Frequent-Flyer Programs

*Editor's note: The following is based on an article by
Mr Peterson HQ USAF/JACM.*

DMS personnel participating in frequent-flyer programs sponsored by commercial airlines should be aware of rules governing their participation in such programs. The rules established by the Comptroller General of the United States are applicable to all service members and employees enrolled in frequent-flyer programs and who accumulate "bonus" mileage credits and other benefits while performing official travel on government business:

- Personnel are obligated to turn into the government any gift, gratuity, or benefit received from private sources incident to the performance of official duty. **That such benefits are nontransferable or unavailable to the government is irrelevant.** (Exceptions are food and drink items, contest participation, and promotional items.)

- Any bonus or discount ticket received as a result of trips **paid for by both appropriated funds and personal funds**, while on official travel, is the property of the government.

- Access to VIP lounges, free food or drink offered to individuals due to their status as a member of a frequent-flyer program or given to all passengers, may be accepted **provided the "benefits" are not obtained by "cashing in" mileage credits earned on government business.**

- Mileage credits may be accrued **for official travel** by personnel who desire to participate in frequent-flyer programs on a voluntary basis. Under no circumstances may credits earned with official travel be used for **personal travel**. Credits earned during official travel are a result of government expenditures, and the first consideration should be given to redeeming credits to defray official travel costs. Credits also may be used for airline seat upgrades while on official travel.

- If one is **voluntarily "bumped"** off a flight, the individual may keep the money or complimentary tickets; however, the person must pay any added expenses and take regular leave in case of delay. Such delay, of course, cannot interfere with the TDY mission.

- If one is **involuntarily "bumped"** or delayed, or otherwise inconvenienced by the airline from a scheduled flight and accepts money, complimentary tickets, or lodging certificates from the airline, whether or not the government incurs additional subsistence expense or the traveler reports for duty at the same time as originally intended, the traveler must turn in such items received with their TDY voucher, and the government pays for any additional per diem associated with the delay.

- Also, any lodging certificates provided by hotels that overbook belong to the government.

In those rare instances where an individual may have unintentionally "commingled" personally earned mileage credits with official business travel mileage, the participant should not use any of the mileage for personal use, unless he or she can clearly establish that the portion of mileage used was not earned on official government business. **Those electing to participate in frequent-flyer programs for both personal and business travel should establish two separate accounts with the respective airlines.**

TROA educational loan amounts increased

*Editor's note: This article was released
by The Retired Officers Association*

Alexandria, Va.... The Retired Officers Association increased its Educational Assistance Program to provide \$1,750 annual, no-interest loans for the 1991-92 school year. The loans are awarded for up to five years of undergraduate study to unmarried undergraduate students, under the age of 24, who are dependent children of active, reserve, and retired service personnel and their widows(ers).

This current school year, 700 students were awarded loans, totaling over one million dollars. From this group, based upon their academic records and participation in extra-curricular and community activities, 120 students received special \$500 grants in addition to the loans. All those who were awarded loans were automatically considered for the grants.

The TROA Educational Assistance Program was established in 1948 for the sons and daughters of retired officers and their widows.

It has expanded to include the children of active duty, reserve, and National Guard officers, warrant officers, and noncommissioned officers of the Army, Navy, Air Force, Marine Corps, Coast Guard, U.S. Public Health Service, and National Oceanic and Atmospheric Administration. Since this program was initiated, over 3,400 students have received interest-free loans, totaling more than \$8 million.

Scholarship applications for the 1992-93 school year are available now. Applications should be requested by March 15, 1992, and the completed application must be postmarked on or before April 1, 1992. For applications and more information, TROA Scholarship Administrator, 201 N. Washington St., Alexandria, Va. 22314-2529.

DMS FACILITY MAINTENANCE AND MINOR CONSTRUCTION PROJECTS

by Lt Col Erwin L. Williams

Have you ever noticed some needed maintenance (such as a cracked window) but weren't sure how to get it fixed? Or have you wondered why it sometimes takes so long for a minor construction project? This article will answer these questions.

DMS reimburses Fort Belvoir for the cost of alterations and minor construction unique to DMS' activities. The Fort Belvoir Directorate of Engineering and Housing (DEH) manages these projects and interfaces between Post agencies and tenants requiring support and the contractor, DynCorp, responsible for providing the actual support.

Small maintenance projects requiring less than 24 man-hours and/or \$500 of materials are referred to as "service orders" (SOs) and can be quickly initiated by having your building custodian call the DMS Logistics Office (LO). LO will then report the maintenance requirement to DEH and specify the building custodian as the point of contact for the resulting service order. Examples of recent SOs include: replacing ceiling tiles; fixing a leaking steam pipe; and repairing a water faucet.

SOs are prioritized by DEH into four categories:

- * Priority 1 (emergency) SOs require immediate action for reasons such as safety, security, or to prevent damage to property. The emergency must be alleviated immediately; however, if additional parts or materials are required, no more than three calendar days may elapse before the SO is completed.

- * Priority 2 (urgent) SOs are required to correct a condition which could become an emergency, or to prevent impact to mission accomplishment; they must be completed within 5 days.

- * Priority 3 (routine) SOs are required to correct an inconvenience or unsightly condition and must be completed within 14 days.

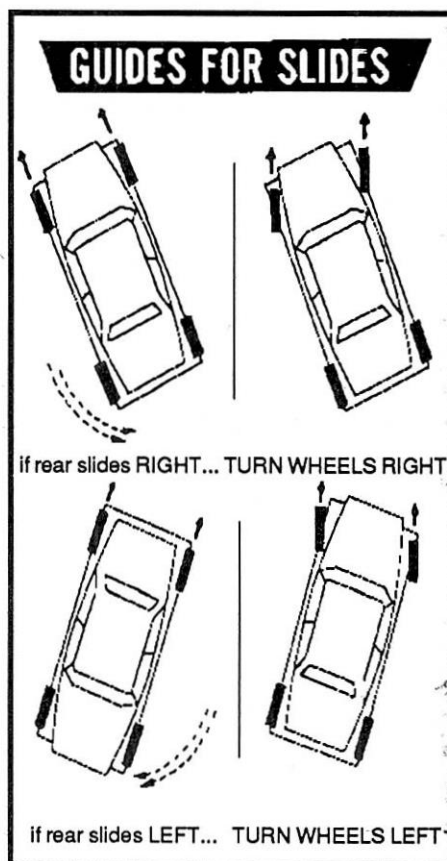
- * Priority 4 (other) SOs are non-customer time-sensitive and must be completed within 30 calendar days of receipt of the SO by DEH.

CONTOUR

A facility project which exceeds the 24 man-hours/\$500 scope of an SO requires an Individual Job Order (IJO). An example of a DMS IJO was the project to repair the second floor of Building 215 (patch and paint walls, install a sink, lay carpet, etc.) for occupancy by the Education Office and the International Military Student Office. To initiate an IJO, the building custodian must provide LO with a statement and diagram of the work required. If the work is to be funded by DEH, LO will prepare a DA Form 4283, Facilities Engineering Work Request, and secure DMS Command Section approval prior to submitting it to DEH. If the work is to be funded by DMS, LO will first estimate its cost and coordinate it through the Program Integration Office (PI) and Resource Management Officer (RMO) to ensure funds are available before routing it to the Command Section and DEH. In addition, if the cost will exceed \$25,000, the project must also be approved by the DMA Facilities Review Board.

After DEH receives the DA Form 4283 for the IJO, it must then compete against IJOs that DEH receives from agencies and tenants throughout Fort Belvoir. According to DEH Production Control, there is always a backlog of IJOs waiting to be processed. For each IJO, DEH must estimate its cost and prepare a Statement of Work clearly defining the work to be done. As DEH currently has five estimators available and each can process four to five IJOs per week, DEH is limited to 20 to 25 IJOs weekly. After DEH estimation, the IJO is forwarded to DynCorp for cost estimation by the contractor; DynCorp has up to 14 days to provide its estimate to DEH Production Control. If the cost estimates are within 10 percent, the IJO is forwarded to the DEH Engineering Resources Management Division (ERMD) to be funded. If the two estimates are not within 10 percent, DEH and DynCorp try to resolve the difference, perhaps by repeating the estimating process.

After ERMD receives the IJO, they determine if it will be funded by DEH or by DMS. If by DEH and funds are available, the IJO is forwarded to the contractor for execution. (An example is the replacement of the Build-



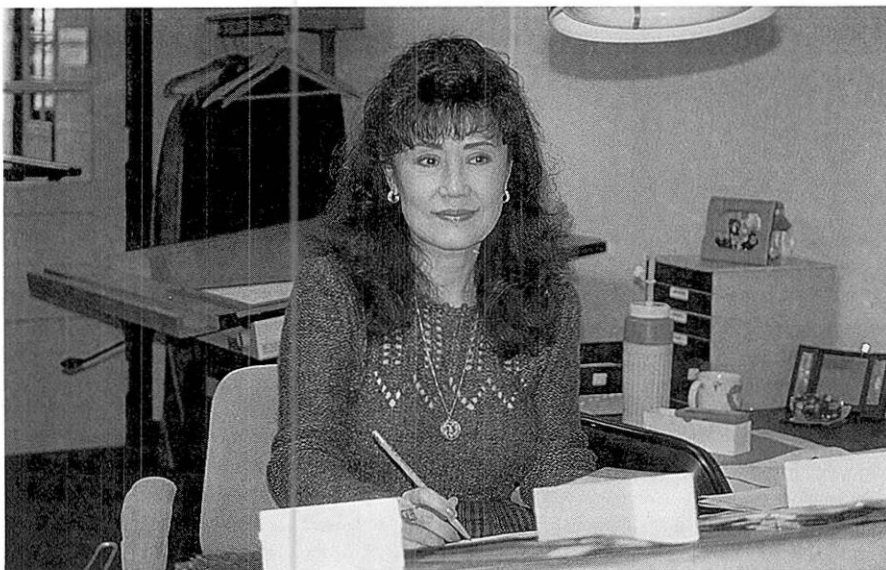
ing 214 window sills.) If the IJO is paid for by DMS, ERMD requests DMS to provide the funds via a Military Interdepartmental Purchase Request (MIPR). LO prepares the MIPR, coordinates it with PI and RMO, secures DMS Command Section approval, and sends it to the DMA Accounting Office at St. Louis for certification. After ERMD receives the certified MIPR, the IJO is then forwarded to the contractor for execution. Work is scheduled and may start within two weeks.

For further information on this topic, please call Lt Col Williams, Chief, Logistics Office, at 355-7407/7390.

Worth Repeating

"It's a recession when your neighbor loses his job; it's a depression when you lose your own."

-Harry S. Truman
U.S. president



Jane Thomas at her drafting table in the Education Office. (Photo by SSgt M. J. Kocheran)



special love for Sumi painting

DMS's new visual information specialist, Mrs. Jane Thomas, began work in the Education Office in December. She was an illustrator for the Department of Defense for 24 years.

A native of Korea, Jane is a graduate of EWha Women's University of Seoul, Korea, the largest women's university in the world, where she majored in Oriental painting with a B.A. degree in Fine Arts. She has studied with two of Korea's most famous artists, Sang Bum Lee and No Su Park.

Although Jane works with all painting and drawing mediums in various techniques, it is the Sumi that gives her the greatest joy in painting.

According to Jane, Sumi painting originated in Japan and is characterized by the artistic use of fundamental brush strokes that are based on simple lines and dots. It is chiefly distinguished from Western styles of painting by the emphasis on lines as a basis of technique.

Sumi painting is considered the purest form of painting and the simplest in execution and appearance. In comparison with some art forms that require numerous implements and expensive equipment, the tools of Sumi painting are quite simple, demanding no large initial investment or continual expenditure, and no experience or previous training is required. It is different from drawing in that you do not put down everything that is there. Simplicity is the most important factor.

Jane's works have been accepted in the highly competitive annual Korean National Exhibit and she is a member of the Korean National Art Association. She has participated in numerous art shows and traveling art exhibits in the United States in addition to giving many demonstrations of Sumi paintings to the public. Jane also taught Sumi painting for a number of years in the United States to Americans and other nationalities with highly successful results.

Mrs. Thomas is married to Army Colonel Michael Edward Thomas, who works for the Army Deputy Chief of Staff for Operations and Plans, Pentagon.

Freedoms Foundation at Valley Forge announces 1992 military essay contest

Each year, Freedoms Foundation at Valley Forge, along with the Pennsylvania Department of the Military Order of the Purple Heart, sponsors a Military Essay Category in the National Awards Program for servicemen and women on **active duty, reserve, ROTC and JROTC** components to encourage them to think about and to speak up for freedom.

This year the subject is "**The Price of Liberty.**"

Submit typed essays (individual efforts) of not less than 100 or more than 500 words and include the following:

Name, rank, service designation, social security number, military address, permanent home address, commanding officer, name, rank, address.

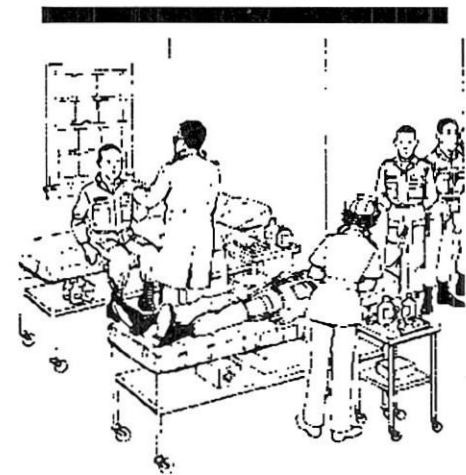
DEADLINE: Entries must be postmarked by May 1, 1992. Submit to the Awards Department, Freedoms Foundation, Route 23, Valley Forge, Pennsylvania 19481.

AWARDS: Framed George Washington Honor Medal and \$100 U.S. Savings Bond and George Washington Honor Medals and \$50 U.S. Savings Bonds.

For further information, contact:

E. Katherine Wood, Vice President and Director of Awards, (215) 930-0825.

(Information extracted from article by Freedoms Foundation at Valley Forge).



DMS BLOOD DRIVE PLEASE GIVE!!!

Heitman Auditorium Bldg 214, Bagley Hall
Wednesday, 25 March 1992 1000 until 1500
hours. POC SFC Lobel, 355-7391.

Focus on a Course

What NAAFBL means to Navy, Air Force students

by MSgt Carl D. McMurtry



What does printing technology training mean to you? If you're a Navy or Air Force student, it means 20 weeks of very intense "hands on" practical training in photolithography and printing operations. If you are a Navy, Air Force, or civilian Defense Mapping School photolithography instructor, it means providing these students with 10 interesting and challenging blocks of instruction that make up the prepress portion of the Navy/Air Force Basic Lithographer course (NAAFBL).

The prepress portion of the NAAFBL course teaches operations in four technical areas. They include copy preparation, camera, layout, and platemaking. Each discipline is further divided into specific blocks of instruction. All blocks of training start in the classroom with a conference/lecture on safety, various theories, and techniques designed to build a solid foundation of basic skills necessary to complete the required practical exercises (PEs). Next, the instructor demonstrates, in a fully equipped laboratory, what was covered during the lecture and what is expected of the student during the PEs. The students are given ample time to practice their new found knowledge before being tested. Tests are administered to ensure that the student understands the material presented and can perform each task.

For Navy students, the first lecture begins with an introduction to the course, followed by copy preparation. They learn to prepare camera-ready copy using the latest in desktop publishing software on a personal computer. They are familiarized with the operating system, a scanner and laser printer, and are able to produce certificates, flyers, and other items upon completion of the lesson. Next, Navy students learn how to make signs, charts, nameplates, and similar items using a metalphoto process. The procedure involves producing an image on a non-cor-

rosive plate. This is very important to the Navy as these signs must be exposed to salt air, water, chemicals, and high or low temperatures with no ill effects. During this phase of training, Air Force students enter the course, receive the introduction, and are oriented to the world of miniaturization, better known as Micrographics. They learn the process of producing micrographic masters and duplicates. Students also receive an overview of various micrographics equipment and their operation. Now that we've talked about some of the unique training each individual service gets, we can move along to camera and layout.

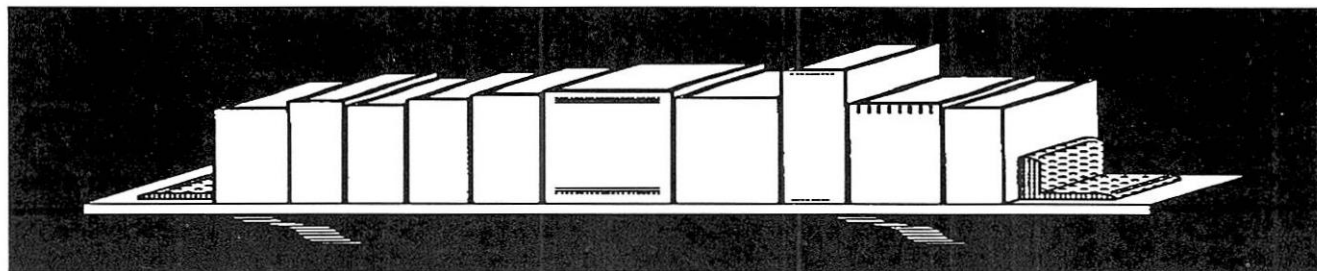
Camera operation is a major area of training. It is here the students learn about film, chemistry, darkroom procedures, and how to operate a process camera. Each student is taught how to make line and halftone negatives by reading film data sheets. This helps them analyze different types of copy so they can apply the correct exposure to produce a high contrast black and white negative with a sharp image. A ruled screen placed over a sheet of film is used to break up the image of an original photograph into a series of small dots, creating a halftone negative. The dot structure of the negative creates an illusion of a continuous tone original and can be printed on a press. In addition, students learn to make enlargements and reductions of the copy using different lenses and adjustments.

After camera operation, students go to the final areas of training — layout and platemaking.

Simply put, layout is taking the negative made by the camera and fastening it, according to the instructions on the work order, to a piece of support material called goldenrod to make a flat. The flat is used to produce an image on a lithographic plate that will be placed on a printing press to print the final product.

Students are taught the very tedious and critical job of drawing

—See FOCUS page 6



Gold Nugget Award Program

The Director of Defense Information has established a new awards program to stimulate improvements in information management. Complete details of this new program will be included in the upcoming revision of DMAM 1432.1, "Recognition and Incentive Awards."

There will be no fixed schedule for nomination for the Gold Nugget Award. Whenever an outstanding information management program or initiative is discovered, it should be prepared and submitted. The program provides for both monetary awards and for recognition for the organization and individuals who are instrumental in developing and implementing the program or initiative.

All nominations should be submitted through DMS (PI) for review and recommendation by the Director. The nomination must be in the

form of a memorandum that includes the rationale for the nomination, in the following format:

A. Title of the Project and Organization. Also include the Name, Title, Address and Phone number for the program manager.

B. Information about the program or initiative including:

- (1) Narrative description (four pages or less) which includes:
 - (a) What the program does.
 - (b) Whom the program supports.
 - (c) A summary of program schedule and cost/benefit information.
- (2) Supporting evidence to show how the program demonstrates one or more of the following:
 - (a) Better ways of doing business that improve functional effectiveness and efficiency.
 - (b) Innovative approaches to information management that result in significant savings.
 - (c) Creativity in applying information management methods, models or tools to streamline business activities.
 - (d) Other achievements in information management or information technology that improve effectiveness and efficiency of functional activities.

FOCUS from page 5

trim lines and margin lines on the goldenrod which will be used to position the negative within the parameters of the press plate. They learn to produce simple flats (one negative) to bookwork flats (many negatives). Once the flat is completed, it goes to the platemaking section.

It is here the lithographic plate is processed for use on the printing press. Students learn what a plate is, what it is made of, and the chemistry used to process it. They are taught how to select the proper plate for a particular press and how to register a flat to a plate.

Again, you ask what printing technology means to you? If you are still a Navy or Air Force student, it means 10 more weeks of challenging tasks and stimulating information on press operation.

The final stages of the course provide the students the opportunity to explore the basic tasks performed in duplicator and medium-size press operation, as well as the fundamentals of bindery/finishing operations.

Each block taught is custom-designed around service requirements. Therefore, each student is capable of being an immediate productive asset to his/her unit of assignment.

Unlike many technical schools where numerous hours are spent on theory, history and principles, this course emphasizes hands-on operation. Consequently, the actual operation of equipment, ranging in cost from \$11,000 to 160,000, is achieved by the second day of the duplicator operation phase of the course.

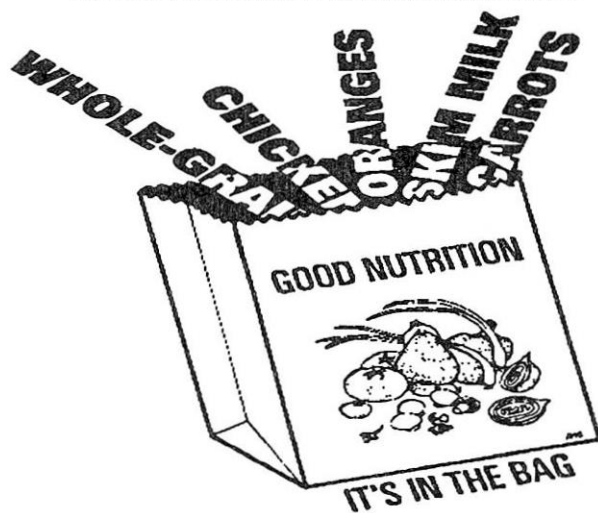
Having successfully completed all required phases of pre-press, students enter the first phase of the second half of the course—duplicator operations. In this phase, instruction is given on the proper setup of the four major assemblies of the duplicator. In conjunction with these lessons, basic electrostatic platemaking operations are taught. Plates made during camera operation are used to produce the four-page booklet that is required to complete the duplicator operation phase.

In the second phase—medium-size press operation—the four

major assemblies are again taught. This time, because of the size difference of the equipment and the increased number of controls involved, more emphasis is placed on the major task to be performed in each assembly. Also, greater concern for safety is placed on personnel and equipment. An eight-page signature with good image positioning, registration and color density is required to complete the phase.

The final phase covers the procedures and operation of bindery equipment (cutter, folder, stitcher, collator and drill) used to complete the finishing steps for the previously printed press products.

Once this portion of the course is completed, you can call yourself a fully qualified printer; you've earned it!



A day in the life of a DMS instructor

by Wesley Bohannon

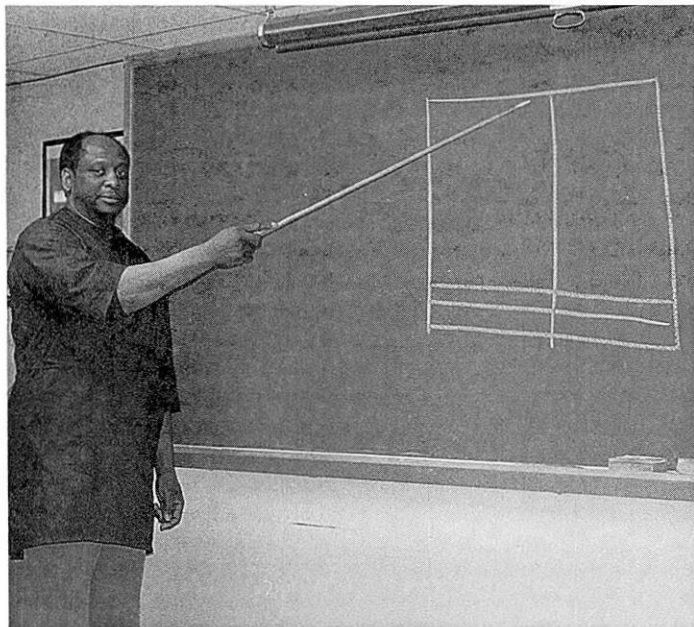
The Defense Mapping Agency defines an instructor as someone who develops courses and course material, presents classroom instruction, manages the administrative functions related to classroom instruction, and has knowledge of each individual course so that he or she can provide the necessary technical training required.

Instructors at the Defense Mapping School have many duties. They often must assume a different role when dealing with the everyday occurrences of student situations.

For example, students often come here with no self-esteem. They can function effectively up to a certain level. Some go so far as to request being dropped from the course and returned to their units, or request to be released from the service. An instructor in this situation needs to look past what the student is feeling, and focus on the possible potential the student has.

The first step is to raise the student's confidence level. In finding ways to do this, we often assume the role model of a parent "encouraging the child." The instructor takes time to talk with them, work with them, and generally show them that they can do anything they put their minds to.

This type of one-on-one help often brings the students to a point where they can start to develop a positive attitude and are able to continue their training. They sometimes become so confident and try so hard they become the honor graduate.



Mr. Bohannon "on the platform" giving instruction.
(Photo by SSgt. M. J. Kocheran)

Any family, personal, or military problems a student may have could possibly affect their ability to concentrate on their given task. The instructor must somehow find something to pull the student back into the learning mode. This is one of the most difficult things to do, because the instructor must separate the students from home and family problems, and other distractions, and help them to again focus on school and the task at hand. This is done through constant one-on-one counseling.

There are students who develop negative attitudes while here at DMS. The instructor must, like a principal, keep order and discipline within the academic environment. The instructor assumes the counselor role and tries to find out what the problem is and help the student find a way to solve it.

Some students are away from home for the first time and just do not know how to cope. Their emotional variations are surprising—from the quietest student to the class clown. Other factors involved when dealing with students are age differences, nationalities, and diverse personalities.

"... DMS instructors must produce students who meet the DMS motto 'Strength Through Knowledge'."

At times, the instructor must change his/her role within a split second. He/she usually has a full class load and must be versatile with the students. By the end of a normal day, the instructor can easily be mentally as well as physically drained.

Although the instructor takes on many roles, he or she must concentrate on the main objective—to ensure that each student receives enough technical information so that they are able to successfully complete each task. Ways must be found to ensure that each student understands the information that is provided. This can be a problem sometimes because not everyone collects and understands information the same way.

In order for some students to maintain DMS standards, extra effort must be made on the part of the instructor for more detailed instruction in the form of supplemental training, make-up training, and retesting. If a student is having difficulty understanding a block of instruction, they may receive up to an additional 25 percent of the total practical exercise time for that block of instruction. This means that the instructor may have to come to work early, stay later, and work weekends and holidays in order to accomplish the DMS mission.

In a matter of seconds, instructors will have to change their frame of mind as well as their role from instructor to parent, to a non-practicing psychologist, to a non-practicing principal, to a guessing physician, and back to instructor. Now, if you multiply these instant role changes by the number of students, you will have found yourself in a typical day in the life of a DMS instructor.

You see, the DMS instructors must produce students who meet the DMS motto "Strength Through Knowledge." The DMS goal is to integrate professional academic education with working experience and generate practical training while forming their background, so that these graduates of DMS can perform in their vital roles.

NEW ARRIVALS

Military

1st Lt John Colley (USAF)
CW2 James A. Huisenga (USA)
GySgt William A. Dahlgren (USMC)
SGT Marvin P. Curtis (USA)
SGT James R. Gibson (USA)

Civilian

Jane S. Thomas (EA)

DEPARTURES

MSG William C. Melen (USA)
SFC John T. Flores (USA)

AWARDS

Military

Bronze Star Medal

CPT Steven D. Harmon (USA)

Meritorious Service Medal

CPT Steven D. Harmon (USA)

Army Commendation Medal (1st and 2nd Award)

CPT Steven D. Harmon (USA)

Valorous Unit Award

CPT Steven D. Harmon (USA)

Joint Service Commendation Medal

1st Lt John Colley (USAF)

Director's Call

Joint Meritorious Unit Award

TSgt Michael S. Mustard (USAF)

Civilians

Defense Mapping Agency Certificate of Service - 35 Years

William H. Revell (D)

Defense Mapping Agency Certificate

James Bowen (EA)
Beverly Stitt (IMSO)

CERTIFICATES/LETTERS

Senior Instructor Certificate

SSgt Mark D. Martin (USMC)

Certificate of Achievement

SFC Rudy D. Nikolao (USA)
SSG Susan L. Fortune (USA)

Certificate of Appreciation

CW3 John A. Stokes (USA)
SSG Larry M. Brombach (USA)
TSgt Bradford M. Clark (USAF)
SSG Eric Cruz (USA)
SSG Susan L. Fortune (USA)

Awards

Academic Honor Roll

SSG Susan L. Fortune (USA)

Letter of Appreciation (Christmas Party)

SGM Herbert C. Schmeling (USA)
TSgt Bradford M. Clark (USAF)
SSG Rickey O. Lang (USA)

CFC Certificates of Appreciation

Capt Scott Hirsch (USAF)
CMSgt Gerald Smith (USAF)
SFC Herman L. Van de Vaarst (USA)
SSG Vel V. DeBerry (USA)
SSgt Larry Johnson (USAF)
Maria C. Becerra (PI)

SASMOY WINNERS

DMA Outstanding Senior Officer of the Year

Lt Col Erwin L. Williams (USAF)

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

BUC Thomas Kidney Jr. (USN)

DMA Outstanding Soldier of the Year, Junior Enlisted Category

SSG Susan L. Fortune (USA)

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Director

COL Samuel R. Schwartz

Public Affairs Officer/Editor

Joyce J. Beck

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Defense Mapping School
Fort Belvoir, VA 22060-5828

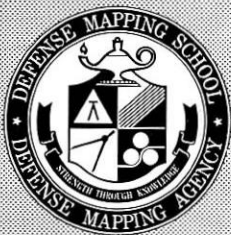
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Defense Mapping School

Fort Belvoir
Virginia 22060-5828

Official Business



Defense Mapping School realigned as element of HR

Major General William K. James, USAF, director of DMA, has announced his decision to realign the Defense Mapping School (DMS) as an element of the DMA Office of Human Resources effective March 1, 1992.

HR is leading the development of the implementation plan to retain those DMS program offerings which are DMA MC&G-specific.

In conjunction with the realignment, the director also authorized the formal examination of the feasibility of transferring the military

occupational specialty training programs to the Military Departments. These negotiations have begun; HR is coordinating this phase and will incorporate the resulting actions in the overall plan.

The DMA Strategic Plan had recommended a review of the training conducted by DMS to determine if there was a more efficient way of accomplishing the DoD MC&G training mission. A preliminary review indicated significant reductions in management structure and administrative overhead could be achieved. Employees will be advised as further details of the realignment are determined.

Former DMS Director moves to Headquarters

Colonel Samuel R. Schwartz informed DMSers at Director's Call on 28 February that he was being reassigned to Headquarters DMA.

DMS staff and faculty listened intently as the former director read the announcement of the realignment of DMS and his pending departure effective 1 March 1992. COL Schwartz encouraged School personnel to work to their full potential and to carry on with their missions in the professional manner they have always demonstrated.

Commander Daniel F. Duddy, USN, former deputy director, has assumed the duties of Director, Defense Mapping School, DMA Office of Human Resources.



COL Samuel R. Schwartz, at his farewell Director's Call, presents a 35-year Federal Service award to Marjorie K. Kelley. (Photo by SSgt M. J. Kocheran)

See related pictorial story on page 5

Direct Line →

by Maj. Gen. William K. James, USAF
Director

While the world leaders attempt to come to grips with the enormous changes that have occurred/are occurring in the Commonwealth of Independent States (CIS), there is one inescapable fact that every man and woman in DMA must understand—**this Agency must change to meet the demands of the future.**

Put simply, as the Department of Defense reduces in size, we must be prepared to accomplish our mission with fewer resources. To do so, we will adhere to the following principles:

ENSURE A SMOOTH TRANSITION TO DPS

MINIMIZE PERSONAL TURMOIL

MAXIMIZE EFFICIENCY AND PRODUCTIVITY CAPACITY

MODERNIZE WHERE IT MAKES SENSE

**INSTITUTIONALIZE DELIBERATE PLANNING AND
EXECUTION**

ACCOMPLISH APPROPRIATE TOPLINE COORDINATION

What can you do to help? First of all, you must do your job to the best of your ability. Second, I recommend that you deal in facts, not rumors; facts we can control, rumors we can't. (I have never met a successful rumor control officer and besides, the job doesn't pay well). Keep an eye on the Agency and Component newsletters for the facts as we continue to change.



DMA Director, Major General William K. James, USAF, (center) accepts the first Bilateral Defense Agreements signed between the Minister of Defense of the Republic of Hungary and the Minister of Defense of the Czech and Slovak Federal Republic and the U.S. Secretary of Defense, Richard B. Cheney. Shown with General James are Edward J. Obloy, DMA General Counsel (right) and Frank K. Kuwamura, Jr., DMA International Office.

DMA Director accepts historic Bilateral Defense Agreements on mapping

DMA Director Major General William K. James, USAF, recently accepted the first Bilateral Defense Agreements signed between the Minister of Defense of the Republic of Hungary and the Minister of Defense of the Czech and Slovak Federal Republic and the U.S. Secretary of Defense, Richard B. Cheney.

The historic Bilateral Defense Agreements on mapping, charting and geodesy enables the three nations to share information and establish professional relationships useful to mapping programs in both Hungary and the Czech and Slovak Federal Republic and the United States.

An agreement was also signed by Colonel

Soha Gabor of the Defense Mapping Service of the Hungarian Army and Edward Obloy, DMA General Counsel, to begin negotiations between the two defense organizations. Obloy and Frank Kuwamura, DMA International Office, accompanied the Secretary of Defense to the respective nations (countries) for the agreement signing.

In accepting the agreements, General James emphasized the importance of the documents in providing for the movement toward standardization in traditional and digital cartography through coproduction and exchanges of technical information.

The technical expertise gained by DMA in the development of a mapping, charting and

geodetic data base, which is integral to major weapon systems, simulators and command and control systems, will be useful in providing technology assistance and support.

The technical information and assistance exchange aspects of the agreement will provide an opportunity to standardize on NATO and DMA formats.

Information which will be shared under this agreement will also assist in the development of the national mapping program of the Hungary and Czech and Slovak Federal Republics. This major initial step in bilateral cooperation will provide an opportunity to enhance civilian and private sector mapping programs as the age of digital data and geographic information systems becomes a reality.

Captain describes Desert Storm experiences

Assigned to the Defense Mapping School on 1 August 1991, Captain Steven D. Harmon is currently serving as deputy chief of the Geodesy Division, where he is applying his field experience to the betterment of geodetic survey training. Immediately prior to reporting, CPT Harmon was assigned to 1st Squadron, 4th Cavalry, 1st Infantry Division (Mechanized), which saw duty in Saudi Arabia during Desert Storm.

Captain Harmon recalls and shares some of his most vivid memories during his tour in Desert Storm ...

"I arrived in Saudi Arabia on January 1st 1991, along with the main body of the 1st Squadron, 4th Cavalry, 1st Infantry Division (Mechanized) as a part of Operation Desert Shield. Being the Logistics Officer for the squadron, I was moved directly to the Port of Damman where I could be as close as possible to the squadron's equipment as it arrived in Saudi Arabia.

Eventually everything arrived and was moved to an assembly area in the Saudi Desert. As the soldiers trained and prepared

for combat, I was busy acquiring the necessities the squadron would need, such as ammunition, fuel, food, and other supplies and equipment.

Desert Shield became Desert Storm, and the squadron was moved forward to establish a screen line for the division. From this point on, frequent contact was made with the Iraqis as the squadron began to do its mission.

On the 24th of February 1991, with the beginning of the ground war, the squadron led the 1st Infantry Division into Iraq. The advance was so rapid that fuel became a key factor. Units were beginning to outrun their supply lines. On the afternoon of the 27th, I was leading the combat trains through a recently shelled Iraqi position when we encountered seven Iraqi soldiers who were attempting to surrender. I ordered the Iraqis to be taken as prisoners and, at the same time, directed two armored vehicles to clear the immediate area of other enemy soldiers who were not surrendering. Three of the prisoners were injured, two of them seriously. As the medics tended to them, the armored vehicles located several more Iraqi soldiers who were too injured to move. I dispatched additional medics to care for them. At this point, unknown to me, the division commander ordered the squadron to advance forward of the division to the Kuwait-Basrah Highway

to cut off Republican Guards who were attempting to escape from Kuwait City back into Iraq. The Squadron Executive Officer, Major Bill Wimbish, relayed the order to me over the radio. Now faced with a dilemma of what to do with the wounded prisoners, I attempted to call for a medevac. While trying to coordinate for the medevac, a tracked ambulance happened by. I directed one of my soldiers to stop the ambulance. After the medics in the ambulance assumed re-

sponsibility for the wounded, we continued on. As darkness fell on the night of the 27th, the combat trains continued deeper into Iraqi territory. Approximately one mile before the Kuwait-Basrah Highway, three armed Iraqi soldiers were spotted approaching the combat trains. Amidst sporadic small arms and mortar fire, four others and I captured them. As they were being searched, the im-

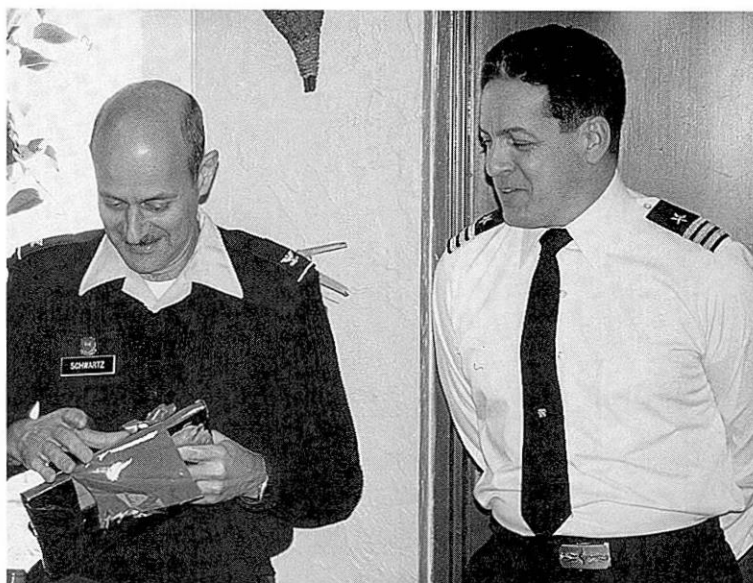
mediate area was cleared, and four other armed Iraqis who had been concealed in their fighting position were also captured.

Upon reaching the highway, we linked up with the squadron's Alpha and Bravo troops. I assessed the situation and posted soldiers to direct the combat trains into a tactical position. As vehicles were being positioned, a soldier from Alpha troop asked me for help. He was concerned that he had driven his Bradley Fighting Vehicle into a minefield. I went to the vehicle and led it out of the danger area. At this point, Iraqi soldiers began to appear from everywhere, wanting to surrender. I organized a makeshift holding area for the prisoners. Throughout the night, more and more prisoners were taken. Many



CPT Stephen D. Harmon (right) receives first of five awards from Director, DMS. (Photo by SSgt Michael J. Kocheran)

See HARMON page 7



CDR Daniel F. Duddy looks on as COL Samuel R. Schwartz unveils the traditional farewell plaque.



COL Schwartz admires a collage of DMS memories presented to him by the Administrative Support Office.



Jeanne Elmore 's turn to say good-by.

**Best
wishes,

Colonel
Schwartz!**



SFC Enrique Medina goes over a few last-minute items with the director.

Farewells are never easy.



—Photos by SSgt Michael J. Kocheran

Have card--no problem!

by SFC Norman J. Michaud

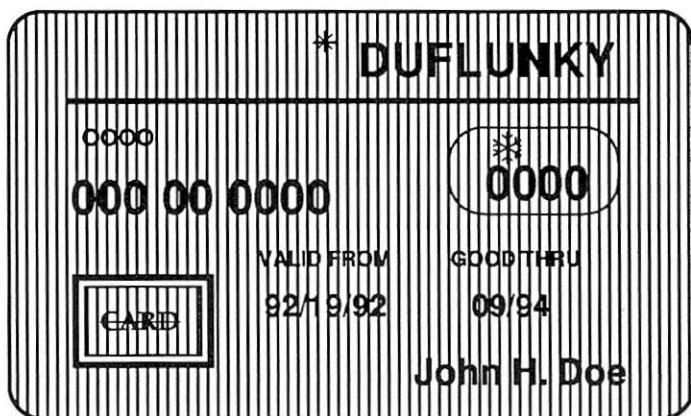
You're all set--worldwide! Your Diners Club Government Card opens more than two million doors in over 175 countries.

When official business takes you to the far corners of the world, count on your Diners Club Government Card to meet your needs. It is as good as cash at more than two million establishment locations, including:

- ✦ U.S. and international airlines and other major public transportation carriers;
- ✦ All federal contract airlines, hotels and car rental companies;
- ✦ Over one million restaurants and other service establishments;
- ✦ Clubs and quarters at most U.S. military bases worldwide; and
- ✦ Major gasoline and service stations.

Your Diners Club Government Card also gives you access to a world of conveniences, including:

- ✓ Free \$150,000 automatic travel accident insurance;
- ✓ Free \$1,250 automatic insurance for loss, theft or damage of checked and carry-on baggage; and
- ✓ Confirmed reservations, express check-in/check-out and free check-cashing privileges at participating hotels.



Military and/or civilian personnel assigned to the DMA are eligible to participate in this important travel program.

Participation is voluntary and DMA travelers are not obligated to accept the charge cards. In addition to the convenient access to the services described above, there are significant benefits. But, according to the DMA Travel Manual, certain restrictions are placed upon travelers. The No. 1 restriction is that an advance of funds will not be made in an amount of less than \$100. Therefore, the traveler must be on TDY a minimum of four days to be eligible for an advance payment of \$25 a day. Another restriction which will soon achieve great significance is the Government Automatic Teller Machine (ATM) program. Advance travel pay will soon be history. Citicorp Diners Club will soon have Automatic Teller Machines installed where the traveler will obtain his/her travel advance from, you guessed it, the ATM. Accordingly, all DMA individuals who perform official travel are encouraged to obtain a charge card.

Take advantage of your Cardmember benefits! See SFC Michaud, Operations, Security/Travel your Diners Club Program coordinator, for details and application forms.

Call Tele-Tax for status of your federal return

The Internal Revenue Service provides a fast and easy way for taxpayers to find out the status of their federal return.

Tele-Tax is an information system that can be reached toll free using either the conventional rotary dial or the more modern touchtone telephone.

To find out the status of the current year's refund, you will need to have ready:

- ✦ primary taxpayer's social security number
- ✦ filing status--e.g., M2
- ✦ refund shown on your return.

After dialing 1-800-829-4477, you will be instructed what information to provide and what actions to take by the pre-recorded voice of an IRS employee.

If you do not have the information ready for immediate response to the Tele-Tax operator, you will be instructed to get the information and call back.

Tele-Tax hours of operation are Monday through Friday from 8:30 a.m. until 4:15 p.m.

Sunday, 5 April, 2:30 a.m.
SPRING FORWARD



If the pen is mightier than the sword, then DMA has a new powerful tool in its continuous improvement arsenal. It's a form called Opportunity For Improvement, (OFI). The DMA Process Improvement Office issued it as DMA Form 5010-4. This simple form gives employees an easy way to call attention to a process which needs changing. It uses a simple idea. Just identify situations needing change.

The Process Improvement Office borrowed the idea from similar forms used by private industry. The commonality lies in letting the experts with fresh insight (please read **you**) help their organization improve.

How does OFI work? Every day we interact with, or observe, many other DMA activities.

Welcome aboard, Oh Fee!

by David Pierce, HQ DMA (PIO)

These activities—known as processes—could be within or completely unrelated to your skill area. What can you do when you instinctively sense that the process is unnecessarily inefficient, error prone, or slow? Of course, the next step is to let others know about your perceptions. One avenue is talking with your supervisor. Another avenue, and this is where the OFI form plays a role, is to inform your Quality Council through your

Process Improvement Office.

The Opportunity For Improvement initiative is like the DMA suggestion program but there are important differences. The similarity lies in the first step: identifying a need for an improvement. Under the OFI, you may stop right there. Under the suggestion program, you must also propose a course of action and identify the benefits. Of course, for this extra work the suggester can receive a cash award upon adoption of the suggestion.

DMA Form 5010-4 is available from Process Improvement Offices or through your section's form distribution account. Get a copy. Instructions for completing the OFI are on the back of the form. When you know change is needed, use that pen and help yourself by helping DMA.

HARMON from page 4

had critical wounds. That night, the squadron's combat trains performed the only mass casualty exercise of the war. Fortunately, there were no injuries to any U.S. soldiers. I had the three most critically injured Iraqi soldiers brought into my track that night so that they could be protected from the elements. Dr. Hanson (the squadron doctor) did not expect them to live through the night. The weather was so bad that air medevac could not attempt a mission that night. I decided not to attempt an evacuation of the wounded by ground through 70 kilometers of Iraqi occupied territory at night with the volume of hostile fire still being taken. The ambulance could not have traveled without an armed escort, and every fighting vehicle was needed for protection since the squadron was so far behind enemy lines. Additionally, several vehicles had run over landmines or unexploded ordnance already that night. Movement had to be kept to a minimum without further risk of lives. The medics worked throughout the night caring for the wounded. With the dawn of the 28th, more than 2500 prisoners had been taken, including the three still alive in my track. The weather had broken somewhat. I again attempted an air medevac. This time the helicopters were able to fly. Two helicopters shuttled 64 critically injured enemy prisoners to safety. At approximately 1000 hrs the cease fire was called.

Because the squadron captured the Safwan Airfield (site of the peace talks), it was chosen to be the honor unit during the peace talks. After the peace talks, the squadron moved deep into Iraq to pull duty on the Demarcation

Line. Eventually the squadron redeployed to Saudi Arabia where it set up in the desert and prepared to go home. I was sent back to Dammon two days ahead of the squadron to arrange and prepare for its arrival.

On the 27th of April, the day the squadron was to arrive in Dammon, I was parked alongside the highway awaiting its arrival. While waiting, I witnessed a very serious two-car accident involving three Saudi nationals. One of the cars had caught fire. I pulled the drivers from each car. A woman was trapped inside the second vehicle. As I worked to free her, another soldier arrived on the scene and began to put out the fire. More people began to arrive and give assistance. When the injured woman was finally removed, the other soldiers and I performed first aid on her until an ambulance arrived. The woman was pronounced dead at the scene. The drivers of both cars were evacuated by ambulance, and their condition was never made known.

On the 10th of May 1991, the squadron returned home to Fort Riley, Kansas where I remained until my assignment to the Defense Mapping School."

At the January Director's Call, CPT Harmon received five military awards: the Bronze Star, the Army Meritorious Service Medal, two Army Commendation Medals and a Valorous Unit Citation, for his service and duties performed up to and including Desert Storm.

Harmon and his wife, Laurie, currently reside in Woodbridge, Virginia, with their two daughters, Pamela, age 5, and Sarah, 6 months.

MANDATORY VEHICLE REGISTRATION



In accordance with Fort Belvoir Regulation 190-5, dated 1 Sep 91, vehicle registration on Fort Belvoir is mandatory. All active duty and DoD personnel working and living on Fort Belvoir must report to the Vehicle Registration Office, Building 1001, within three workdays after the vehicle is initially introduced onto the installation. Responsibility for vehicle registration compliance is the responsibility of the commander or supervisor.

Director's Call

NEW ARRIVALS

MAJ Charlton L. Brice (USA)
CW2 James T. Cummins (USA)
SGT Roxanne Smith (USA)

DEPARTURES

Military

COL Samuel R. Schwartz (USA)
SFC Von E. Ervin (USA)

Civilian

Sue H. Kersey (GS)
Jerry Megenity (PI)

PROMOTIONS

CW2 James T. Cummins (USA) to CW3
CW2 James A. Huisenga (USA) to CW3
SSG Enrique Medina (USA) to SFC

AWARDS

Certificate of Service - 35 Years

Marjorie K. Kelley (D)

Certificate of Service - 25 Years

Dennis N. Dodson (GS)

Certificate of Service - 20 Years

Charlotte M. Faehn (AS)

CERTIFICATES/LETTERS

Military

Letter of Commendation

LIC Otis H. Clay (USN)

Senior Instructor Certificate

CPT Paul A. Aufschlager (USA)
Capt Mark S. Leach (USAF)

Civilian

Master Instructor Certificate

Eduardo Elinan (GS)
Milda R. Stone (GS)

Senior Instructor Certificate

Arturo Camacho (GS)
William F. Nall (GS)
Jorge Toledo (GS)



DMS BLOOD DRIVE PLEASE GIVE!!!

Heitmann Auditorium, Building 214, Bagley Hall, Wednesday, 25 March 1992, 10:00 a.m.- 3:00 p.m. POC SFC Lobel, 805-3203.

The CONTOUR is published monthly by and for the Defense Mapping School. Contents are not necessarily the official views of, nor endorsed by, the U.S. Government, the Department of Defense or the Defense Mapping Agency. Editorial content is edited, prepared and provided by the Public Affairs Office of the Defense Mapping School.

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Official Business



CONTOUR

*The IG does not have
super powers.*



by DMA IG

The thought may have crossed your mind but you're not quite sure if the Inspector General really is here to help! There does tend to be confusion about the role of our IG—truths as well as myths do exist. Let's talk a little bit about both.

Myth #1. The IG answers to no one and has magical powers.

REALITY. The DMA Inspector General has an inspection role and an assistance role. In the inspection role, the IG conducts formal inspections of all components on a two-year cycle. The "IG team" members are subject matter and functional area experts formed with the objective of improving this Agency's efficiency and effectiveness. We want to know if you're getting the job done. We look for root causes that hinder desired results. The key words in the IG vocabu-

A visit to the IG? What's their role?

lary? Help. Assistance. Fact-finding. Troubleshooting. We like to play down the word "inspection." If we haven't improved an operation during our biennial visit, we have failed. This role is performed under the specific direction of the DMA Director and results are reported directly to him. So, in this role, we answer to the DMA Director, and we become very knowledgeable over time of the Agency and its operation—giving the appearance of having magical powers.

Myth #2. The IG is a substitute for other formal grievance, complaint, or appeal channels. And if I don't get satisfaction through one of the formal processes, I can always fall back on the IG system.

REALITY. The other role we play is that of rendering personal assistance. Here we work independently in order to maintain our objectivity, attempting to keep in mind the welfare of the individual(s) as well as the Agency. This one requires drawing certain distinctions. There was a time when the IG was virtually the only source available for problem resolution—assuming, for whatever reason, the problem could not be resolved in the workplace. However, today we have numerous formal channels manned with experts that are far better qualified through training and experience to render assistance while, (and this is important) protecting the rights of all concerned. Generally, there is a complaint, grievance, or appeal procedure which covers all conditions of employment

See IG page 6

Mike's '53

by SSgt George "Mike" Hamblen

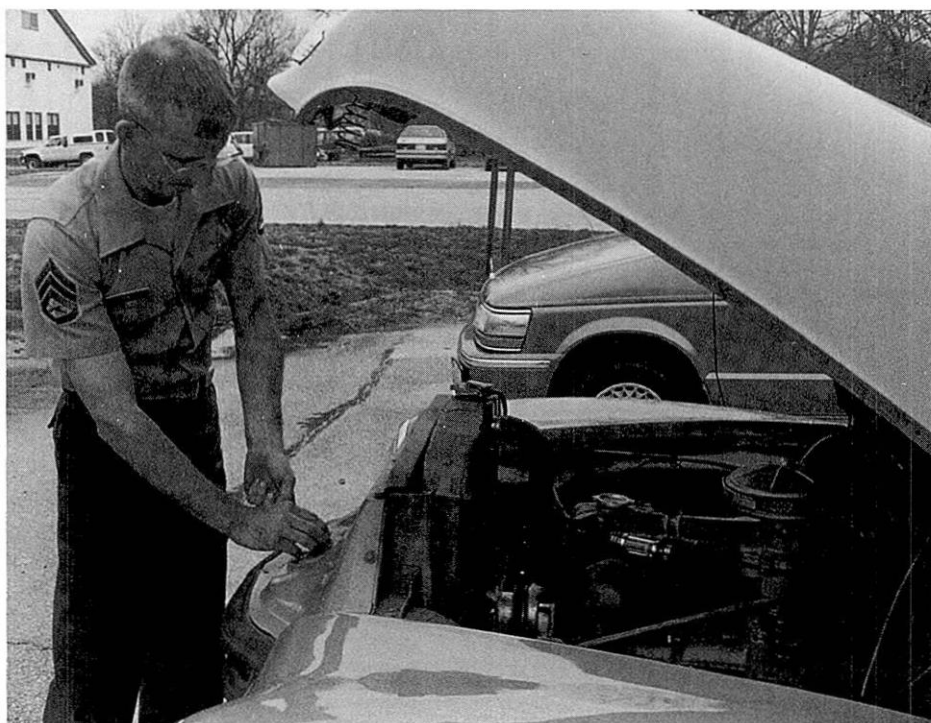
In everyone's life is a dream they would like to fulfill. My dream for the past 20 years has been to purchase a pickup truck dating back to the early 1950s and in such a condition that I could rebuild it from the ground up.

While stationed at Parris Island, South Carolina, my dream finally came true. In March 1989, while serving as a drill instructor (DI), a fellow DI told me about a sergeant stationed at Marine Corps Air Station, Beaufort, South Carolina, who had a 1953 Chevy half-ton pickup for sale. I called the sergeant for the price, which was \$800 because that year of truck was hard to find in the south. You wouldn't think they would be, but it is true. I had been looking for two years!

...."I can understand why it is parked in the back out of plain view of the public."

I told the sergeant I was interested in looking at it and possibly buying it, depending on its condition. He advised me not to wait too long because he had received two telephone calls prior to my call. I told him I was on my way. Upon arriving at his residence and seeing the truck for the very first time, my initial silent impression was...."I can understand why it is parked in the back out of plain view of the public." The truck had at least four different colors of paint; primer over each color; and had never been sanded to remove any of the old paint. All the windows were either broken or cracked; there were no bumpers or bumper brackets, no bed or bed strips, no windshield wipers, hood emblems, sun visors, throttle knob, choke knob, mirrors, radio, glove box door, floor mats, speedometer cable, headliner, door or window handles, and the front grill and tailgate were damaged. Stated succinctly, it was an eyesore!

The only redeeming grace was that the body and frame were in good shape and had very little rust. The truck had the original 216 horsepower, straight six cylinder engine, and it ran. I asked the sergeant if he would take less than \$800. He said \$750 was the least amount he would accept. I agreed to his



Mike inspects under the hood. (Photo by SSgt M. J. Kocheran)

bottom line offer. The sergeant then told me a little of the truck's background. It was originally purchased and driven in the state of Georgia; the original owner used the truck to haul moonshine across the state line into South Carolina. The sergeant was the second owner. He really didn't want to sell the truck, but his wife didn't want to spend the money it would require to restore it.

After paying him, I left my automobile with him so I could drive the "53" home. One of the things I liked about the truck was the old style starter system which is located on the floor near the accelerator pedal. In order to start the engine, you had to depress the starter button with your foot. Then, as you hear the engine begin to start, you quickly slide your foot off the starter button onto the accelerator pedal before the engine quits running.

After arriving home and parking the truck in my yard, I excitedly went to get my wife to show her our newest acquisition. My wife must have been in a good mood because she started laughing as soon as she saw it. I'll never forget what she said. "You're not leaving that piece of junk in my yard." I told her I'd fix it up a little so it wouldn't look so bad. The next evening, using a drop light, I sanded the entire inside of the cab.

In May, I received orders to Fort Belvoir. I towed the "53" 650 miles to Fort Belvoir. After arriving here, I started checking salvage yards

for possible parts. I went to a salvage yard in Woodbridge and found a 1953 panel truck. It had cars smashed against it so I couldn't open the doors. I pried open one of the back windows and climbed over all the junk. Much to my surprise and satisfaction, it had an original Chevrolet radio. I removed it and took it to the office and purchased it for \$35. (I thought that was pretty good considering a new one cost \$500!) I was living in the barracks until housing became available so I decided to get a part-time job to help pay for the parts I needed. I started ordering parts from Georgia, California and Pennsylvania. My first shipment of parts totaled \$887.61. This was for new windows, door and window molding, door and window handles, chrome bezels for headlights, hood chrome, sun visors, headliner, door panels, throttle and choke assembly, speedometer cable, floor mats with padding, antenna, mirrors, and chrome nuts and bolts.

The following April, I drove home to Des Moines, Iowa, and bought a gas tank, front grill, transmission, radiator and another 216 horsepower engine because the one that came with the truck had finally chugged its last revolution. All this for \$200. Back in Virginia, I went to the Fort Belvoir Auto Hobby Shop, pulled the old engine and put in the one

—See MIKE page 5

Focus on a Course



Remotely Sensed Imagery course

by ILT Harry L. Cunningham

Have you ever dreamed of blasting off on a space shuttle mission to see what the earth looks like from space? Or how about visiting strange, new lands with exotic cities? Perhaps you are planning a gold-panning adventure to Nome, Alaska and want to find the most profitable areas before you arrive! Using a form of satellite imagery known as multispectral imagery, you can satisfy your curiosity and see planet Earth as you've never seen it before. At the Defense Mapping School, the Remotely Sensed Imagery (RSI) course teaches students how to use and interpret multispectral imagery.

Multispectral imagery is obtained by various satellites, comes in several different formats, and is used for a variety of applications. Among the more common uses within the defense community are satellite image mapping, compilation and revision of maps and charts, bathymetry, change detection, land cover feature extraction and elevation data extraction.

The RSI course started in 1988 as the Introduction to Multispectral Imagery course. Initially, this course was five days in length, and used an initial Geographic Information System (GIS) software system. During FY 90, a transition was made to a much more powerful image processing system for the hands on portion of the course. The course is currently 10 days in length, with 12 computer workstations available for student use.

The first two days of the RSI course focus on the students'



SFC James Marlowe and SPC Kenton Ross experiment with different satellite band/color-gun combinations.



Capt Neil Sparks of the Royal Australian Army processes a satellite image of Anchorage, Alaska, while attending the RSI course at DMS.

understanding of the electromagnetic spectrum and those portions that are important to remote sensing, namely, the visible, infrared and microwave regions. Students spend one full day viewing and interpreting hardcopy satellite imagery to better understand how different materials on the Earth's surface reflect in each portion of the electromagnetic spectrum.

Computer manipulation of softcopy satellite imagery make up the remainder of the course. Students begin this phase by becoming familiar with the computer and the software. After initial familiarization, instruction and practical exercises are given in image enhancement, geocoding (registering satellite imagery to map coordinates), and merging digital data (using two different satellite products simultaneously for visual enhancement). Classification of satellite imagery into separate land cover categories, assessing classification accuracy, determining ideal locations for a specific purpose using GIS and identifying change in an area using satellite imagery conclude the formal instruction of the course. During the last two days, students complete a comprehensive problem that incorporates almost all of their newly acquired knowledge.

The RSI course is very challenging, yet very rewarding. Of course, taking the course will not guarantee you a slot on the next space shuttle mission, but you will understand how to view and interpret satellite imagery to get a bird's-eye view of any place on earth you wish to explore!

Photos by SSgt M. J. Kocheran

It's just a chiller

by MSG Joel Renda

If you walk into the Printing Technology, Reprographics Offset Printing laboratory, you'll undoubtedly see an even dozen of large offset printing presses. The presses create a considerable amount of noise, but if you look closely, there is much more happening than just the sound of noisy printing presses.

If you take a moment to look around, you'll see chemicals, paper, ink, oil, grease, and an unusual configuration of clear plastic tubing extending from the ceiling to those noisy presses. You will notice that there are four strange-looking machines that have the outward appearance of being drinking fountains with a large plastic reservoir sitting on top and a maze of hoses protruding upward. The machines appear to be pumping water up to the ceiling. On closer observation, you see students and instructors diligently working on sophisticated printing presses that cost over \$160,000 each.

I'm certain that it comes as no revelation that in this age of the computer, even the process of printing information on paper has evolved significantly. Today, printing integrates the science and art of lithography i.e., printing with highly technical state-of-the-art cybernetics.

Hopefully by now you're overcome with curiosity and have asked yourself that two-part question; first, what are the strange-looking water fountains? Second, what do they do?

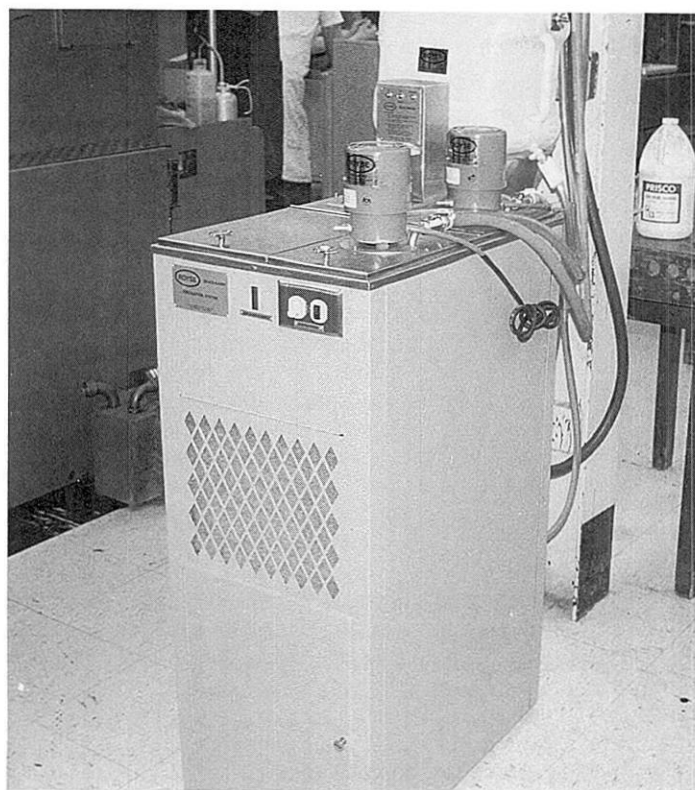
Specifically, what you would have seen are circulating refrigeration systems, sometimes referred to as chiller units. The four chiller units is the most recent acquisition for the reprographics division. Their function is to refrigerate water to a preset temperature (ideally around 45 degrees Fahrenheit) and continually supply the water, which contains fountain etch, gum Arabic, and isopropyl alcohol to the printing presses. Each chiller unit supplies two printing presses simultaneously or independently.

Circulating refrigeration systems cool the ink temperature and, as such, prevent breakdown in ink body and tintorial strength. Further, the units reduce alcohol consumption, since the overall temperature is consistently lower and allows the operator to use less alcohol (which is the primary wetting agent found in high quality fountain solutions). The Reprographics Division uses an alcohol substitute which is environmentally friendly. Alcohol speeds up the evaporation process during the press run and allows the printer to handle the products sooner. Additionally, each unit possesses a special filtration and chemistry control (an alcohol metering device) that automatically replenishes and supplies the main reservoir and enables the printer to produce a thinner film of water and ink, resulting in consistent quality printing.

The laws of science apply in the printing process. Given the fact that water and oil do not mix, chemically treated water is applied to the surface of a printing plate in a very thin layer through a series of rollers.

Simultaneously, ink is also applied to the surface of the printing plate through a series of various size rollers that smooth the ink into a thin film. The ink adheres to the image area only. The water causes the ink to repel from the non-image area, thereby preventing scum or unwanted background tint in the non-imaged areas of the printing plate.

The most readily identifiable benefits to having chiller units are



The "chiller" is a dual unit circulation system.
(Photo by SSgt M. J. Kocheran)

smoother, solid images, sharper halftone dots, uniformity of color, reduced make-ready time, and waste reduction. Stated simply, chiller units are a must for high quality, close register, printed products. Particularly products like satellite imagery maps and process color printing.

During Operation Desert Shield/Storm, the Printing Technology department was tasked to print satellite imagery in addition to the familiar topographic maps. Unlike the normal topographic maps or hydrographic charts, which typically contain screen patterns, satellite imagery is portrayed as a halftone. Printing satellite imagery created a challenge for our instructors in that the colors (mainly desert, vegetation, or bodies of water) which make up the image provided very little distinction in terms of color differentiation.

Further, the instructors were unable to keep the ink and fountain solution cool enough to create a sharp image. During the actual press run, friction created by the rollers causes water and ink temperature to increase. As the fountain solution heats, the ink and water contacting the surface of the printing plate cause the image to appear blurred. You guessed it! We did not have the chiller units at that time. The chiller units would have resolved this problem instantly.

The School purchased the chiller units in anticipation of teaching students how to print process color and how to use chillers in the field. The cost for the chiller units is approximately \$5,000 each. Considering the functions they perform, that's a bargain. Imagine the value the chiller units would have been to topographic printing operations located in the Middle East during the Gulf Crisis.

It's just a chillerchiller unit.

MIKE from page 2

one I bought in Iowa. I also converted the six-volt electrical system into a 12-volt system for quicker starting. Upgrading the electrical system also required me to replace all the lights, install a 12-volt voltage regulator, coil, generator and all new wiring. After completing this, I started concentrating my efforts on the body. At this point, the truck was still multi-colored.

I removed the front and rear fenders, sprayed paint stripper on them, then sanded them down to the metal. The paint was at least 1/16 of an inch thick.

Every evening, with the help of my sons, who were 5 and 7 years old, and the neighborhood kids, we sanded the truck by hand. The kids enjoyed helping, at \$1 an hour, and within a couple of weeks it was completely sanded.

After sanding, I applied two coats of enamel primer, then using 120 grit sandpaper, I lightly sanded it again. I then used 600 grit sandpaper to wet sand (using water) over the primer. I went to a local paint store and purchased one gallon of bright orange paint, one gallon



That's not a speck of dust on MY '53?! (Photo by SSgt M. J. Kocheran)

of reducer, and 2 pints of 2000 hardener. The total cost was \$158.90. I went to the Auto Hobby shop one Saturday morning and by 11:30 a.m. had finished. I left the truck there to dry. The following morning I returned and

was really amazed at how well my first paint job had turned out.

As years go on, I will continue to make improvements but for now, I will enjoy admiring what I have done.



Brigadier General Clara L. Adams-Ender, Belvoir Commanding General, patiently donates her blood, while DMS Director Commander Daniel F. Duddy gets "hooked up" to make his contribution at the DMS-sponsored Walter Reed blood drive 25 March. (Photo by SSgt M. J. Kocheran)

The DoD Terrain Analysis Seminar will be held at Wheeler Hall, Building 220, Room 216, Defense Mapping School, on 19-21 May 1992. Terrain analysts from all over the world are expected to attend. Points of contact are CW3 J.A. Stokes and SFC Rudy Nikalao, (703) 805-2319 or DSN 655-2319.

Do You Know

What are the three busiest airports in the United States?

What are the three largest U.S. cities according to the 1990 census?

What was the first major elective (optional course) offered at West Point?

What office had jurisdiction over the Office of Strategic Services in World War II?

Which were the two largest U.S. aircraft carriers in World War II?

See answers page 6

DMA mishap rate improves

The Defense Mapping Agency Safety Council reports that the DMA injury rate has been reduced by more than 50 percent.

According to Ronald Fitzgerald, chief of the DMA Human Resources Safety and Health Division, "The DMA mishap rate has been reduced by more than half the number that was reported for the same period during FY 91." He attributes management and supervisors taking a personal interest in their Safety and Health program and supporting the training requirements provided to employees for the significant improvement within DMA.

The most significant improvements in the DMA injury and severity rate were at the DMA Hydrographic/Topographic Center where a reduction of 56 percent in the injury rate and 86 percent in the severity rate were reported.

The injury rate is the number of injuries per 200,000 hours worked while the severity rate is the number of lost days per 200,000 hours worked, Fitzgerald explained. He said the statistics compared the FY 91 year to date and FY 92 year to date figures.

Following a Safety Council meeting in October 1991, a recommendation was proposed and adopted for a quality-type tracking system to be used instead of a fixed goal by Component. A goal line and an upper control limit (UCL) were established. Component size, which relates to how sensitive the data is to change, required separate UCLs to

be established for "large" versus "small" Components.

For severity rates, a baseline goal of 6.0 days lost per 200,000 hours worked, with an FY 92 improvement to 5.4 (10 percent improvement) was set. For large Components, a UCL of 9.0 days lost per 200,000 hours worked, with a FY 92 improvement to 8.0 (11 percent improvement and a tighter standard), were established; while a UCL of 12.0 days lost per 200,000 hours worked, with a FY 92 improvement to 11.0 (8 percent improvement and a tighter standard), were established for the smaller Components.

"In all the Components there has been improvement and in particular with DMAHTC, which showed the most significant decrease in the percentage of mishap and severity rates for the period reported," Fitzgerald said.

IG from page 1

for civilian employees. The following is a partial list of those areas best left to the experts. They should be given the first opportunity to provide assistance and, thus, do their job.

- Civilian personnel issues: (Human Resources)
 - Classification of position
 - Reduction-in-force
 - Removals and disciplinary action
 - Sexual harassment
 - Labor relations agreements
 - Performance appraisal/rating
 - Equal Employment Opportunity
 - Failure to receive an award
 - Failure to be selected/referred for promotion
 - Action regarding security clearance/access
 - Working conditions
- Standards of conduct violations (General Counsel)
 - Major crime, fraud, sabotage, treason, subversion, disloyalty, espionage (Security)
 - Compromise of classified information (Security)

What, you might ask, is left? Actually, we will listen to anyone but if we determine it may more appropriately belong in some other channels, we will consult with the experts and may then have to defer and thus refer you to your best source of assistance. Regardless of who actually conducts the investigation or inquiry, experts are consulted and

the same DMA Instructions are referenced for policy compliance.

Myth #3: The IG will be interested to know that the shuttle bus was late this morning.

REALITY. Most problems are best handled personally or through the supervisor, i.e., chain of command. In fact, we encourage healthy and open communication in the workplace. This assumes strong, involved supervisors. By accepting problems that should be handled in the workplace, the IG incrementally weakens the vital role of supervisors. The point here is, give your supervisor an opportunity to exercise her/his role and that inherent responsibility and authority that comes with the job. But pay us a visit if you have done what is reasonable and it's just not working. We will have you fill out a DMA Form 5700-1, Inspector General Action Request (IGAR), and, following an interview, will either accept the issue as IG action or will refer you to the appropriate expert—which might be your supervisor. Regardless, you will get fair and friendly treatment from the IG. Confidentiality will also be granted if requested.

Myth #4. The IG possesses vast wisdom, exercises sound judgment, and has the strength of ten.

REALITY. Only the incumbent? Seriously, it

is our job to stand apart from problems and by so doing, we can see a bit more clearly. When you're not involved in the problem and you don't have any "turf" to defend, it's remarkable how objective one can be. Objectivity is fundamental to exercising sound judgment, and the foundation of wisdom is gathering all the facts from which to draw reasoned decisions. YES, the IG is here to help—the individual and the Agency.

Do you know (Answers)

O'Hare (Chicago),
Dallas-Fort Worth,
Los Angeles
International

New York, Los Angeles,
Chicago

Flight training
(June 1942)

Joint Chiefs of Staff

USS Lexington, USS Saratoga

April brings child abuse prevention to the front

Excerpted from an article by the American Forces Information Service

Child abuse prevention comes to the forefront in April as part of a national campaign, said officials in DoD's Office of Family Policy Support and Services.

Two themes, "Partners in Prevention" and "Winning Ways for Military Families," stress the importance of child abuse prevention especially in military families, said Gail McGinn. She is the DoD office's director.

"The combination of prevention month and Month of the Military Child gives us a unique opportunity to highlight prevention activities as we celebrate our families and children," McGinn said. She believes knowledge of prevention measures over the next few years is necessary as "we make our way through this critical period of downsizing and transition."

More than 1.5 million dependent children help make up the DoD family, said Jana Lee Sponberg, an analyst with DoD's Family Policy, Support and Service Office. The latest figures indicate almost half of the 20,000 reported child abuse cases in the military were substantiated.

"The numbers indicate that child abuse and neglect among the military may be a reflection of the national population, where the substantiated rate of abuse runs about 50 percent. But one proven case is one too many," said Sponberg. More than 2.5 million cases of abuse and neglect were reported last year nationally.

Prevention is the first opportunity to solve the problem of child abuse, officials said. Suggestions for prevention include knowing the signs and symptoms of child abuse, knowing the procedures for reporting suspected abuse at installation level and being an advocate for children. The main thing is to get involved.

The Defense Department handles child abuse prevention and treatment through its Family Advocacy Program, available at every military installation. The program isn't just for families. It also provides training and information to installation activities that are involved with children, such as child development centers and family day care homes. Briefings, awareness campaigns and educational programs are just a few of the methods used.

To supplement the installation program offices, DoD started a child abuse and safety violation hotline for child development and youth programs.

The toll-free, worldwide telephone hotline is for persons to report suspected child abuse and safety violations in these programs. The hotline is operational in eight foreign countries, as well as Guam, Puerto Rico and the United States. It is not meant to replace local installation reporting procedures. Also, the hotline is not for reporting child abuse within the child's family.

DoD officials stress that in an emergency situation or if the child's life is in danger, call the local authorities immediately.

Information required for a hotline call includes the name of the victim and alleged offender, the installation and the suspected offences. Sponberg said the caller can remain anonymous.

Once the case is reported, DoD passes it to the service involved for investigation. Usually, the service is given 90 days to check into the case's validity and report the findings, she said.

DoD offers parents safety tips for kids

The following excerpts were taken from an article by the American Forces Information Service.

Military installations, local communities and children's groups work together to combat child abuse. Since April 1983, their efforts have been recognized across the nation by designating April as Child Abuse Prevention Month.

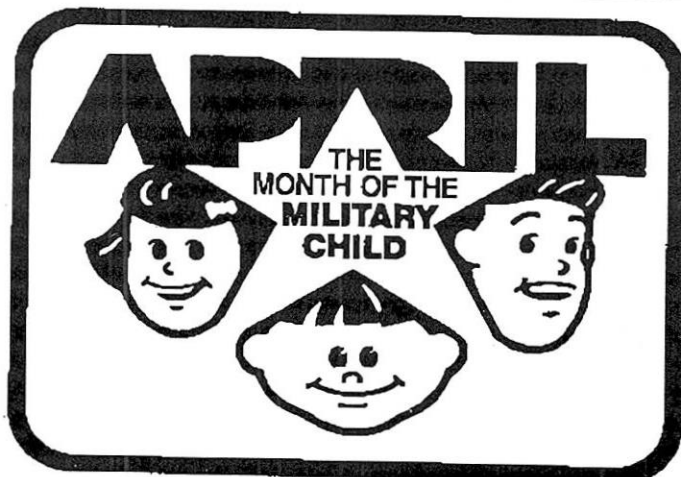
Prevention is the most effective part of the program, said JanaLee Sponberg, an analyst with DoD's Family Policy, Support and Services Office.

Prevention is easy. Listen to your children, nurture them, tell them about strangers and what to do if someone bothers them, she added.

A few easy-to-follow child safety tips:

- ☐ Take time to listen to your children.
- ☐ Know who your children's friends are.
- ☐ Take a few minutes out when stress levels get high.
- ☐ Use words that help, not hurt.
- ☐ Teach your children how to answer the telephone if they are home alone.
- ☐ Teach your children not to talk to, and not to accept anything from, strangers.
- ☐ Teach your children about secrets and that some secrets need to be told.
- ☐ Do not place your children's name on clothing.
- ☐ Do not let your children play alone on a playground or go to a public place, like a rest room, alone.

For more details on child safety and abuse prevention, contact your local installation family advocacy office, medical facility, military police or school.



The toll-free telephone number for the DoD Child Abuse Hotline is: ... 1-800-336-4592 (includes Alaska, Hawaii and Puerto Rico).

Director's Call

NEW ARRIVALS

SMSgt Randall R. Owens
(USAF)
SSG Roger J. MacDonald
(USA)

DEPARTURES

Military

SSgt Michael J. Kocheran
(USMC)

Civilian

Mr. John C. Mann (GS)

AWARDS

Air Force Commendation Medal

Capt Mark S. Leach (USAF)

CERTIFICATES/LETTERS

Military

Certificate of Achievement

CPT Scott A. Wilson (USA)

Civilian

DMA Certificate (Commendation for Suggestion)

Mr. Virgil Tarry (PT)



On the occasion of his appearance as guest lecturer at the MCGOC class on 19 March 1992, former CW3 Edwin Huth (R) receives the Defense Meritorious Service Medal from DMS Director CDR Daniel F. Duddy. Huth, who is now employed by the Belvoir Research, Development & Engineering Center, was awarded the medal for his last active duty tour at DMS where he was Acting Chief, Terrain Evaluation Division, Department of Geophysics. (Photo by SSgt M. J. Kocheran)

Congratulations to...

Major selectees: CPT Valerie B. Conerway;
CPT Gregory A. McRoberts; CPT Scott A. Wilson
Captain selectee: 1LT Harry L. Cunningham

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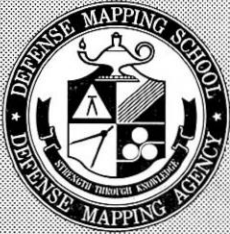
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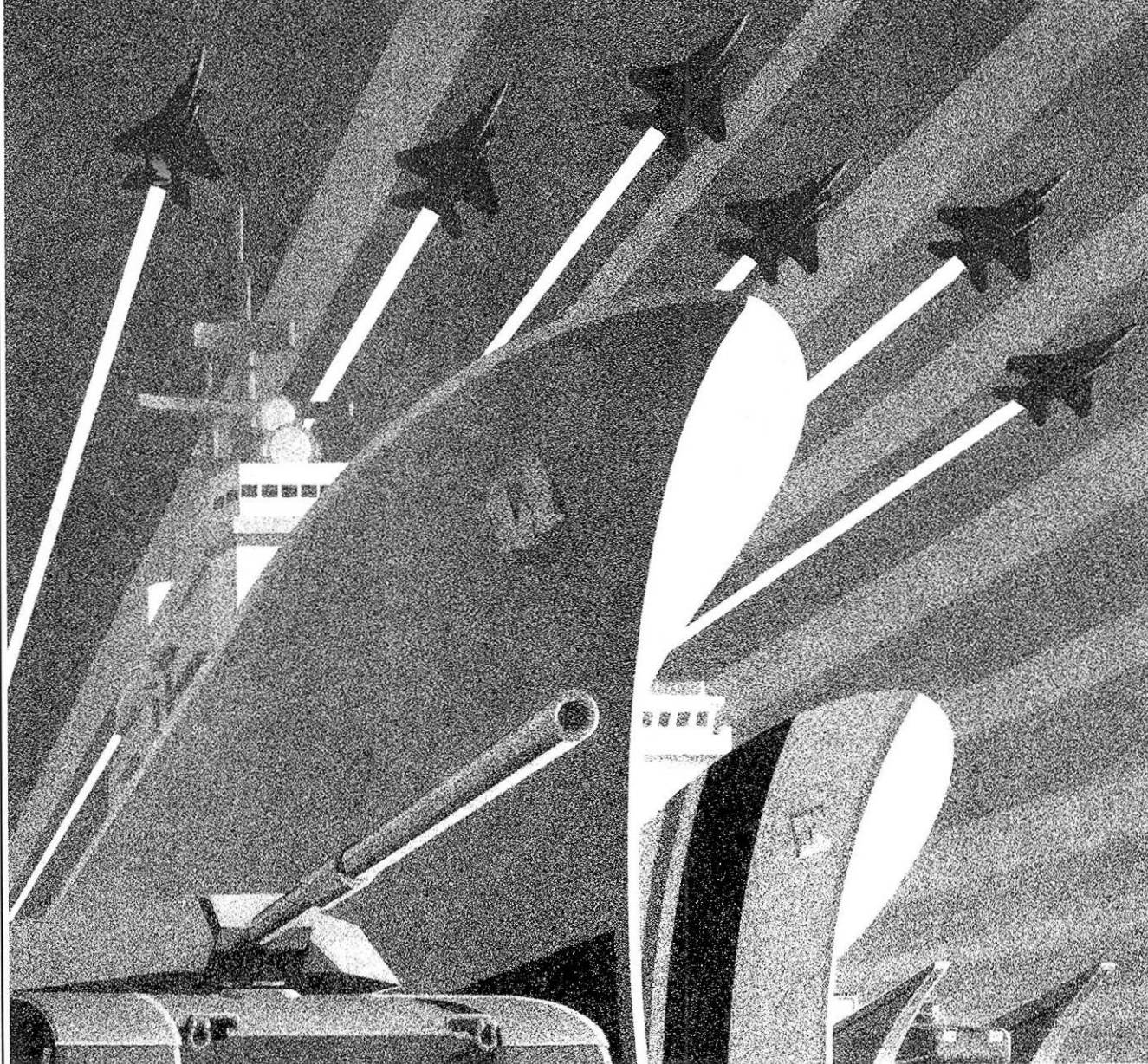
Defense Mapping School

CONTOUR

Volume 19, Number 6

May 1992

AMERICA'S MILITARY-OUR NATION'S PRIDE



ARMED FORCES DAY: 1992

Everyone is vulnerable!

"Life is what happens while you are making other plans."

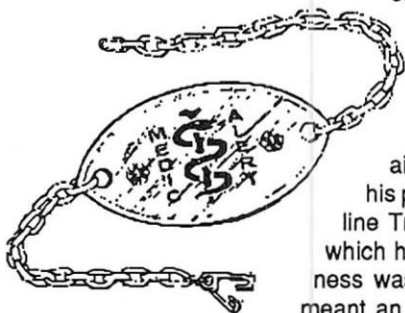
—John Lennon (1940-1980)

by Charlotte Faehn

Diabetes is a disease that affects the way your body uses food and causes the amount of sugar in your blood to be much too high. Diabetes prevents your body from getting energy from your food because something goes wrong with the normal process of using food for energy. Food is changed into glucose (sugar) readily enough, but there is a problem with insulin. If insulin is not present or is not working, glucose is "locked out" of the cells and cannot be used. A body without glucose is like a car without gasoline.

Although there is no cure at present, diabetes can be controlled with diet and exercise (and insulin, for those who need it).

I thought I knew a lot about diabetes until a few months ago when a routine annual physical required by the Federal Aviation Administration (FAA) revealed diabetes in our son, Steve, and further tests showed that it was Type I (insulin dependent). FAA rules do not allow Type I diabetics to pilot any aircraft. Steve had achieved all his pilot ratings but one—his Airline Transportation Pilot license—which he was pursuing when his illness was diagnosed. This not only meant an abrupt halt to Steve's commercial flying career, for which he had



been studying and honing his skills over the past several years, but it meant looking at other career plans and changing his eating habits for the rest of his life.

Lessons we learned or some of the things we experienced....

Education of the disease—Learn as much as you can as quickly as you can so you can deal with it. **Everyone is vulnerable!** Steve was in excellent health and considered the annual physical as routine. While he had not shown any of the usual symptoms, it was only a matter of time before they would have appeared. We are thankful his diabetes was discovered when it was and that no blackouts occurred while he was in the air or driving a car, since his sugar count was so high. **Acceptance is not easy**, but it's necessary to deal with the situation. **Family sharing and caring**—Families and good friends are so important; we thank God for ours and for the support and comfort they have given us.

When fate steps in and changes your direction in life, as it did for Steve, consider it a detour or another avenue to take. Steve gained a wealth of knowledge and experience from his years of training and study. Channeling his dreams for a career as a pilot and his love of flying into a new direction may yet provide him other opportunities to use his talents in aviation. ➔



Steve Faehn prepares for takeoff at his former job as flight instructor at a local airport.

Just the facts...

According to the American Diabetes Association, there are over 12 million diabetics in the United States, and 10 percent have Type I. Type II (non-insulin dependent) can be controlled with diet and exercise and, if needed, oral medication.

There are people who have undetected diabetes that will not be discovered until symptoms appear. The disease is on the rise, although the reason is unknown. Some of the symptoms are:

- frequent urination and increased thirst
- extreme hunger
- dramatic weight loss
- irritability
- weakness and fatigue
- nausea and vomiting

If you experience the symptoms mentioned above, call your doctor and ask him to check for diabetes.

There is hope! Research is being done on a pancreas implant (among other things) which releases insulin in the body, eliminating external syringe injections. There are support groups for diabetics, as well as for family and friends, to air their frustrations. Also, the American Diabetes Association offers literature, advice and an ear to listen.

Focus on a Course

Advanced Cartography

by SFC Herman J. Van de Vaarst



Cartography is defined as the art and science of expressing graphically, by maps and charts, the known physical features of the earth, usually including the works of man and his varied activities.

Being able to carry out simple mapmaking skills, such as scribing or mosaicking, is fine for the Basic Cartographer. However, as time passes and these personnel advance from the junior enlisted to the noncommissioned officer (NCO) grades, their duties expand to include supervisory skills. As supervisors, there is a big change in the variety of duties they are required to perform. In order for them to function in a highly proficient manner, they must receive additional technical training.

The training that is available for those NCOs is offered here at the Defense Mapping School, and is known as the Advanced Cartography course (ACART).

The ACART course is the requisite technical phase for the 81C Basic Noncommissioned Officer Course (BNCOC). In the ACART course, the NCOs begin with a diagnostic math test and are given training in those areas in which they are weak. Then they learn the roles and duties of topographic NCOs and how these duties may vary from unit to unit. A discussion of the mission and organization of the various topographic units helps the NCO to better understand the overall mission of the topographic NCO throughout the Army and what type of support might be available to them from other units.

The student receives extensive training in the area of production management. This includes the procedures used to determine the requirements in the production of revision projects, color separation projects, and image-based projects. They also learn how to evaluate source materials, such as aerial photography, and verify data on DA Forms 1932 and 1941 to ensure adequacy and accuracy. They are taught to determine supply requirements for each type of project and to prepare a production flow chart for a specified project.

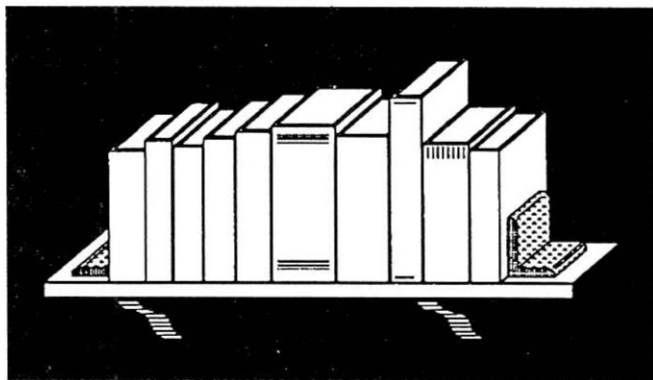
The student also becomes involved with automated equipment, such as the ARISTO 102 Drafting and Measuring Machine, which is used in the construction of grids and projections. Training is also received on the Analytical Photogrammetric Positioning System which is used to derive both Universal Transverse Meccator and geographic coordinates in the process of establishing geodetic control points on standard and nonstandard mapping projects.

Up to this point, the majority of training has dealt with supervisory requirements for the production of standard paper products. However, automation has entered the workplace almost everywhere and the cartographic field is no exception. Here at the School, newly promoted NCOs get their first exposure to computers. The ACART course has been revised to include an introduction to computer systems—MS-DOS, file handling, microcomputer applications, and batch file programming. They also receive an introduction to Geographic Information Systems. Here they see digital map products and edit and manipulate a digital data base.

All of this training is developed and administered to the cartographic NCOs to help better prepare them for the additional responsibilities that are placed on them as they progress in their careers. When they have completed this course, they leave with not only a better understanding of the supervisory functions required to complete a standard mapping project, but they are also well-versed in the theory required to manipulate a digital data base.

One last thought to leave with you concerning the Advanced Cartography course—this course is not just for U.S. Army NCOs. As demonstrated in the past few years, our graduates include Marines, civilians, and allied NCOs and officers. Each and every graduate leaves the course with a wealth of newly acquired knowledge.

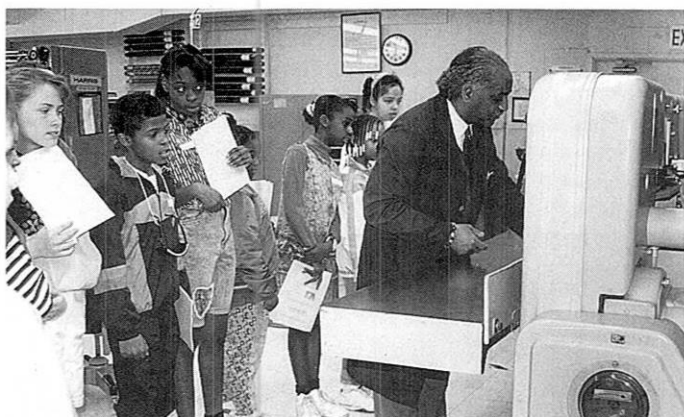
I believe that the new technology being added to military cartography through the ACART course will keep the field alive and well for years to come.



Woodley Hills 5th graders explore DMS



As DMS Director CDR Daniel F. Duddy welcomes Woodley Hills students to the School, he stresses the importance of their learning basic skills for use in their future careers.



Students watch as Mr. Edward Nickens demonstrates the paper cutter in the bindery area.

-Photos by Ms. Charlotte Faehn



Mr. Dale Cuave explains how the web spun by the black widow spider can be used to make sights for survey instruments.

Editor's note: More than 100 5th grade students from Woodley Hills toured DMS on 8 April 1992. Below is a sample of the interesting thank you notes the students sent to the School.

April 10, 1992

Dear Ms. Beck and Staff,

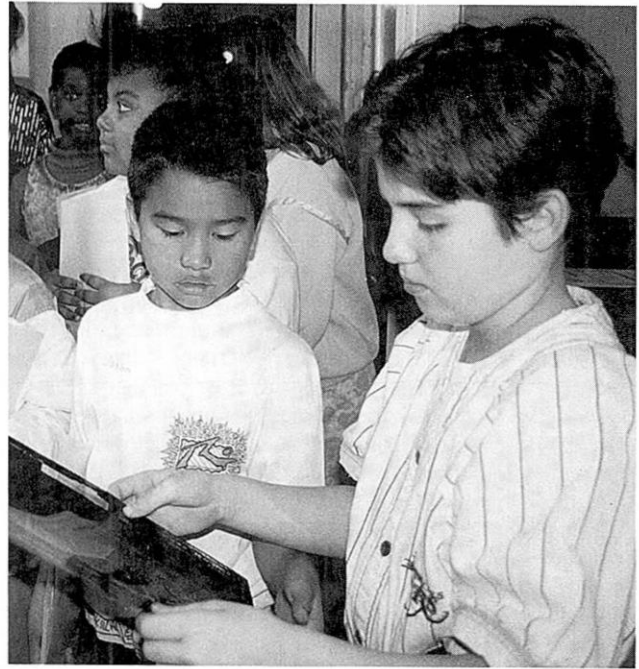
I liked the trip you provided for us. The film scribes were very interesting to me. So were the magnifiers. When I looked in them I felt like a bird.

The most exciting to me was the information about the Black Widow Spider. I also liked the survey antenna for the computer that worked with the satellites in space. In the cameraroom, I learned that if you look into the bright lights, you could injure your eyes.

Thanks for letting us come to your Defense Mapping Agency. I enjoyed looking and learning there. I really didn't want to leave, but I had to. I might come again if I can.

Sincerely,

Tyric Campbell



(L to R) Jason Munoz and Christina Michailidis examine negative of Fort Belvoir map, the end product coming from Process Camera which then goes to Lay-out.



GySgt Jeffrey Pauley explains the Global Positioning System.



(L to R) Karina Benitez, Instructional Assistant Pamela Wells, Jennifer Luu, and Candice Randall listen carefully as SGT Marvin P. Curtis describes how plates are developed in the Layout section.

RIF rule changes protect top civilian performers

There is a saying, "If your neighbor loses his job, it's a recession. If you lose your job, it's a depression." DoD officials have promised to try to downsize the Defense Department primarily through attrition. Still, officials said, there will be some reductions in force.

People with good performance records will be less vulnerable to RIFs thanks to recent Office of Personnel Management policy changes. The changes give employees retention credit for the three most recent annual performance ratings within four years. Under the old rules, only ratings in the three years preceding the RIF counted. Tom Glennon of the Office of Personnel Management said the new rules better ensure employees competing for jobs during a RIF receive credit for three actual ratings. Glennon specializes in reduction-in-force policy.

He explained the old regulation could penalize employees whose supervisors, for whatever reason, failed to prepare three timely annual appraisals in three years. An employee with two appraisals in three years received an assumed "fully successful" on the missing rating. So employees lost credit if they actually received "outstanding" or "exceeds fully successful" on a late appraisal.

Employees with the most time in service have the most protection from a RIF. Good performance ratings add to time in service. Each "outstanding" rating adds 20 years of service. Each "exceeds fully successful" rating adds 16 years, while each "fully successful" adds 12 years. Thus, an employee with one of each receives credit for an additional 48 years of service.

To lessen administrative hardships, agencies can use either the

new four-year period or the old three-year period until January 19, 1993. But agencies must be consistent in awarding additional service credit for reduction-in-force purposes and document the procedures in their performance appraisal systems. (*The Defense Mapping Agency plans to implement this change so as to be effective for any RIFs which occur after January 1, 1993.*) The revised regulation also requires agencies to save performance ratings for four years instead of three.

Another rule change regards offering temporary employment. Under the new rules, agencies cannot offer temporary jobs to employees threatened by a RIF unless the only alternative is separation.

The Office of Personnel Management clarified rules involving agencies that reassign RIF-affected employees by waiving less critical job qualifications of vacant positions. The employee still must meet minimum educational qualifications and possess the skills and adaptability needed to perform satisfactorily in the new position. Employees must fully qualify before they can be assigned to an occupied position.

Finally, the RIF rules now clarify a longstanding policy that displaced employees' new jobs need not have the same promotion potential as their old positions. For an agency, finding new jobs is what counts—reassignments can be from jobs with promotion potential to jobs with none or vice versa. Employees retain the same career status and tenure in their new positions. *

--by Evelyn D. Harris,
American Forces Information Service

Good habits help . . .

by DMA Safety Office

Habits are an important part of our lives. For example, you are on your way to work, and there's a stop sign, just where it always is. You really don't even have to think...you just step on the brake, turn on your turn signal, make sure that the coast is clear, and then make your turn. You do such things automatically—you do them dozen, even hundred, of times every day.

You don't have to stop and tell yourself, "Swing the car into the parking lot, find an empty space, take a final look at the car, and lock the door." You do all these things without thinking because they are habits.

On the job, habits also help all the time. To those of us who haven't run a crane, the crane operator seems to have one of the most complicated jobs under the sun. To the operator in the cab who's well trained and capable, it's not a bit confusing. The job looks easy. The operator swings the crane around, watches the signals, picks up a

load, puts it down. Through habit, coupled with safety, the operator's hands do the routine things automatically.

You can get into the habit of being safe on any kind of job—a job in a shop or an office, on the road, or at home. The safe way can become something you do matter-of-factly—without stopping to think. For example, if you get into the habit of turning off a machine before you adjust it, the habit will keep you from doing the unsafe thing—attempting to adjust moving machinery.

If you get into the habit of lifting safely—or lifting with your strong leg muscles—the habit won't let you lift with your weak back muscles.

Habit will remind you about the guard that ought to be in place.

Habit will never let you overlook first aid for an injury—no matter how small it may seem.

But don't forget that while there's safety in good habits like those we've been talking about, there's danger in bad habits.

So how do you go about establishing good habits? Just follow three simple steps.

—First, you start the job right. You learn safe job habits.

—Secondly, you practice the correct habits. You keep right on doing your job correctly, properly, safely every time.

—Finally, you never let the habit slip. You keep on doing what you are supposed to do in the right way, the safe way.

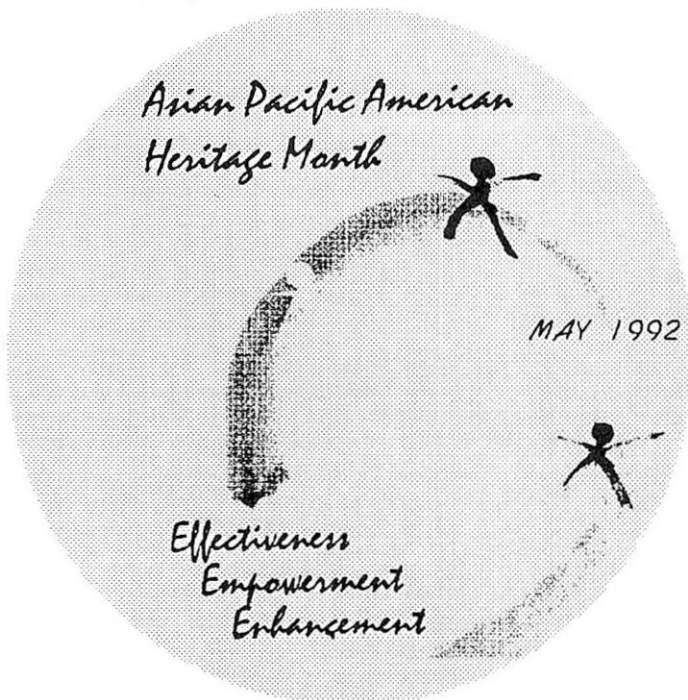
A Word About Health Insurance

There are a number of families in DMA whose dependent children are reaching the magical age of 22. At this significant age, dependent children are no longer eligible for coverage on their parent's Federal Employees Health Benefits (FEHB) policy. One of the benefits available to help families with this potential problem is a program called the Temporary Continuing Coverage (TCC) through the FEHB program.

TCC coverage is not available directly from the carriers, because they do not have authority to enroll anyone in the FEHB program. The carriers can give you information about their private plans, but the coverage and rates they quote are generally very expensive and not as comprehensive as the coverage available through TCC.

The TCC election must be made through a Health Benefits representative in the Human Resources office within 60 days after the 22nd birthday. The policy will be in the dependent child's name and he/she is required to pay the total premium (employee share and the government share) plus a two percent administrative fee. A 1992 Enrollment and Information Guide and Plan Comparison Chart (RI 70-5) is available through the HR office which explains the program and lists the premiums and benefits. Once the enrollment is completed, the insurance company will bill the dependent child directly for the monthly premium.

If you would like more information about the TCC program, please call a Health Benefits representative at (301)227-5800 in the Brookmont office or (703)285-9439 in the Merrifield office. The Health Benefits representative in the St. Louis area is Patsy Coleman, DSN 693-4946 or (314)263-4946. /



Worth Repeating

On Armed Forces Day

"You can be proud to serve because the ideals you've vowed to defend are the only sure foundation for true and lasting world peace. In a rapidly changing and frequently dangerous global arena, you have steadfastly upheld the rights of individuals and the security of free and democratic nations."

**—George Bush,
U. S. president**

"Your commitment to defend the fundamentals on which this nation was founded is a noble and selfless endeavor. Whether at home or in foreign lands, you are serving your country with commitment and patriotism."

**—Dick Cheney,
U. S. secretary of defense**

"On the calendar, Armed Forces Day comes but once a year; but you who stand on the ramparts of freedom know that Armed Forces Day is not only a day but truly a way of life."

**—Ronald Reagan,
U. S. president**

"From the Revolutionary War to World War I, World War II, Korea and Vietnam, this Nation has always been proud of its Armed Forces—acknowledging them as guardians of our freedom, independence and democratic way of life."

**—Caspar W. Weinberger,
U. S. secretary of defense**



**National Flag Week
begins
10 June**

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Director's Call

NEW ARRIVALS

SSgt Denton G. Miles (USMC)
LI1 Neal D. Henby (USN)
SGT William A. Funke (USA)

AWARDS

Air Force Commendation Medal

Capt Mark S. Leach (USAF)

Joint Service Commendation Medal

SFC Donald R. Payne (USA)

Certificate of Service - 20 Years

Mr. William L. Crisp (EA)

Certificate of Service - 10 Years

Mrs. Joyce J. Beck (AS)

Master Instructor Certificate

Military

GySgt George Wrightsman (USMC)
SSG Lawrence Brombach (USA)

Civilian

Ms. Milda R. Stone



Senior Instructor Certificate

Military

CWO3 David W. Hooper (USMC)

Civilian

Ms. Karen Williams

Community College of the Air Force Certificate

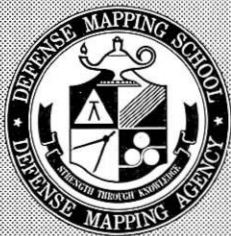
TSgt Foster Wright, Jr. (USAF)
MSgt Carl D. McMurty (USAF)

Selectees to attend Advanced Noncommissioned Officer Course

SSG George R. Bass (USA)
SSG Dale L. Crossett (USA)
SSG Rickey O. Lang (USA)

Defense Mapping School
Fort Belvoir
Virginia 22060-5828

Official Business



CONTOUR

Study group named to review DMA organizational effectiveness

A special group has been established by the DMA Director to review the Agency organization and assess its effectiveness in terms of process, communication, roles, authorities, and responsibilities.

The study group is chaired by Colonel Peter G. O'Neill. Members are: Colonel Marcus J. Boyle, Colonel Robert Kirby, Kenneth Daugherty, Robert Hall, Edward Obloy, John Vaughn and Curt Dierdorff.

In establishing the group General James said, "Your study should be on our organization—focus on what is right and build upon it. Identify the structural and communication issues that impede our people and our processes. Your study is not an exercise in force reduction. I want the study group to listen to all opinions and then proceed to make recommendations for the establishment of an organization that runs on trust and teamwork—an organization that will run effectively after the current management structure retires, i.e., one which is process driven not personality driven. Your emphasis should be on our people, our processes and our products—how we produce them and how we get them to our customers."

The Director identified several principles to be applied to the work of the study group. These included:

- Look for ways to empower the work force using the principles of Total Quality Management;

- Remove roadblocks for people who have a mission to accomplish;
- Clearly define who's in charge, what they're in charge of, and to what level;
- Look at our policies and our instructions to ensure that authorities and responsibilities are clearly definable, executable and enforceable.

The team will obtain views from each of the Components and functional organization management teams during visits beginning June 5. The study process will include not only the senior management but also our middle and first-line managers and employees. "We want to solicit the views at both the planning and execution levels on structural/communications reinforcers or detractors from getting the job done," added the chairman.

Some of the questions to be explored by the study

group will deal with not only the proper roles and responsibilities allocated to Headquarters and Components but also with lessons learned from Desert Shield/Storm.

"The bottom line is simple," commented the Director, "How can we enhance the quality of life for our people and provide the best possible service to our customers?"

Completion of the study is anticipated by mid-summer.

"Your emphasis should be on our people, our processes and our products—how we produce them and how we get them to our customers."

--Maj Gen W. K. James

Senior executives on the move

Eight Senior Executive Service (SES) moves have been announced by the DMA Director following Office of the Secretary of Defense approval May 5.

The leadership moves include:

James R. Skidmore, currently technical director of the Aerospace Center, moves to a newly developed position at Headquarters DMA as deputy director for Information Resources Management. In this position, he will be responsible for telecommunications and information systems policy, as well as management of the DMA Information Resource Management (IRM) program.

William J. Brown, deputy director for Programs, Production and Operations, Hydrographic/Topographic Center, will replace Skidmore in St. Louis as the technical director of the Aerospace Center.

Thomas K. Coghlan, chief, Mapping and Charting Department, Hydrographic/Topographic Center, replaces Brown as deputy director for Programs, Production and Operations, DMA HTC.

Robert N. Smith, chief, Data Services Department, Reston Center, will replace Coghlan as chief, Mapping and Charting Department, DMA HTC. Smith's Reston Center position will be cancelled.

Curtis B. Ward, assistant deputy director for Resources within Programs, Production and Operations Directorate at Headquarters,

will fill the newly created position of chief, Reston Department, DMA HTC, as the Reston Center becomes a department of HTC.

John P. Mendez, deputy director for Programs and Operations at the Systems Center and assistant deputy director for Research, Development, Test and Engineering Plans and Programs, Headquarters DMA, will replace Ward as assistant deputy director for Resources in Programs, Production and Operations Directorate, Headquarters DMA.

Russell T. Gustin, chief, Digital Products Department, Reston Center, will replace Mendez as deputy director for Programs and Operations, DMA Systems Center, and also assistant deputy director for Research, Development, Test and Engineering Plans and Programs, Headquarters DMA. Gustin's Reston Center position will be cancelled.

Lawrence Knopf, technical director and deputy director of the Combat Support Center, moves to the upgraded position of chief, Mapping and Charting Department, Aerospace Center. The decision to replace Knopf at the Combat Support Center is under review.

Move dates will vary by position but are expected to be accomplished over the next 90 to 120 days.

Mandatory training for managers & supervision in prevention of sexual harassment

As part of DMA's continuing efforts to ensure a workplace free of sexual harassment, mandatory training in the prevention of sexual harassment for senior managers and other managers and supervisors began in May, and will continue for approximately 21 months until all managers and supervisors have completed the training.

Through Organization Development Systems, Inc., DMA will be offering the one day training course "Managing Sexuality in the Workplace: From Office Romance to Sexual Harassment." The purpose of the training is to increase understanding of how sexuality issues impact

on the workplace. Particular focus will be given to sex discrimination, sexual attraction, and sexual harassment. Emphasis will be placed on employee and management rights, responsibilities, and recourses.

Upon completion of the training, managers and supervisors will be able to:

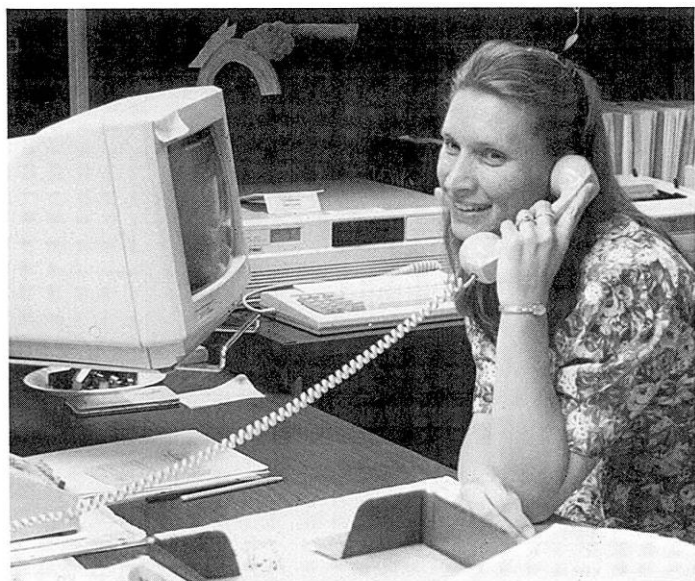
1. Define sex discrimination, sexual harassment and sexual attraction as well as identify issues and examples related to each;

2. Cite legal and regulatory authorities as well as organizational guidelines for maintaining a work environment which is free of sex discrimination and sexual harassment;

3. Clarify and define appropriate organizational norms for managing sexual attraction in the workplace; and,

4. Improve morale and productivity in the workplace through better understanding of and support for Equal Employment Opportunity policies and practices.

Managers and supervisors should watch for training announcements on the courses, and follow instructions on applying for particular sessions.



Marylee Brown

Keeping the home fires burning

Story by Marylee Brown
Photo by Charlotte M. Faehn

As a military wife, I have had to deal with many separations from my husband, Scott, but more so in his current position. He is with the Protective Services Unit, Fort Belvoir, Virginia. He provides worldwide personal security for high-level Department of Defense personnel to protect them against assassination, kidnapping, injury, or embarrassment.

I have learned to be extremely independent. While rearing a child, I also handle all household repairs, maintenance on the vehicles, and our financial matters. I make sure all personal matters are taken care of so when Scott does arrive home, quality family time is spent together.

The wives of the Protective Services Unit have created support groups. Many of us do not have family close by, so we aid, assist, and give strength to each other. There have been many nights where I was on the telephone for hours providing a listening ear for support or had a house full of kids, so the mother could get away for a couple of hours.

Of course I savor the days when Scott is home. I enjoy hearing about his travels. At times, I wish I could be a part of his missions and travel with him. He was a part of the personal security for the retirement ceremony for the prior Chairman, Joint Chiefs of Staff, and the support of Department of Defense officials during Operation Just Cause and Operation Desert Shield/Storm.

I envied his travels to: Portugal, United Arab Emirates, and St. Thomas; three royal palaces in Saudi Arabia (Dhahran, Jeddah, Riyadh); No. 10 Downing Street (Prime Minister's office in the United Kingdom); and the Prime Minister's residence in Turkey.



"Making American Dreams a Reality"

What can be burned in a fire and brought back to life exactly as it was before? A U. S. Savings Bond! Good for the last 50 years, U.S. Savings bonds are "Making American Dreams a Reality" --the theme for the 1992 U.S. Savings Bonds Campaign.

Sales of U.S. Savings Bonds at the beginning of this year are running about twice the 1991 average pace. Some of the advantages by investing in bonds:

- Currently paying 1/2 percent higher than CDs
- Tax deferments (until cashed)
- Easy to enroll through payroll deductions
- Savings for education, retirement, or other needs
- Cash on demand if emergency funds are needed
- Refunded if stolen, lost, or burned
- Guaranteed by the United States Government

The Agency goal is to increase new participation by 10 percent and have 20 percent of the current bond purchasers increase their allotment.

The Defense Mapping School is conducting its annual campaign through June 30, 1992. Contact your local representative, Charlotte Faehn, Room 106, Building 214, for sign-up forms.

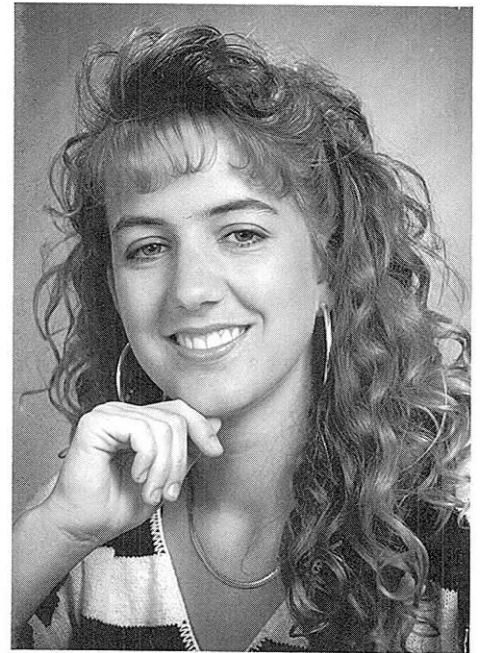
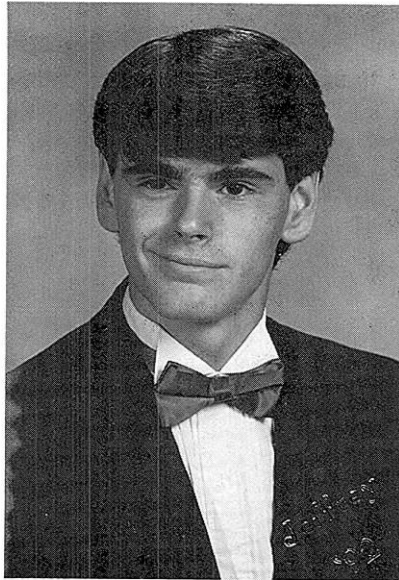
We are eagerly awaiting our next duty station when Scott will be going back to a normal duty office. We really want to go to Fort Carson, Colorado, where things are calm/peaceful and clean. For a change, we want to keep the home fires burning together.

Marylee and Scott currently reside in Dale City, Virginia, with their child, Ashlee Marie.



Congratulations,

Jeffrey E. Batt, son of John and Mary Batt, graduated from Spotsylvania Senior High School in the top 10 percent of his class. Jeffrey was involved in many clubs and activities including: National Honor Society, Science Club, Math Club, Computer Club, varsity baseball, and indoor track. He was president of the French Club, treasurer of the History Club, and manager of the field hockey team. Jeffrey was chosen for Who's Who Among American High School Students and was selected for the American Legion Boys State of Virginia program. He will attend James Madison University in the fall, where he will major in political science.



Melanie Anne Schmeling, daughter of SGM and Mrs. Herbert Schmeling, is a 1992 graduate of Hayfield Secondary School. Her education has included seven schools in two countries, three states, and five cities. This fall, Melanie will attend East Carolina University at Greenville, North Carolina, where she plans to major in math education.



CW3 John Stokes graduated from George Mason University, Department of Geography and Earth System Science, with a Master of Science in Geographic and Cartographic Studies on 16 May 1992. John wishes to thank all of his colleagues for their help and patience over the last three years while he has been working on his degree.

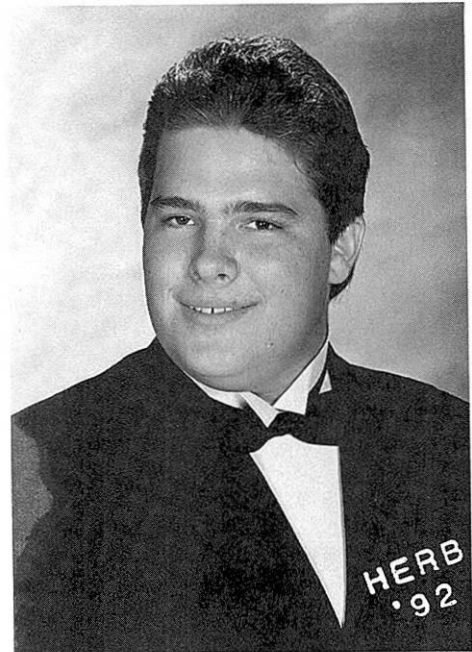




'92 Graduates!



Herbert E. Vincent, son of Brenda and John Vincent, graduated from Mount Vernon High School (MVHS) on 15 June 1992. Herb was a member of the MVHS Choral Group for four years and a member of the Madrigal singers for the past two years. He has participated in competitive outings with the choral group to Atlanta, Georgia; Gatlinburg, Tennessee; Orlando, Florida; and Myrtle Beach, South Carolina. He was selected as one of five students from MVHS for inclusion in this year's All State Choral performance in Bristol, Virginia. Herb also participated in several drama/musical presentations at the school, which included "Anything Goes", "Black Elk", and, recently, "Grease." Herb intends to further pursue his education in computer programming and repair at Computer Learning Center while continuing his employment with the government as a computer clerk under the Cooperative Education Program.



Laura P. Stokes, daughter of CW3 and Mrs. John Stokes, is a graduate of Thomas Jefferson High School for Science and Technology, Annandale, Virginia. Recognized as the Outstanding Historian of the graduating class, Laura also placed 1st in the nation on a comprehensive Geography and Earth Science examination, and received an Advanced Studies diploma with a Governor's Seal. Laura was awarded a \$14,000 grant from Reed College in Portland, Oregon, where she plans to pursue a degree in Liberal Arts.



DMS sponsors Terrain Analysis Seminar

by CW3 John A. Stokes

The 1992 Department of Defense Terrain Analysis Seminar was held at Fort Belvoir from 19-21 May 1992. The annual event, co-sponsored by the Defense Mapping School and the U.S. Army Engineer School, was attended by more than 125 civilian and military personnel of the uniformed services, Department of Defense activities, and Canadian military topographers. The 10th in a series of annual seminars dating back to 1983, this year's event focused on terrain analysis and a leaner Department of Defense. Many of the sessions focused on exploitation of the newly available DMA digital products.

The keynote speaker, Colonel Forest L. Lucy, U.S. Marine Corps, is the deputy director, Marine Corps Intelligence Center. He reminded the group of the importance of self-reliance as the support system shrinks. Terrain analysts need to view the "after actions" of Desert Storm as only part of the input as they prepare for the next war in a place still unknown—which could be very different from the desert.

Following the keynote address, warrant officers from the U.S. Marine Corps and the U.S. Army provided an overview of tactical terrain analysis operations. Personnel from the Canadian Mapping and Charting Establishment stressed their commonality of issues and purpose with U.S. military analysts. Lieutenant Colonel Foster of DMA-PR began the afternoon session with a series of briefings on DMA product impacts in Terrain



Keynote speaker Colonel Forest L. Lucy, U.S. Marine Corps, addresses the annual DoD Terrain Analysis Seminar held at the Defense Mapping School 19-21 May 1992. (Photo by Charlotte M. Faehn)

Analysis. Of particular interest were the Condensed Arc Digitized Raster Graphics, the LANDSAT image map, and the new electronically produced Hard Copy Plots of Interim Terrain Data, which are expected to substitute for the Planning Terrain Analysis Data Base and Tactical Terrain Analysis Data Base products in some areas.

The Topographic Engineer Center finished the afternoon with a briefing seminar on its latest developments and new trends for support. Wednesday morning, Center personnel began the day by hosting a tour at their facility. The terrain analysts were able to see the Quick Response Multicolor Printer in action and received updates on Digital Topographic Support System (DTSS), Air-

line Battlefield Environment and the field support office.

Upon return to DMS, the seminar was held in two concurrent sessions. The Marine Corps session, chaired by personnel from the Marine Corps Intelligence Center, focused on issues relating to the reorganization of Marine Corps topographic assets. These included mission definition, organization, equipment, training, reproduction, multispectral imagery, and hydrographic survey. Particular attention was paid to the task selection of the new MOS 0261, Topographic Specialist.

The Army session was chaired by personnel from the U.S. Army Engineer School. Major Gary Thompson of the Engineer School presented the Draft Army Topographic Master Plan to the group. An active discussion followed as the impacts of the Plan were sorted out by the participants. In addition to announcing the new master plan, the Engineer School also presented the plan for the upgrade of the Topographic Support System (TSS), the Army's primary topographic equipment, and revealed the current status of the fielding of the DTSS, which is currently undergoing its final operational test before fielding begins.

The day was completed with several workshop sessions, including Downsized Division Support System, the Topographic Master Plan, Career Management, CD ROMs, Forcecom Automated Intelligence Support System (FAISS) and Terrain Teams Forum. Mr. Robert Smith, of the Waterways Experiment Station, was present to explain Combined Army Mobility Model System to the soldiers receiving new FAISS systems.

The final day of the seminar summarized issues and provided a starting point for future terrain analysis efforts.

Worth Repeating

"Independence was no conscious goal, secretly nurtured in cellar or jungle by bearded conspirators, but a reluctant last resort, to preserve 'life, liberty and the pursuit of happiness.'"

--Samuel E. Morison,
U.S. Historian

Happy Father's Day !

JUNE 21, 1992

Navy lodges: Home away from home



by Evelyn D. Harris
American Forces Information Service



For years, Navy families moving from one assignment to another have found a comfortable, inexpensive "home away from home" at a Navy lodge.

But members of all services, DoD civilians traveling on orders, retirees, reservists on active duty and people with special two-year transition benefits can also use the lodges. The same rules apply for Army and Air Force lodging facilities.

"We fill up on spring and summer weekends," said Anita Simonis, manager of the lodge at the Naval Air Station in Patuxent River, Maryland. "Military couples assigned in the Washington, D.C., area like to come here for weekend getaways. It's near Solomon's Island and historic St. Mary's City, and both are popular places to visit."

At \$39 per night, the lodge is much less expensive than accommodations outside the gate.

The prices at Navy lodges vary, but the rate will always be at least 20 percent lower than comparable civilian facilities.

The Navy Lodge near Bethesda Naval Hospital provides a place for patients' families to stay. "There are now 22 rooms, but they stay full," said Navy CDR Francis Manno. As deputy commander of Fleet Support Group, Navy Exchange Service Command, he is responsible for the lodge program. "We're adding 50 more rooms to that lodge to accommodate families. Bethesda is a high-cost area, so the lodge fills a real need." Rooms cost \$33 a night.

The prices at Navy lodges vary, but the rate will always be at least 20 percent lower than comparable civilian facilities. However, said Manno, the rates have to be high enough to fund future construction and renovation.

"We have to run Navy Lodges like a business," said Manno. "We receive no appropriated funds."

In 1969, the Navy provided a \$10 million equity contribution to start the system, but since then, it has operated on revenues from guests. Since 1979, the Navy Exchange Service Command has managed the system.

Guests save money at the lodges because occupancy is high—averaging 83 percent in the United States and almost 90 percent overseas. The industry standard is 50 to 65 percent, said Manno.

Each room is equipped with a kitchenette, including a stove,

microwave oven, toaster, coffee maker and small refrigerator. The convenience stores in Navy lodges charge low commissary prices for food, beverages and toiletries. Some rooms come with a crib for families with young children. The rooms also have color television sets with cable where available. Some lodges have swimming pools.

The Patuxent River lodge is only two years old and has some amenities not found in older lodges. For example, the top floor features cathedral ceilings with wooden beams. The lodge also has special rooms for persons with disabilities, with bathrooms and kitchenettes designed for wheelchair access.

Manno said another way the system saves money is by using standardized architectural designs.

"But sometimes we have to break the mold," he said. "We will at the Naval Air Station in Pensacola, Fla. They gave us a beautiful site, so we will take advantage of it. Every room faces the water, so it will be an architecturally exciting lodge."

Currently, the system has 2,066 rooms worldwide. By 1997, the number will increase to almost 3,000. Future lodges on the agenda include one in Guam. "Guam is going to become even more important now that we're closing Subic (in the Philippines), so that one will be really welcome," said Manno. Other new lodge sites include Staten Island, New York, Key West, Florida, and Bangor, Washington. Additional rooms will open at the San Diego lodge.

Under the status of forces agreement, the government of Japan is funding construction of a lodge in Sasebo and expansion of the

Yokosuka lodge. Edzell, Scotland, will have a 15-room lodge and Pearl Harbor, Hawaii, will have a 208-room lodge by 1994.

Members in a permanent change of station status may make reservations upon receipt of orders. Active duty



members, spouses and dependents of POWs, MIAs, hospitalized members and deceased members may make reservations up to 60 days in advance. All others may reserve up to 30 days in advance.

Navy lodges do not "bump" guests to accommodate other guests. There is no preferential treatment with regard to rank.

To make reservations, call 1-800-628-9466, or DSN 624-1103. In New Jersey, call 1-908-323-1103. Phones are staffed 24-hours-a-day.

Director's Call

NEW ARRIVALS

Military

Capt William D. Treu (USAF)

Civilian

(Summer Hires)

Ms. Kristin Griffith (DMSG)

Ms. Mary Oliver (DMSI)

Mr. Kyle Stewart (DMSL)

Mr. Chris Swisher (DMSG)

DEPARTURES

Military

SSgt George M. Hamblen (USMC)

GySgt James A. Chism (USMC)

SPC John L. Kribbs (USA)

SFC Dwayne A. M. Ikaika (USA)

Civilian

Mrs. Paulette E. Kommes



AWARDS

Joint Service Achievement Medal

MSG Jose A. Pereira (USA)

Certificate of Achievement

MAJ Charlton L. Brice (USA)

CPT Robert J. Forcht (USA)

SGM Herbert C. Schmeling (USA)

SFC Tony O. Manzano (USA)

SFC Rudy D. Nikolao (USA)

SSG Howard E. Wright (USA)

PROMOTIONS

1LT Harry L. Cunningham (USA)

Promoted to Captain

AMERICA CELEBRATES



JULY 4TH

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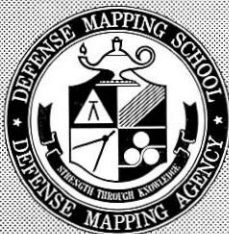
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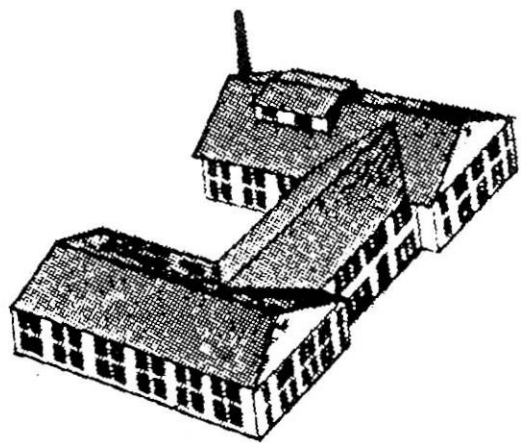
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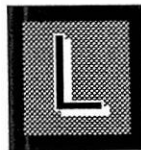
Official Business



CONTOUR



School changes directors



Lieutenant Colonel (P) James Richard Nichols, USA, assumed the duty of Director, DMS, effective 16 July 1992. LTC Nichols comes to DMS from the National War College, Fort McNair, Washington, D.C., which he has been attending since July 1991.

LTC Nichols' past assignments included Battalion Commander, U.S. Army Recruiting Battalion, Charlotte, NC, and Battalion Commander, 1st Battalion, 81st Armor, Fort Knox, KY. He also served as Brigade Deputy Commander, HQ, 1st Armor Training Brigade, and Chief of Officer Assignments at Fort Knox.

LTC Nichols has a bachelor's in political science from Arizona State University and a master's degree in administrative education from Saint Bonaventure University, New York.

Colonel and Mrs. Nichols, with their three children, reside in Haymarket, VA.

Commander Daniel F. Duddy, USN, who was designated Director, DMS, in March of this year, retires effective 17 July 1992 with almost 27 years of service. The Commander previously served as Deputy Director of the School, beginning in June 1990.

Prior to his assignment to DMS, CDR Duddy had a four-year tour as Staff Oceanographer and MC&G Officer for Commander in Chief, U.S. Naval Forces, Europe. His career was almost entirely in operations billets and included an extensive amount of sea duty.

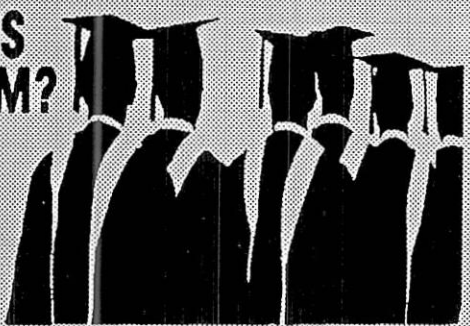
Commander Duddy, his wife, Nancy, and children, Dannel and Cristin, will reside in North Carolina.

Salute

Instructor selected for OPM leadership program.....see page 6

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Earning a degree through nontraditional education

by William L. Crisp



Whereas traditional education involves attendance of formal classes from kindergarten through college, nontraditional education involves course work which has very little, if any, formal classes. The emphasis is on completion of a high school degree, vocational training, and college level education. Credit towards a degree is often given for work experiences and several innovative programs have been developed which involve correspondence courses, on-line computer courses, and subject matter testing for credit. In short, you may be closer to a degree than you think.

Nontraditional education is relatively painless since an individual can study when time is available rather than make time for scheduled classes. This, and reduced costs, are tremendous drawing cards. Minimum pressure is another benefit of this method. In fact, for the most part, any pressure experienced is self-induced.

Courses are not offered in every vocation; however, the number and types of degrees offered continue to increase. The number of high school graduates in the United States peaked in 1975 and has dropped significantly since. Colleges and universities have experienced low student enrollments due to this and many have turned to the nontraditional student to maintain enrollment levels. To attract students, diverse course offerings must be available and the competition for students will ensure that options continue to increase.

Although many colleges are not in a position to offer nontraditional education, there are a number of colleges which offer the nontraditional student a quality education, conveniently and inexpensively. If you have an interest in nontraditional education, contact the Education Office.

Worth Repeating

"Learn to obey before you command."

--Solon
Greek statesman
(630 B.C. - 560 B.C.)

DMA'S family personnel policies explained

by Fred Foltz
Chief, Work Force Management Division

According to a recent article in OPM's Staffing Digest, "...the opinion in and out of Government is that in order to have a high quality work force, employers must be sensitive to the problems and concerns employees bring with them to work. Thus, policies and practices that diminish potential conflict between work and family life are in an employer's best interest." The article goes on to note the Army has recognized how important family needs are. Statistics show that the recruitment, readiness, and retention of soldiers is directly linked to family needs. As a result, the Army has made family support and the quality of family life central to all its programs.

Congress and OPM have established a number of programs which deal with family needs of employees. DMA has met this need through a number of progressive programs and policies which facilitate employees' need to balance their work and family lives.

FLEXITIME and Compressed Work Schedules

Generally, all HQ DMA Staff Elements, DMA Support Offices, DMA Components and field offices are on FLEXITIME schedules. FLEXITIME allows employees to choose their arrival and departure times on a daily basis (within certain limits). Within the FLEXITIME schedule, employees can extend their lunch break from the normal 30 minutes to 2 hours (with supervisory approval). In addition to FLEXITIME, implementation of Compressed Work Schedules (CWS) was prompted by a desire to improve employee morale and to provide employees added control over their lives, e.g., accommodate personal appointments without using leave, adjust schedules to spend more time with families, and reduce child care costs, consistent with mission requirements. Presently DMA utilizes two CWS schedules, the 5-4/9 Plan (which consists of eight 9-hour days, one 8-hour day, and one day off during the pay period) or the 4/10 Plan (four 10-hour days and one day off each week). Employees of DMS, DMAAC, and DMA Support Offices can choose to work a 5-4/9 compressed work schedule. Employees of DMAHTC (including Louisville) and DMA CSC (including Clearfield and Philadelphia) are provided the option of either the 4/10 or 5-4/9 Plan.

Part-time Work Schedules

Part-time work schedules give employees more time for handling family responsibilities. The DMA part-time employment policy provides that any position may be designated and/or filled part-time and job sharing is permitted subject to Full-Time Equivalent (FTE) limitations (i.e., two part-time permanent employees each working 20 hours per week would be counted as one full-time equivalent), and conversions from full-time to part-time work schedules are considered a means to retain good employees who might otherwise be forced to resign due to personal circumstances which make it difficult or impossible for them to work a full-time schedule. Part-time employment and job sharing are subject to management needs and discretion. Part-time employees are eligible for fringe benefits such as leave, holidays, health and life insurance, and retirement. Part-time employees generally work between 16 and 32 hours per week.

See PERSONNEL page 5

Summer hires that make you go "Hummm..."

The Program Integration Office's newest summer hire is a millionaire who lives on the Potomac and drives a Ferrari...NOT! Actually, John Kyle Stewart is a struggling undergraduate at Virginia Tech, working to pay for next year's tuition. You've probably seen him wandering the halls, trying to figure out which office he really belongs to. But now he's narrowed the possibilities down to three—he is assigned to Program Integration, is also assisting Logistics, and most recently, began helping out in the Education Office.

When he is not studying for classes or working, Kyle spends most of his free time lifting weights or going out with his friends and/or his girlfriend. He also enjoys the outdoors—fishing, camping, and playing tennis. At Tech, Kyle is working toward a double major in marketing and finance, with a minor in psychology, and also participates in a martial arts club.

Last summer, Kyle worked as a supply clerk in the Supply and Requisition Department, at the Defense Mapping Agency's Combat Support Center in Brookmont, Maryland. The commute was about 45 minutes one way from where he resides in Springfield. Needless to say, he learned a plethora of new words while traveling through Northern Virginia!

Mary Oliver is Program Integration's other intern, returning to DMS for her second summer. She will be starting her fourth year at George Mason University, majoring in geography and Russian-area studies. Mary is a veteran member of George Mason's varsity crew club, and was recently inducted into Gamma Theta Upsilon—the international honor fraternity in geography. She is also a member of the George Mason Symphonic Band. Outside of school, she can usually be found in the swimming pool, a hobby she started nearly 12 years ago. Mary devotes weekends and many weeknights to her friends. During other spare time, she enjoys music (listening to tapes as well as playing the flute or piano), working out, but especially speeding down the Springfield-Franconia Parkway on her friend's motorcycle at unpublishable speeds!

DMS is fortunate to have Kyle and Mary (two summer hires that make you go "Hummm...") as part of the School's family.



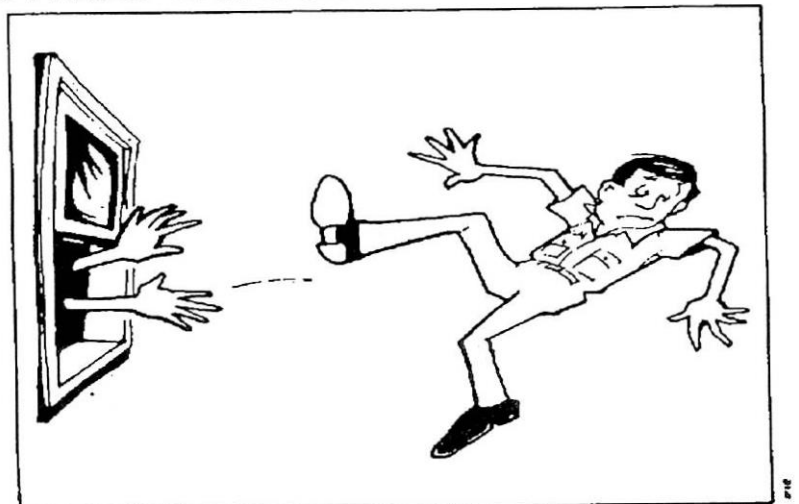
Kyle Stewart



Mary Oliver

--Photos by Charlotte M. Faehn

How Not to Handle Office Stress!



Sixty is nifty

by SGM Herbert Schmeling



all it what you will, "bringing home the bacon", "winning it all", or "just havin' fun." The Defense Mapping School accom-

plished all three enroute to winning the Navy/Marine Corps Relief Society Golf Tournament hosted by the Oceanographer of the Navy at Fort Meade, Maryland, on 4 June 1992. The win was provided by the diverse links talent of Dave Sebastian (team captain), Robbie Alcaparras, Tim McCaig, and Herb Schmeling.

Unique rules made the captain's choice "best ball" event challenging yet fun for all participants. "Best ball" allows team captains to choose the best lie among all four team members and subsequent team play proceeds from that point. Based on total handicap, each team received a length of string which could be used sparingly to convert missed putts and "mulligans", which are similar to free spins on Wheel of Fortune. Most critical, each team must use two tee shots from each player.

Tension mounted as the DMS team left the clubhouse and approached the first tee box; Herb Schmeling only had 18 holes left to get his two required tee shots. He lined his first shot a whopping 40 yards into the left rough. Was this a sign of things to come?

DMS played a tactical but aggressive match. Solid opening tee shots usually allowed remaining teammates to fire away. Mulligans were primarily used for approach shots to greens and chips.

A strategy of Schmeling putting first, allowing his teammates an opportunity to read the greens, worked well, except for the sixth green, which seemed to have a wide break in the form of a reversed letter "C." While the read putt rolled a lowercase "c" left and just past the cup, remaining putts rolled uppercase "C's" and further past the pin. Well, you can't read'em all.

The front nine holes proved successful as DMS racked up 7 under par with seven birdies. This, despite the antics of Dave Sebastian, corkscrewing himself hatless into the seventh fairway. The



Major David J. Sebastian (l) and SGM Herbert C. Schmeling exhibit trophies their DMS team won for taking 1st Place in the Oceanography of the Navy 1992 USN/USMC Relief Society Golf Tournament. (Photo by Charlotte M. Faehn)

seventh hole proved tough for everyone including beverage cart operators who couldn't find their way back to the clubhouse for a refill. Dave did join Robbie in providing team heroics as each sank long birdie putts from the fringe of the green.

Back in the tee box, most of Herb's teammates easily gathered in their two required tee shots while he was finding new ways to drill for oil on the front nine. Now, while one would anticipate "harm's way" on the back nine as the afternoon stretched on, DMS moved further under par. By hole 12, tension lessened as Schmeling finally put the ball downrange long enough to get one of his two required drives. Nature then took over. With a spitting drizzle, his second shot skied 20 yards out of bounds, bounced off a tree, and rolled within 15 feet from the cup—another birdie!

As the team approached the final tee box at hole 18, Schmeling noticed his three team-

mates kicked back in their carts sipping refreshments. With two mulligans left and the team needing one more required drive from Schmeling, they did not find a reason to unsheathe their drivers. As the first mulligan ambled long and fairway-bound, a sigh of relief echoed across the course. Following the final putt for par, the DMS team was clubhouse-bound.

DMS finished 12-under-par 60, but was it good enough to win? Last year's winners from DMA (the General's team) compiled a 15-under-par 57. Would they repeat? NOT!!

DMS did take 1st place honors! In an upset of sorts, Dave lost laurels as "best dressed mess" in his chartreuse outfit. However, he did win as "worst dressed." Seems the grounds keeper received complaints of a strange pea-green virus running rampant all over the course.

PERSONNEL from page 2

Adjustment of Work Schedule for Religious Observances

In order for employees to be with their families to worship on a workday, employees may elect to work compensatory overtime for the purpose of taking some time off without charge to leave. Under this provision, any employee who elects to work compensatory overtime for this purpose shall be granted (in lieu of overtime pay) an equal amount of compensatory time off (hour for hour) from his/her scheduled tour of duty. An employee may work such compensatory time off, provided that such modifications in work schedules do not interfere with the efficient accomplishment of the mission of your organization.

Leave

Employees earn 13 days per year of paid sick leave, and, depending on their length of service, 13 to 26 days per year of annual. Sick and annual leave can also be advanced to employees under certain conditions. At the end of a year, employees may carry over up to 30 days of unused annual leave to the next year. Depending on the situation, supervisors may grant employees leave without pay.

Voluntary Leave Transfer Program

Under the Voluntary Leave Transfer Program, employees may donate some of their accrued annual leave to help fellow employees whose leave balances have been wiped out because of a medical emergency (their own or a family member's). In order to become a leave recipient, an employee experiencing a medical condition must have exhausted all of his/her accrued sick and annual leave and anticipate an absence from duty for at least 80 hours or more. An employee caring for a family member due to the family member's medical condition must have exhausted all of his/her accrued annual leave and anticipate an absence from duty for at least 80 hours or more. To become a leave donor, an employee may submit a voluntary written request to donate a specified number of hours of accrued annual leave from his/her annual leave account to the annual leave account of the specified employee.

Leave for Parental and Family Responsibilities

Leave for parental and family responsibilities will be administered so gainful employ-

ment will be provided to make use of employee skills. Compassion and flexibility are required, however, leave policies must be administered equitably and reasonably in a way so that DMA mission accomplishment is not adversely affected. For a female employee on approved leave due to maternity and childbirth who plans to return to work, DMA will assure continued employment in their present position or a position of like seniority, status, and pay, unless termination is otherwise required by expiration of appointment, reduction in force, for cause, or for similar reasons unrelated to the absence.

Leave should be asked for as far in advance as possible, particularly if the absence is to be prolonged, as is usually the case in leave for childbirth, for the care of a newborn child, or adoption of a child. Because absences will vary in length, depending on individual conditions, requests should specify the type and duration of leave so that necessary staffing adjustments can be planned. Leave for parental and family responsibilities can consist of appropriate combinations of annual leave, sick leave, and/or leave without pay.

Typical family responsibilities include caring for elderly parents, taking babies and small children to the pediatrician periodically for check ups, staying home with sick children, and attending events such as teacher conferences, school plays, pageants, sporting events or other activities.

Federal Employees Compensation Act

The Federal Employees' Compensation Act (FECA) provides financial protection for employees who suffer an on-the-job injury. Employees are ensured continued income which enables them to continue to meet their families' financial needs. FECA provides compensation benefits and medical care for all civilian employees for disability due to personal injury or disease sustained while in the performance of duty. The law also provides for payment of funeral and burial expenses and compensation for dependents if the injury or disease causes the employee's death.

Editor's note: Additional personnel policies will be explained in the next issue, including: health and life insurances, thrift savings plan, child care and referral services, and employee assistance programs.

New limit on tax-deferred employee contributions

For tax year 1992, the Internal Revenue Service (IRS) has announced that the annual limit on tax-deferred Employee Contributions has been increased to \$8,728. Accordingly, the Thrift Savings Plan System (TSP) will not allow any Employee Contribution to be made to an employee's TSP account that would result in the employee contributing more than \$8,728 during 1992.

Participants who contribute to the TSP and another tax-deferred retirement plan and who contribute more than the annual limit on elective deferrals when the total amounts contributed are combined may request to have the excess amount refunded to them from their TSP accounts. In order to obtain a refund from the TSP, a request must be received by the TSP Service Office no later than February 20 of the year following the year during which the excess contributions were made.

It happened this week

ON THIS DATE

JUL 25	XXV Olympic Summer Games begin, Barcelona, Spain; run through Aug. 9.
JUL 26	New York became 11th state to ratify U.S. Constitution, 1788.
JUL 27	Korean War armistice signed, 1953.
JUL 30	Women's Armed Services Integration Act, bringing women into regular military service, passed, 1948. U.S. women's naval reserve, Women Accepted for Volunteer Emergency Service, established 1942.
JUL 31	U.S. Coast Guard Academy established, 1876.

Instructor selected for OPM leadership program

Barbara J. Windland, training instructor in the Department of Geophysics, is one of only 365 federal government employees selected to attend the OPM Women's Executive Leadership (WEL) Program. OPM is considering deleting "Women" from the program title, since it is now open to both genders. There are 35 men in the current session.

This year's program began in May 1992 and runs through May 1993, and involves management and performance assessment instruments.

Barbara was picked as one of DMA's eight primary and eight alternate selectees. Program participants are divided into cluster groups of six people. A group stays together throughout the year. Because people in Barbara's group are from all over the States, a lot of coordinating will be required.

Orientation began in Hagerstown, MD, during the first week of May. Barbara noted that the orientation was a "real eye opener" concerning the program's minimum requirements and how involved all the participants are going to be. The group learned team-building skills and attended various sessions on professional development for men and women alike. A panel of Senior Executive Service women who have been through the program were there to share their experiences and discuss how their careers have been enhanced through the program.

Core I training is scheduled for early August, back in Hagerstown, for more team-building skills, presentations, and workshops. There will be cluster group meetings, as well, for participants to prepare for three-hour briefings they are to present in April 1993 in Lancaster, PA. Barbara hopes to use her background in instructor training and effective briefing to work with her group in sharpening their briefing skills.

All of the students are responsible for taking a turn at leading their cluster group. One of the responsibilities as cluster group leader is setting up meetings to ensure that all members are in touch with each other, either in person or via conference telephoning and/or faxing concerning their portion of the briefing.

"Training is intense and scheduled very tightly," Barbara said. In February, the participants return to Hagerstown for Core II, involving two additional weeks of training. During the year, each student is required to accomplish a minimum of one 30-day and one 60-day developmental assignment in their agency or another agency of their choosing. They are also responsible for contacting the agency and negotiating their own contract. The



Barbara J. Windland

work assignment should expose them to managerial experiences not included in their present job.

Another stipulation is that each participant conduct three executive interviews, one of which must be with a GM-14 or above. Each student must shadow an executive for a week to view decision-making styles and problem-solving techniques in real-life situations.

Other requirements in the program include: reading three management books; submitting a two-page paper to OPM through the supervisor and the program coordinator at DMA for each completed assignment; and writing a program impact paper at the end of the program year, stating what was gained from the program and how it affected their lives and careers.

The students are to attend a three-day Congressional briefing on Capitol Hill in May, as well as a transitioning workshop designed to help them ease back into the jobs they held prior to entering the program. A graduation ceremony in May of 1993 marks the conclusion of the program.

Editor's Note: Ms. Windland has 26 years of government service. Except for two and a half years with the Engineer School, her government service has been with DMA or one of its predecessor mapping, charting, and geodesy activities. Barbara lives in Lake Ridge, Virginia, with her husband, Mark, and their son, Doug.

--Photo by Charlotte M. Faehn

Second-hand smoke can cloud nonsmokers' health

by Nancy Winter

American Heart Association

Second-hand smoke can cloud the future of even healthy nonsmokers, according to the American Heart Association (AHA).

"It's a fact we need to realize in order to take precautions to protect our citizens," said Sanjiv Kaul, M.D., president of the American Heart Association—Virginia Affiliate.

It's a fact also supported by two recent reports linking second-hand smoke to disease.

In the AHA scientific journal, *Circulation*, William W. Parmley, M.D., estimates that passive smoking is associated with 37,000 deaths related to heart and blood vessel diseases each year in the United States.



The Centers for Disease Control of the United States Department of Health and Human Services, also estimates that 3,825 non-smokers die from lung cancer each year because of passive smoking.

Meanwhile, the National Academy of Sciences warns that the frequency of pulmonary symptoms and respiratory infections is higher in children exposed to their parents' cigarette smoke.

Second-hand smoke—also called "environmental tobacco smoke," "sidestream smoke" or "passive smoke"—is exhaled by smokers or emitted from the burning end of cigarettes, cigars and pipes. It can irritate the eyes, nose and throat of a non-smoker as well as cause headaches and nausea, according to Dr. Kaul. It can also aggravate the illnesses of those who already have heart or lung diseases, asthma or allergies, he said.

"As concerned citizens," Kaul said, "we can protect our families and friends from the harmful effects of second-hand smoke by first protecting ourselves. If you smoke, quit. If you won't quit, protect those around you by not smoking in their presence."

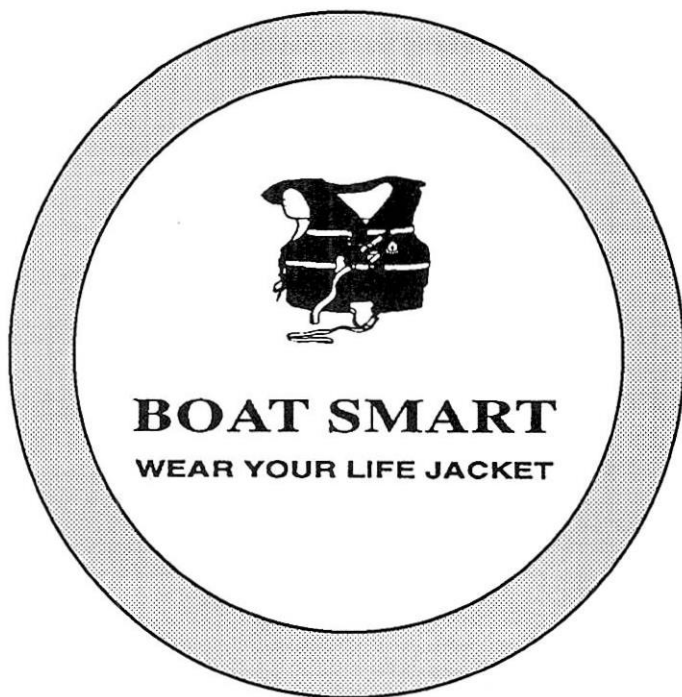
Cigarette smoking is a major risk factor in developing coronary heart disease, the nation's leading killer. And more than 435,000 Americans die yearly from cigarette smoking-related illnesses. "But it's also the most preventable cause of death in the United States," Kaul said.

"That's why we recommend you quit," says Kaul, noting how a smoker's risk of heart disease rapidly decreases after quitting.

The American Heart Association is Virginia's largest voluntary health agency dedicated to reducing disability and death from cardiovascular diseases and stroke, which annually kill almost 1 million Americans.

Last year, the AHA spent more than \$193 million nationally for research support, public and professional education and community programs.

The American Heart Association, Virginia Affiliate, with the support of 70,000 volunteers statewide continues its mission to reduce disability and death from cardiovascular diseases and stroke. This year the American Heart Association, Virginia Affiliate has allocated \$4.3 million for the support of research and education and community programs to prevent cardiovascular disease, Virginia's number one killer.



Safe boating tips

Be weather wise. Sudden wind shifts, lightning flashes and choppy water all can mean a storm is brewing. Bring a portable radio and check weather reports regularly.

Carry along the appropriate number of personal flotation devices (PFDs) and wear them while on the water. Federal regulations require a personal flotation device for each person aboard and, if the boat is more than 16 feet long, there must be a throwable flotation device as well. PFDs not only keep you afloat if you fall overboard, they can help reduce the effects of hypothermia.

Bring extra gear you may need — a flashlight, extra batteries, matches, a map of where you are, flares, sunscreen, first aid kit, extra clothes and sunglasses. Put those that need to be protected in a watertight pouch or a container that floats.

Tell someone where you are going and when you will return.

Ventilate after fueling. Open hatches, run blowers and most important, carefully sniff for gasoline fumes in the fuel and engine areas before starting your engine.

Stay dry and warm. Wear several layers of light clothing; bring rainproof covering. Never wear hip waders in a boat.

When changing seats, stay low and near the centerline of a small boat.

Anchor from bow, not stern. Use anchor line length at least five times longer than water depth.

Take a safe boating course. As an extra benefit, you may earn lower boat insurance costs.

Do You Know

Where was the first Summer Olympics of the modern era held?

Athens
(1896)

Where was the XXIV Summer Olympics held?

Seoul
(1988)

Which country won the most gold medals at the XXIV Summer Olympics?

Union of Soviet Socialist Republics
(55)

How many medals did the United States win at the XXIV Summer Olympics?

94
(36 gold, 31 silver, 27 bronze)

Where is the Olympic torch lit?
Olympia, Greece



DMS Annual Picnic

August 12, 1992

1130 - 1600

Anderson Park, Davison Airfield

Fort Belvoir, VA

Food -- Games

FUN FOR ALL THE FAMILY

**--Everyone invited--
DMS spouses, friends and
alumni**

For additional information, call:

Lt Col E. Williams	703-805-3202
SFC A. Thomas	703-805-2017
Janet Brooks	703-805-3686



RSVP by 5 Aug 92



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Director
CDR Daniel F. Duddy

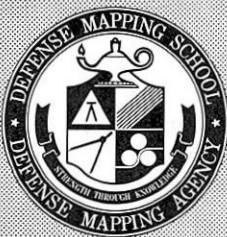
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Defense Mapping School

CONTOUR

Volume 19, Number 9

August 1992



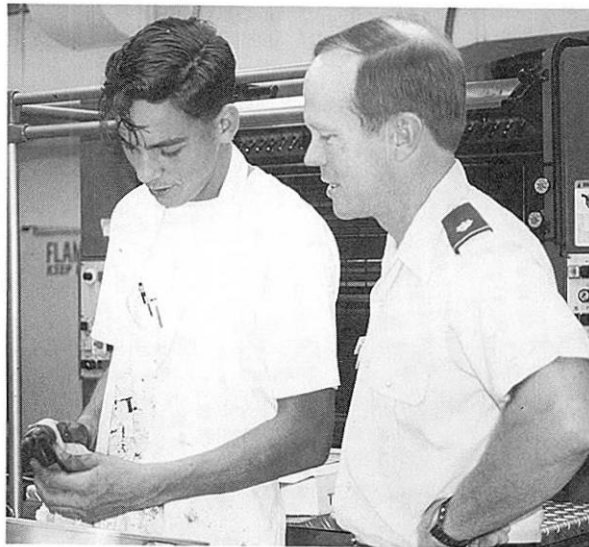
LTC James R. Nichols, USA

Greetings from the director

The Nichols family is happy to join the Defense Mapping School family. We live west of Manassas about three miles off route 66. Our children enjoy country living; my wife and I find Virginia the most pleasant state we have been assigned in over 20 years Service.

Defense Mapping School is going through the growth pains associated with the resizing of the Defense Department. The skills we teach are more important than ever because our numbers are fewer and the requirements are not decreasing. In the short period of time I have been here, the quality of the personnel in DMS is very evident. The sergeants, officers, and civilians who teach today and prepare for new technologies of tomorrow are the heroes of our organization. We must all pull together and be determined not to let concerns over what we cannot control cloud the very reason that DMS exists—education!

The summer is fast coming to a close and I encourage all of you to take leave before school starts for our children. The years go



The Director visits with student SN Steven C. Corbin, USN, in the Navy/Air Force Basic Lithographer course. (Photos by Charlotte Faehn)

by quickly and it is important that we "stop to smell the roses;" quality time with our families is the most important single event that our children will remember as they grow older.

A number of our employees are either retiring or being reassigned over the next few months. To those who are moving away from DMS, I offer my thanks for your years of service and I ask each of you to stay in touch. To those retiring, our nation is better off because of your service. The skills you have shared with others have allowed your valuable knowledge to be perpetuated for years to come.

As the election process kicks off this summer, I encourage you to get involved and register to vote at the first opportunity. Many of our servicemen and women vote in states other than Virginia; it is critical you register to vote early. Regardless of your political orientation, exercise your right and vote. If you fail to vote, you have no room to criticize who and how decisions are made regarding the future of our country.

Again, I look forward to meeting and working with all of you. I am not a technician; therefore, I am relying on all of you to help me lead DMS through these times and help develop a vision of the future.

Remember: In pursuit of excellence, there is no finish line.

"FAME " visits DMS

Barbara Windland, GS instructor, explains an automated display of geographic information system sample products.



On

21 July 1992, 18 young women from the Fairfax County Females Achieving Math Equity (FAME) Program visited DMS for a tour of the Printing Technology Department and the Department of Geophysics. The girls are from Area II in Fairfax County, which comprises five different intermediate schools: Jackson, Holmes, Glasgow, Poe, and Frost.

Instructor SGT Patti Wilbanks demonstrated the camera process and printing techniques used in the classrooms of the Printing Technology Department.

Department of Geophysics instructors Barbara Windland, Karen Williams, LCDR Margarita Garcia de Quevedo, and CPT Valerie Conerway explained applications of mathematical techniques, geographic information systems, remotely sensed imagery, oceanography, and cartography to the girls. They participated in the learning process with a hands-on application and left DMS realizing the importance math plays in the making of maps.



(Above) Instructor Karen Williams demonstrates how to use a stereoscope to see 3-D image techniques to transfer features from photo to map. (Right) CPT Valerie Conerway stands by as students use the line scope to verify scribed linewidths of roads against product specifications.

Charlottesville
Photos by Faeahn



Logistics welcomes new superintendent

by Lt Col Erwin L. Williams, USAF

The Logistics Office welcomes SMSgt Randall R. Owens to his DMS duties as Logistics Superintendent and Senior USAF NCO. He arrived in mid-March 1992 following his reassignment from the U.S. Air Force Academy, Colorado Springs, Colorado, where he served as Logistics Superintendent.

A native of Lockhart, Texas, SMSgt Owens now lives in Gaithersburg, Maryland, with his wife, Lynn, 6-year-old son, Erich, and 3-year-old daughter, Raeanne. SMSgt Owens has enjoyed sports, music, and the outdoors all his life. In high school, he was a member of the basketball and track teams. In addition, he was an avid hiker and camper. He currently stays physically fit by maintaining a steady running schedule.

SMSgt Owens stays mentally, as well as physically, active during his off-duty hours. His list of academic achievements includes an Associate in Applied Science degree in Logistics Management from the Community College of the Air Force, an Associate of Science Degree in Organizational Behavior from Park College, and a Bachelor of Science degree in Management/Human Resources (also from Park College). He is currently pursuing a Master of Science in Administration degree from Central Michigan University. For relaxation, SMSgt Owens enjoys listening to a variety of music—mostly classic rock or rhythm and blues—and spending time with his family.

SMSgt Owens enlisted in the Air Force in 1977. After basic training, he received technical training as a supply specialist. He has since



SMSgt Randall A. Owens (USAF)

served in a variety of assignments: Elmendorf Air Force Base at Anchorage, Alaska; Bergstrom AFB at Austin, Texas; Luke Air Force Base at Phoenix, Arizona; and Comiso Air Station in Italy. At the Air Force Academy, he was selected as the Academy's Senior Noncommissioned Officer of the Year, as well as the Air Force Association's Senior Noncommissioned Officer of the Year for the state of Colorado.

SMSgt Owens is a total professional and a pleasure to work with. DMS is indeed fortunate to have him as its newest member of the Logistics Office.

—Photo by Charlotte M. Faehn

Former director drops anchor

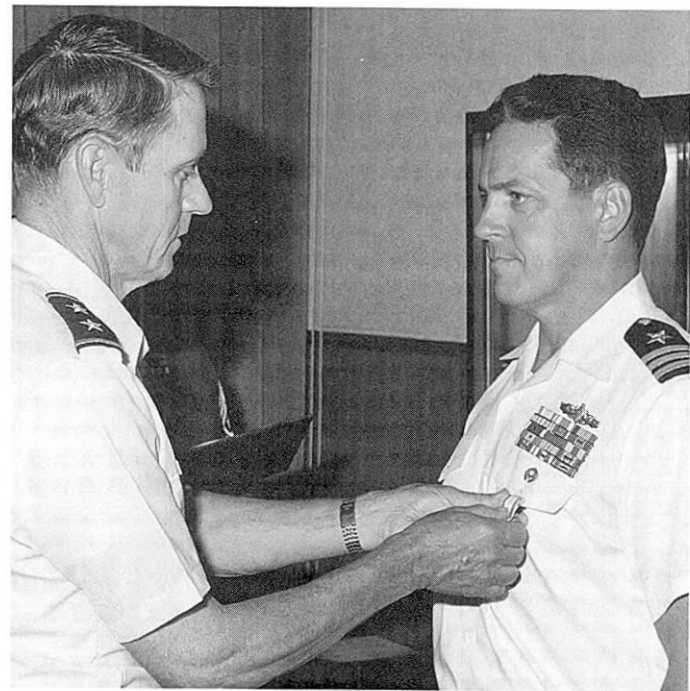


Commander Daniel F. Duddy, former Director, Defense Mapping School, retired from the U. S. Navy on 1 August 1992, after 27 years of service. A Certificate of Retirement and the Defense Meritorious Service Medal was presented at Director's Call on 16 July 1992 by Maj Gen William K. James, USAF, Director, DMA.

CDR Duddy told the audience he was proud to serve in the finest Navy in the world where fate navigated him because the Coast Guard recruiter's office was closed at the time he enlisted.

CDR Duddy thanked DMSers for their cooperation in helping his job to run smoothly while serving as deputy and during the transition of these last several months.

And good sailor that the Commander is, he can be found on his Hobie Cat, cruising the coastal waters of North Carolina where life is more tranquil and the scenery less polluted.



CDR Duddy receives the Defense Meritorious Service Medal from Maj Gen William K. James, USAF, Director, DMA, 16 July 1992. (U. S. Army photograph)

Cadets/midshipmen research DMS programs

by 1Lt John Colley, USAF

Every year the Service academies select a few outstanding cadets/midshipmen to participate in summer research programs with various DoD components and agencies. These programs are designed to challenge intellectually, as well as give a flavor of what to expect after academy life. In return, the participating organization receives a fresh look at an existing program they may have, and an additional source of enthusiastic learners willing to explore new technology for alternative approaches to supporting the warfighter. The individuals chosen for this program are selected based on both academic and military standing.

The Defense Mapping Agency is an active participant in these programs, with DMS assuming responsibility for meeting program intentions. This summer's visit by the cadets/midshipmen was broken into two groups. The first group, assigned to DMS from 31 May until 26 June, consisted of Cadet Shawn M. McCarthy from the U.S. Air Force Academy, Cadet Greg C. Griffin from the U.S. Military Academy, and Midshipmen David B. Glover, Erik A. Jordan, Norbert J. Karczewski III, and Timothy Sneeringer from the U.S. Naval Academy. The second group arrived at DMS on 19 July for three weeks and consisted of Cadets Donald J. Perry, Chandra Toy, and Jared L. Ware from the U.S. Military Academy.

This year's project was twofold. The primary project for the first group of cadets/midshipmen was to research and develop a procedure for producing "pseudo" Digital Terrain Elevation Data (DTED) by digitizing elevation data from a topographic map sheet. This project is a result of a real world mission requirement of the 84th Radar Evaluation Squadron (RADES), Hill AFB, Utah. The 84th RADES is tasked to predict the performance of planned radar systems and to provide evaluation of new, existing, or modified systems. This analysis is highly dependent upon elevation data (DTED), as well as other terrain data. Where no DTED data is available, the 84th RADES uses templates and manual methods which are both time and resource intensive. With the help of MAJ Michael Byrne, MAJ Lloyd Carmack, CPT Robert Forcht, and TSgt Michael Mustard, the cadets/midshipmen were introduced to the world of Geographic Information Systems, which assisted them in understanding the utility of the data. After learning the basics of ERDAS and ARC/INFO computer capabilities, they were "turned loose" on the system to work on the project. As a result, the 84th RADES is using a procedure that was produced through a process developed at DMS and incorporated it in their efforts.

A second project involved "digitizing" but in a much different aspect. With the help of CW03 David Hooper, SSG Roger MacDonald, and Mr. Wayne Gleason, the cadets/midshipmen were introduced to the world of the Global Positioning System (GPS). Their task was to provide highly accurate geodetic coordinates, referenced to WGS



Cadets learn how to set up an Ashtek Global Positioning System Receiver. Pictured (left to right) are Nolbert J. Karczewski, III, USNA, Greg Griffin, USMA, Shawn M. McCarthy, USAFA, and Erick A. Jordan, USNA. (Photo by Charlotte M. Faehn)

84, to establish a base network. This network will be used by DMS to support training for future classes.

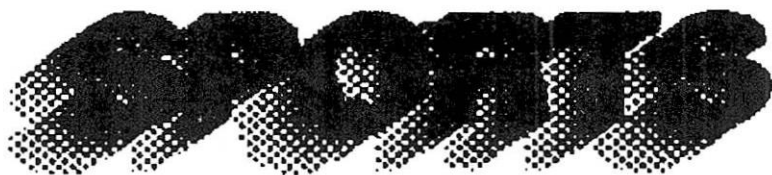
The expectations of the summer program were clearly exceeded. The 84th RADES received an excellent starting point in the solution to a problem they are facing. DMS has gained the start of an extensive upgrade to our survey network system. More importantly, the cadets/midshipmen have gained knowledge in who/what is DMA, received exposure to the types of problems units are facing, and gained valuable experience in both field work and down loading of GPS data. They also enjoyed working only eight hours a day.

CORRECTION

The following is a correction to an article in the May issue of the CONTOUR.

RIF Rule Changes Protect Top Civilian Performers

Employees with the most time in service have the most protection from a RIF. Good performance ratings add to time in service. The additional service credit an employee receives is the average of three ratings computed on the basis of 20 years of service for an outstanding rating, 16 years for a rating which exceeds fully successful, and 12 years for a fully successful rating. Thus, an employee with one of each receives credit for an additional 16 years of service (20 plus 16 plus 12 equals 48 divided by 3 equals 16).



Upcoming races offer runners challenges

by Master Sgt. Linda Lee, USA
American Forces Information Service

Like to run? Looking for a challenge and maybe a new T-shirt to add to your race collection?

Well, look no further. Three upcoming races, each sponsored by a military service, offer all that and more. The Army hosts a 10-miler, while the Marine Corps and the Navy's Blue Angels each sponsor a 26-mile, 385-yard marathon.

The three races are certified by The Athletic Congress, which means no headphones, baby carriages or dogs allowed.

The eighth annual Army 10-miler will be run Oct. 11 at 8 a.m. in Washington, D.C. Both the start and finish lines are at the Pentagon. The race course crosses the Potomac River into Washington and then back to the Pentagon. Both teams and individual runners are welcome to enter. There are 12 separate team categories and 12 age groups. In addition to the prizes for team and individual winners, the first 7,000 people to register receive T-shirts. Finishers also receive a certificate.



The race entry fee is \$12 if received by Sept. 25; registration after that date costs \$20.

For information and a registration form, check with the nearest Army Recreation Services office, call commercial 1-703-614-1551 or DSN 224-1551, or write to:

Army Ten-Miler
P.O. Box 46594
Washington, D.C. 20050-6594

The 17th annual Marine Corps marathon is set for Oct. 25 at 9 a.m. in Arlington, Va. The run begins at the Marine Corps War Memorial (also known as the Iwo Jima Memorial), crosses the Potomac River into Washington, through the city's Georgetown section and back to the memorial. The course is basically flat.

Only the first 13,000 people to enter will be able to run the marathon. Registration closes as soon as the field limit of 13,000 is reached or at 10 p.m., Oct. 24. Open to anyone who is physically fit, it is recommended that individuals age 14 and younger not run the marathon.

Runners who have not reached the 23-mile mark by 2:30 p.m. will be picked up by bus, because the course will be opened to traffic at

that time. Anyone at or past the 23-mile mark will be allowed to finish.

Each individual who enters receives a T-shirt, with those finishing the course also receiving a commemorative medal. Entry fee for the marathon is \$21 for those postmarked by Oct. 1; for individual entries postmarked after Oct. 1, the cost is \$30.

For further information on individual and team entries, call commercial 1-703-640-7225 or DSN 278-7225, or write to:

Marine Corps Marathon
P.O. Box 188
Quantico, VA 22134-0188

The Navy's 10th Blue Angel marathon, set for Feb. 27, 1993, will be run in Pensacola, Fla. The course starts on the Pensacola Naval Air Station, winds its way through the city and back to the air station. It is flat.

Individual runners and teams are welcome to enter the Navy's marathon. Specific information on age groups and team categories is available through the marathon's office in Pensacola.

Everyone who enters will receive a T-shirt; finishers will also receive a medal. For registration up to Feb. 24, the cost is \$18; after Feb. 24, \$24; and on Feb. 27, \$30.

In addition to the marathon, a five-kilometer run is also scheduled. Entry fee is \$12 through Feb. 24; after Feb. 24, \$15 and on Feb. 27, \$20.

For information or an entry form, check with your installation's local recreation or sports office, call commercial 1-904-452-2159 or DSN 922-2159, or write to:

Blue Angel Marathon
Naval Air Station
Morale, Welfare and Recreation Department
Bldg. 632
Pensacola, FL 32508-5000.

DMS plays softball

Well, the softball season has wound down and here's the wrap. Amazing as it may seem, we finished the season with a 7 and 6 record, and with a little help from a last minute forfeit from B Co. 610th, DMS made it into the post season playoffs. However, the glory was short lived as we lost the first two games. Such is life!

Let's take a look at the team. The DMSers were led by the outstanding coaching ability of Debbie Benfield. Coach Benfield's first job was to round out a team of aging veterans (Bill Belokon, Buc Kidney and D. K. Jones) with some young blood. As it was, she even had to pull Herb Schmeling out of retirement to pitch the playoffs. Benfield scanned the cadre and found the likes of CPT Harmon and SSgt Miles among the newcomers, but that still left several holes. Next, she went to the students and found a few able-bodied men from the U.S. Marine Corps who seem to have become permanent students here at DMS. She even went to

See **SOFTBALL** page 7

Long-term full-time training will soon be available

The time to begin thinking about LTFTT for FY94 is now. DMA will be soliciting applications for acceptance into this highly competitive program soon. Human Resources officials provide some basic information to often asked questions concerning this unique training opportunity offered by the Agency.

What is LTFTT?

LTFTT is defined as a training period of 120 consecutive work days or more. It usually consists of three semesters or four quarters of full-time academic training at an approved college/university. Employees selected for LTFTT attend school full time with the Agency paying for tuition, books, and per diem entitlements (if the school is outside the local duty area). Participants also receive their full salary, all benefits, and accrue leave.

Who can apply for LTFTT?

All DMA civilian employees with a permanent, full-time appointment and two years of continuous federal service (one year must be at DMA) can apply for LTFTT. Applicants must also be eligible for a Top Secret clearance and access to Special Compartmented Information. Because this is an Agency wide program, maximum utilization of skills/knowledges gained during LTFTT requires that applicants agree to geographically relocate as a result of selection and participation in LTFTT.

What types of programs are supported by the Agency?

The primary emphasis is on highly technical skills/knowledges which the Agency has difficulty in hiring and retaining. It is recognized that some organizations may have requirements in other areas and these programs will be considered. For the Agency to remain on the cutting edge of technology, the primary focus is on graduate level work in Geodesy, Photogrammetry, Remote Sensing, Computer-Assisted Mapping, and several areas within the Computer Science field. An annual announcement lists the programs which have already been reviewed, evaluated, and approved by the Agency.

Will programs other than those listed in the announcement be considered?

Yes. Applicants may apply for other undergraduate, masters and Ph.D. programs. Along with the application the applicant must include course catalogs, a planned course of study, and a narrative which provides a justification for the proposed program

of study. It is recommended that applicants discuss their proposed programs with officials within their organization to determine if it is required by the Agency. Each application for study will be reviewed and approved prior to final selection.

The LTFTT Program sounds great, what's the catch?

It is the responsibility of the applicant to meet the university requirements for acceptance in the program of study. Participants are required to maintain a 3.0 GPA to remain in the Agency approved program. There is a 3:1 obligation, employees must work for three years for every one year of training received. If an employee leaves before completing the three years of service, the Agency will collect the pro-rated cost of tuition, books, and per diem. Considering that the average cost of one year's training is more than \$20,000, it is still a great opportunity.

Will I get a promotion when I complete LTFTT?

No. LTFTT offers no promotion guarantees but many of today's managers are alumni of the LTFTT Program. The skills/knowledges gained from LTFTT will prove advantageous when responding to position vacancy announcements.

Where will I be assigned after LTFTT?

At the time of selection, the LTFTT Advisory Committee determines which organization can best utilize the new skills/knowledges. Often the participants return to the same organization for additional production experience. Prior to returning from LTFTT, the gaining organization determines the specific assignments based on the training received and the organization requirements.

When will there be an announcement for LTFTT and how do I apply?

Watch for information on a general information session concerning training. Contact your local training office for forms and additional information. For the Washington metro area and Philadelphia, contact John Bassett (HRWD), (202)653-1455.

DMA's family personnel policies explained

by Fred Foltz,
Chief, Work Force Management Division

Editor's note: This is a continuation of an article in the July Contour

Health and Life Insurances

Both health and life insurance are offered to employees to provide for family protection. Self and family enrollment provides health benefits for the employee, their spouse, and all unmarried dependent children under 22 years old. The government offers two types of health insurance plans, prepaid plans and fee-for-service plans. In prepaid plans, covered health services are refunded by the premium paid by the employee. Prepaid plans, also called Comprehensive Medical Plans or Health Maintenance Organizations (CMPs or HMOs), meet employee health care needs through specific plan physicians, hospitals, and other providers at designated locations. Employee premiums cover most of the cost of services. Fee-for-service plans reimburse employees or their providers for covered services rather than provide or arrange for service as prepaid plans do. Fee-for-service plans allow the employee to choose their own physicians, hospitals, and other health care providers.

Federal Employees' Group Life Insurance (FGLI) is low-cost term life insurance which provides benefits in the event of death or dismemberment. FGLI offers Basic Life, Standard Optional Life, Additional Optional, and Family Optional insurance coverage (optional insurances are available only if the employee enrolls in Basic Life). Basic Life is based on the employee's salary (rounded up to the next higher thousand, plus \$2,000) and costs only 17 1/2 cents per thousand. Standard Optional Life allows employees to purchase an additional \$10,000 worth of life insurance. Employees may elect Additional Optional insurance in an amount equal to 1, 2, 3, 4, or 5

times their actual rate of annual basic pay (rounding to the next higher \$1,000). Family Optional insurance provides coverage for the employee's spouse for \$5,000 and each eligible unmarried dependent child for \$2,500. The employee is the beneficiary under the Family Optional insurance should the spouse or children predecease him/her. The premium for all optional insurances is based on the employee's age.

Thrift Savings Plan

The Thrift Savings Plan (TSP) is a retirement savings and investment plan for Federal employees which allows them to plan for their families' future. The purpose of the TSP is to provide retirement income. However, the TSP also provides for meeting the special needs of employees and families before retirement. The TSP Loan Program gives employees access to borrow from their own contributions, and the earnings on them, for the purchase of a primary residence and for education or medical expenses.

Child Care and Referral Services

DMA has contracted for several child care spaces with the Coast and Geodetic Survey near the Reston Center. The DMAHTC Louisville Office enjoys on-site child care services through arrangements with the Department of the Army. DMA is in the process of procuring a Resource and Referral service for employees of DMAAC, St. Louis. This service is provided to assist employees in finding quality care for their children. DMAHTC has recently been surveyed to determine interest in/need for child care services in Brookmont. DMA will look into the feasibility of an on-site child care facility there.

Employee Assistance Programs

The Employee Assistance Program (EAP) is available to assist/guide employees toward help for resolving a variety of personal problems. EAP can help employees deal with chemical dependency (drug or alcohol abuse), family (marital, discord, problems with child's behavior, difficulties with an aging parent, etc.) or financial problems, or legal or health problems. EAP even offers help for employees who suffer from anxiety. EAP services are personal and completely confidential. For services in the Washington Metropolitan area, contact Cary Cook, Room 506, Erskine Hall, HTC, or call (301) 227-5187.

Please contact your servicing Human Resources Operations Office if you would like additional information on any of these programs.

SOFTBALL from page 5


MCGOC, where she found a star pitcher in the form of Lt Shephard, who left the team just before the playoffs due to graduation. (We'll have to watch the schedule more closely next year.)

Now she had a team. But what's a team without fans? Coach searched and even bribed and in the end, was always able to find at least one or two spectators by the start of the first inning. Coach Benfield's philosophy was to play everybody. Hey, she didn't have much choice. Let's face it, she's no Vince Lombardi, but she's all we've got.

So, speaking of next year, what's the coach got up her sleeve? Buc Kidney is PCSing and Bill Belokon is threatening to become a free agent. Where does this leave DMS? The coach figures to do some serious recruiting this fall and winter to get the jump on next year. Until then, "batter up."

Contributed by SSG Debra L. Benfield and SFC Herman J. Van de Vaarst

LABOR DAY



Lock up your valuables when leaving home!

Obey the speed laws!

Don't drink and drive!

Practice safety on the highway and on the water!

Enjoy a safe holiday!

Sept. 7, 1992

Director's Call

NEW ARRIVALS

Military

LTC(P) James R. Nichols (USA)
LCDR Margarita Garcia de
Quevedo (USN)
SSG(P) Timothy M. Brennan (USA)

Civilian

Mr. David C. Arcos (GS)
Mr. Pedro O. Madera (GS)

DEPARTURES

Military

CDR Daniel F. Duddy (USN)
LCDR David E. Pedneau (USN)
Capt Rickey Durkin (USAF)
Capt Timothy McCaig (USAF)
CPT Scott Wilson (USA)
CW3 John A. Stokes (USA)
GySgt James D. Roppell (USMC)

Civilian

Dennis Dodson (GS)
David E. Miller (GS)
James M. Bowen (EA)

PROMOTION

Mrs. Cathy McClosky to Chief,
Photolithography Division (DMSP)

AWARDS

Defense Meritorious Service Medal

CDR Daniel F. Duddy (USN)
LCDR Margarita Garcia de
Quevedo (USN)

CERTIFICATES/LETTERS

Master Instructor Certificate

MAJ Lloyd D. Carmack, Jr. (USA)
CWO3 David W. Hooper (USMC)
LIC Carl A. Holloway (USN)



Senior Instructor Certificate

CPT Gregory A. McRoberts (USA)
MSgt Carl D. McMurtry (USAF)
GySgt Jeffrey Pauley (USMC)
IS1 Terry W. Angel (USN)
SSG Jackie L. Brown (USA)

Certificate of Achievement

MAJ Charlton L. Brice (USA)
SFC Tony O. Manzano (USA)

Commendation for Suggestion

Mr. Dale A. Cuave (DMSG)

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LTC James R. Nichols, USA

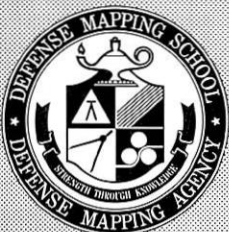
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Defense Mapping School

CONTOUR

Volume 19, Number 10

September 1992

From the beginning...



opportunities of warrant officers in the MCEC field; the availability of command equivalent positions within DMA; the potential of women in the



Public Notice

After 18 years and innumerable editors, publication of the CONTOUR ends with this issue. Thank you, loyal contributors and readers, for your support over the years.

--The Management

...to the end



Volume 19, Number 10

September 1992

From the beginning...



Senior moves include new Component Directors

Following a recent announcement of the civilianization of the directors of production Components, the DMA Director has moved swiftly in making selections to fill those and other key senior civilian positions.

In the latest announcement, General James has selected 10 senior executives for new positions. Subject to the approval of the Office of the Secretary of Defense and the Joint Chiefs of Staff (on the civilianization of the director positions), the selections are:

Lon M. Smith, currently director of DMA Systems Center, to director, DMA Aerospace Center, effective January 1, 1993;

Annette J. Krygiel, deputy director for Modernization Development, DMAAC, replaces Smith as director of the Systems Center, effective January 1, 1993. Ms Krygiel's former position will be refilled via competition;

William N. Hogan, deputy director for Programs, Production and Operations, Hq DMA, becomes director, DMA Hydrographic/Topographic Center, effective January 1, 1993;

Earl W. Phillips, assistant deputy director for Production, Hq DMA, replaces Hogan as deputy director for Programs, Production and Operations, Hq DMA, effective January 1, 1993;

A. Clay Ancell, deputy director for Programs, Production and Operations, DMAAC, will replace Phillips as assistant deputy director for Production, Hq DMA, effective approximately July 1, 1993. (Between January 1, 1993 and July, Ancell will serve as chief, Digital Products Department, DMAAC.);

William J. Brown, technical director of the DMA Aerospace Center replaces Ancell as deputy director for Programs, Production and Operations, DMAAC, effective January 1, 1993. Brown's technical director position is cancelled with the creation of a civilian director's position at AC;

Charles D. Hall, technical director of the DMA Hydrographic/Topographic Center, to the recently established position of deputy director for International Programs, Hq DMA, effective January 1, 1993. Hall's technical director's position is cancelled with the creation of a civilian director's position at HTC. The deputy director for International Programs position will report to the DMA Director;

Paul L. Peeler, Jr., director, DMA Technical Services Center, to director of the DMA Reston Center, effective October 1, 1992 (The Technical Services Center is reorganized into the Reston Center and the former TSC director's position is cancelled.);

Kathleen M. Smith, chief, Digital Products Department at AC, is assigned to the newly created position of deputy director for Information Resources Management, Hq DMA. This will be effective in mid-October. Ms. Smith's former position will be refilled through the competitive process following Ancell's relocation to Washington, and;

Thomas A. Hennig, deputy technical director of DMA Systems Center moves to the new position of deputy director for Research and Engineering, Hq DMA. The position will report to the DMA Director.



Lieutenant Colonel Jaroslav Zemek receives his diploma from LTC (P) James R. Nichols, Director, DMS. CPT Steven D. Harmon, course coordinator, looks on. (U.S. Army photograph)

Czech student graduates from DMS under historic agreement

Editor's note: The story on the signing of the first *Bilateral Defense Agreements on mapping* was covered in the March 1992 *CONTOUR*.

Czechoslovakian Armed Forces Lieutenant Colonel Jaroslav Zemek was the first student to attend the Defense Mapping School under the Bilateral Defense Agreements signed between Secretary of Defense Richard B. Cheney and the Minister of Defense of the Czech and Slovak Federal Republic. Lieutenant Colonel Zemek graduated on 28 July 1992 from the School's three-month Mapping, Charting and Geodesy Officers Course.

Lieutenant Colonel Zemek previously served as Group Chief, Geographic Information Group, Research Center 090, Institute of Topographic Service of the General Staff, in his home country. After graduation, he returned to Czechoslovakia to assume the duties of researcher in the branch of computer cartography, Geographic Information Services.

Lieutenant Colonel Zemek has served in the military service since 1974. He was born in Velke Pavlovice and is a member of the Czechoslovak Society of Scientists and Technicians. He holds a Ph.D. in cartographic science.

He and his wife, Eva, live in Prague with their son, Vojtech, and daughter, Renata.

The Director's Corner

This issue of the CONTOUR marks the end of a publication with a long history of supporting both the employees of Defense Mapping School and the Defense Mapping Agency as an institution.

DMA, like all agencies within DoD, must look for efficiencies to save money while not interrupting its primary mission: support to the "war fighters."

I applaud all of you who have been a part of the CONTOUR and remain committed to maintaining contact with as many of you as possible. Please feel free to drop us a letter or card regarding your status. If you have a concern or inquiry about any element of DMS or DMA, we will respond to your note.

By the time you receive this issue, we will be in the last months of what has been an interesting election year. Regardless of who is at the helm of our country, the events of the last two years have made all of our futures forever changed beyond prediction. The challenge before our leaders is not to lose sight of how we got to where we are today, only negotiate from a position of strength. Always occupy the high ground!

While the CONTOUR is coming to a conclusion, the future of Defense Mapping School



Colonel James R. Nichols enjoys the moment as long-time mentor and friend BG Joseph C. Kiefe, Jr. (Ret) and Mrs. Nichols pin on his eagles at his promotion ceremony 1 September 1992. (U.S. Army photograph)

is not in doubt. All elements of the School are going to remain at Fort Belvoir. My vision of our future is to reach out to our customers in a more proactive mode than ever before. If the Services do not request our instruction, then it is incumbent upon all of us to demonstrate a need where one may not be perceived. DMA contains the best map makers in the world. In many regards, we are a gold mine of talent waiting to be discovered. Do not "wait for the phone to ring!" Seek out opportunities to teach the future staff officers/commanders of the battlefield. Help them exploit our capabilities, which will shorten

the decision-making process of the warriors and ultimately save precious lives!

I have crossed the time line called "30 days on the job." I can think of no better place to serve than an organization that has the potential of DMS.

As Satchel Paige once said, "Never look back." Don't worry about what we cannot change but rather attack the future as if it was a long road to the Super Bowl.

Remember "in the pursuit of excellence, there is no finish line." Thanks to both the current and past CONTOUR staffs--a job well done!



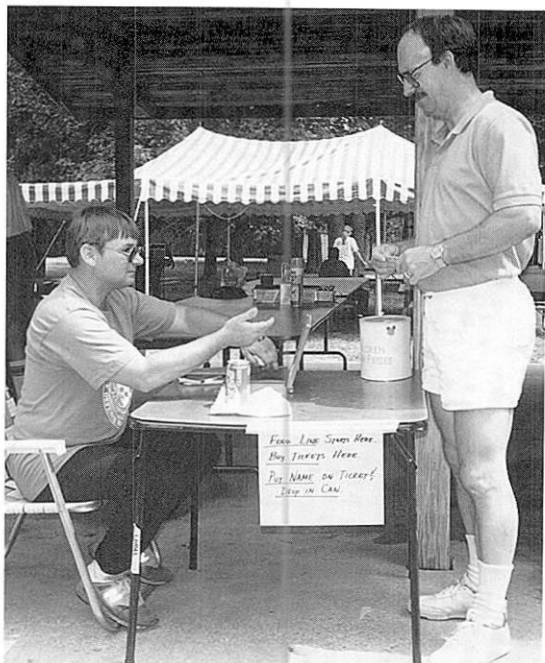
SGM Carlos L. Sellers

Goodbye from the Sergeant Major

As I retire from the Army with 26 plus years and depart DMS, I take with me lots of memories--some memories I'll treasure always. The great friends, comrades and experiences that must always be left behind for another tour in another part of the world. My sorrows of leaving were always tempered by the excitement of the next assignment and the anticipation of new friends and new challenges.

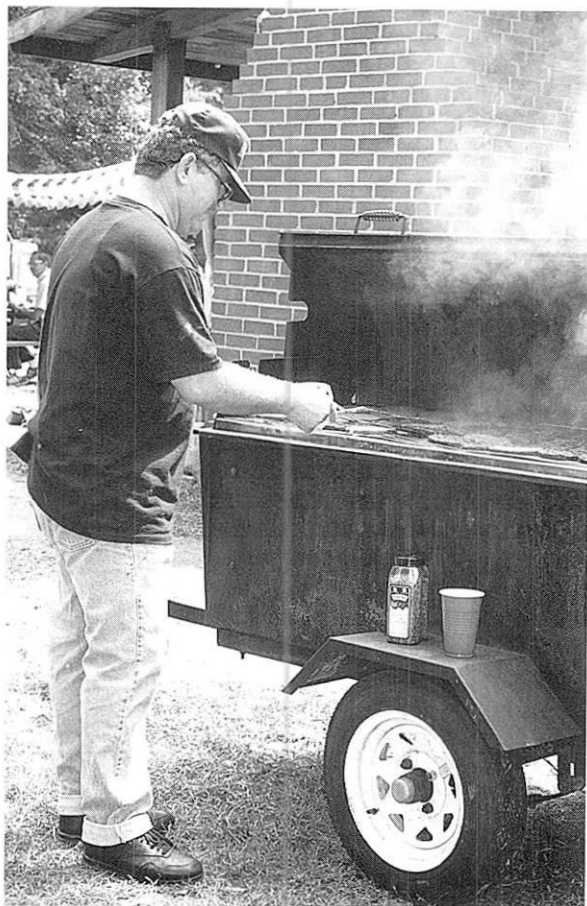
Unfortunately, not all of the memories are good ones. There will always be those tormenting thoughts of men crying in agony as blood rushed from their body where an arm or leg used to be; women and children shivering from fear of not knowing what the next minute held in store. And certainly, time can never erase the visions of jungles, mud, blood, the smell of burning gunpowder and the good friends that I bade farewell with their departure in a body bag. These memories provide the substance for my final thought to each of you: "War is serious business--preparing for war should be just as serious."

--Photo by Charlotte Faehn



"First, gimme the money!"

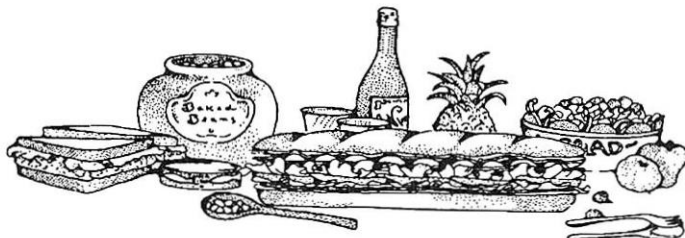
SFC Stuart Lobel waits for Bill Crisp to ante up.



Love them ribs!

Pedro Madera adds more barbecue sauce to enhance that smoky flavor.

Picnic



Summertime and picnics-- an American tradition

by SFC Allen D. Thomas

Well, as tradition would have it, DMS personnel and family members converged on Anderson Park on Wednesday, 12 August, to celebrate their annual summertime picnic. With beautiful weather, plenty of good food, and the enormous turnout—264 in all—it was a fun time for everyone.

Three months ago, it was uncertain as to whether the School would have a picnic, but with much persistence, volunteer support, and after numerous fund raisers, it was a "go." And what a day it was!

Adult games were horseshoes, volleyball, and softball. After final elimination, Department of Geophysics took the volleyball trophy. Printing Technology (Graphic Arts), where were you?

One of the highlights of the day was the many children's games available for the kids. With over 50 children there, Mary Oliver and crew kept the little ones entertained with games such as: the egg race; string game; treasure hunt; hit-the-pinata; and the water balloon toss.

Winding up the day's events were drawings for grand door prizes. Congratulations to MSgt McMurtry for winning the dinner for two; CPT Cunningham for winning the potted plant; and MAJ Jens for winning the weekend Comfort Inn certificate. Over 52 door prizes were given out by day's end, and all this for \$2. Eat your heart out, Kings Dominion!



Did we have music?!!

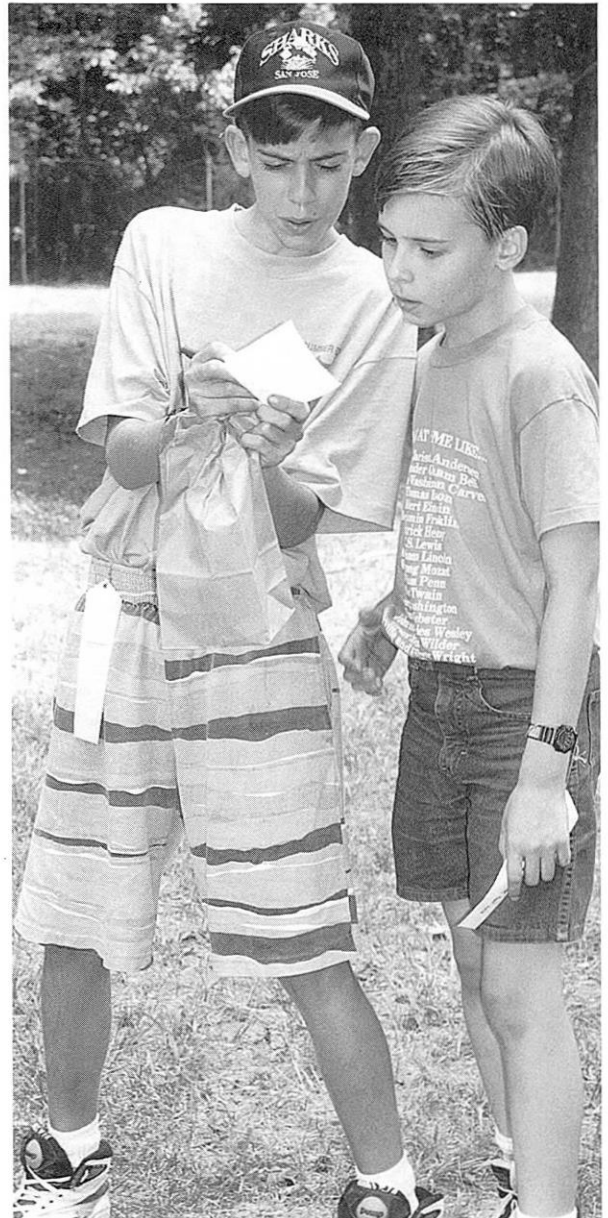
Every picnic needs a D.J. like SSgt Mark D. Martin.

'92



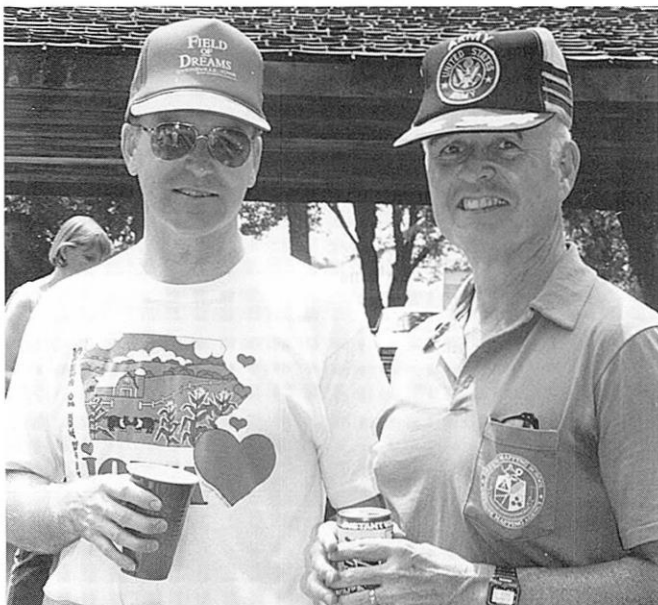
"Ready, set, ..."

(L to R) Ashlee Brown and Kerrie Anne Kidney wait for the "go" as Cris Becerra (L) and BUC Thomas Kidney ponder how long those eggs are going to stay in the spoons! (Ashlee belongs to Marylee Brown and BUC Thomas Kidney, Jr. claims Kerrie Anne.)



"A what?!!!"

Scott Carmack (L), son of MAJ Lloyd Carmack, and Patrick Brice, son of MAJ Charlton Brice, can't believe what they have to find for the treasure hunt.



Just like old times!

(L to R) MAJ John Jens enjoys a chat with former DMS Director COL Daniel R. Clark (Ret.).

Picnic '92



"You were so-o-o close!"

Jeanne Elmore cheers in the background as Christine Widrig takes her shot at that neat pinata. Christine is the daughter of CW2 Greg Widrig, a student in the ATAC course.



"Whee-e-e!"

Ashley Brooks, daughter of Janet Brooks, comes in full speed for a landing.



"And if you believe that..."

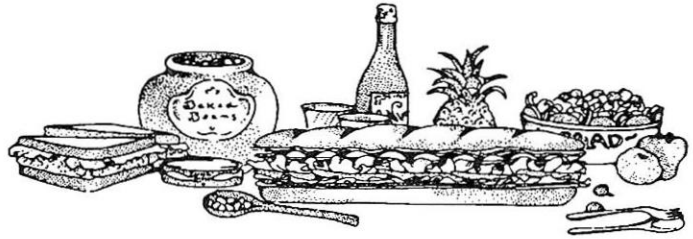
(L to R) Jack Batt discusses the finer points of the game with Wesley Bohannon, William Polk and Jim Harnden.

--Photos by Charlotte Faehn



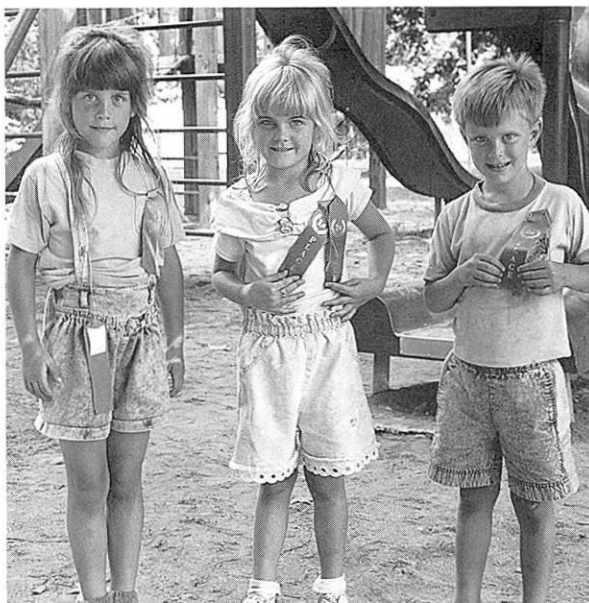
Something for everyone

Christine Nall, daughter of William F. Nall, enjoys her swing in the park.



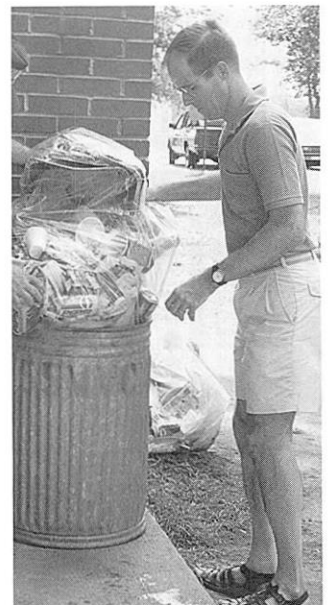
"Well, guys, here we are!"

COL James R. Nichols, his sons (L to R) Travis & James, Jr., and his wife, Linda, experience their first picnic with the DMS family.



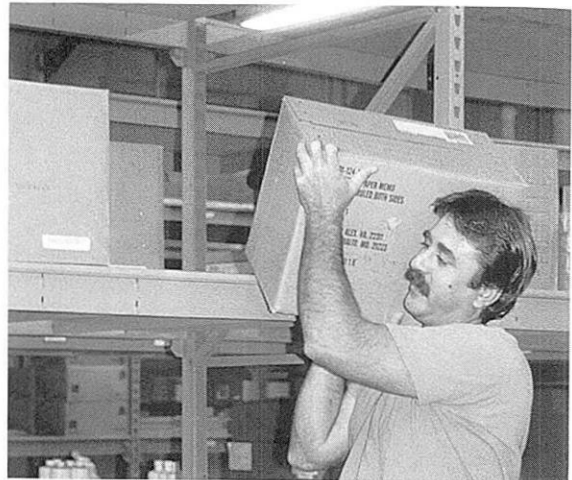
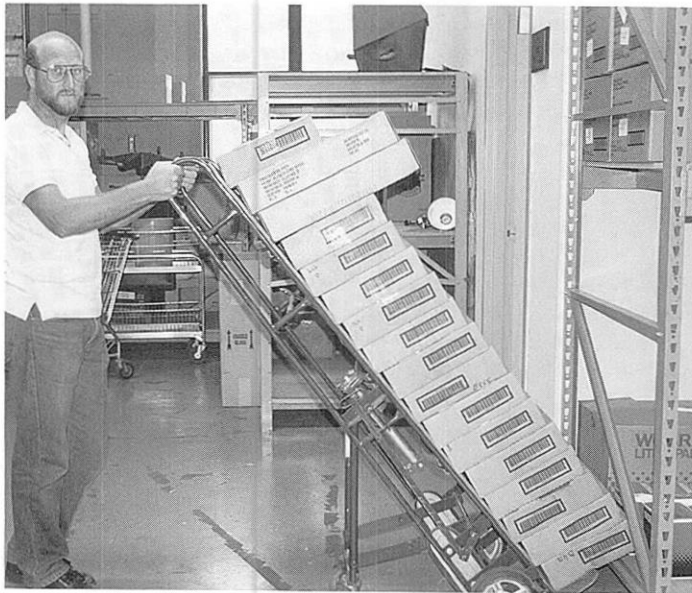
Winners all!

(L to R) Erin Smith, Danielle Burns, and Timothy Smith proudly display their ribbons. Erin and Timothy are the children of SGT Roxanne Smith, and Danielle is the daughter of SSG Jackie D. Burns.



The party's over!

Cleanup detail is serious business to Major Charlton Brice.



Joseph Quigley (L) and Dennis Roberts (above) move classlist supplies in the warehouse. (Photos by Charlotte Faehn)

Providing class supplies a team effort

by SMSgt Randall R. Owens

Ensuring DMS classes have needed course supplies on hand at the beginning of each class requires a great deal of behind-the-scenes close cooperation between the DMS Logistics Office (DMSL) and the DMS academic departments. In general, the departments submit their request form for standard class supplies for each resident course of instruction to DMSL no later than 30 days before the class start date. If a class requires a "special order" for items not normally stocked in DMSL, the department completes an additional form.

The importance of providing timely classlist supply requests to DMSL cannot be over-emphasized. If DMSL doesn't have the requested materiel on hand in the warehouse and must backorder it from the Hydrographic Topographic Center Logistics Office (HTC/LO), a minimum of 30 days will be required to receive the supplies (in the case of special orders, even longer). Because of this lead time to obtain certain "hard-to-get" supplies or "special orders," it's best to submit classlist requests as soon as possible.

If a particular item is crucial to the DMS mission, the department orders it, using an expedite "AZ" priority. To maintain the integrity of the supply system, the quantity ordered is limited to only the amount needed to satisfy the immediate requirement. Additional quantities necessary to replenish the warehouse stock are ordered with a routine "CZ" priority.

If a requester requires a special order item and the item's unique identification code (referred to as its "national stock number") is unknown, the requester provides as much descriptive data as possible, including the estimated price and suggested sources. HTC/LO and the HTC Contracting Office use this information to locate and obtain the specific item. To minimize supply costs, requesters are encouraged to use commercial, off-the-shelf products as much as possible.

If a needed item can only be obtained from one source, the requester provides DMSL with written justification explaining why the requirement can only be met by a "sole source." The HTC/LO Demand Processing Section then checks commercial catalogs and General Services Administration (GSA) Federal Supply Schedules in addition to its normal research and certifies that no other source can be found. If sources are found, the HTC Contracting Office may then contact the requester to reverify the "sole source" requirement (especially if there is a large price difference between the other sources and the requested source) before proceeding with buying the item.

If a continuing need exists for an item and a suitable substitute cannot be found, the requester informs DMSL to have a stock number assigned to the item. HTC/LO will then start stocking this item in its warehouse. If DMSL begins ordering an item from HTC two or three times a month, that item becomes a candidate for inclusion in the list of items continually maintained by DMSL in the DMS warehouse.

Close cooperation between DMSL and the departments is particularly important when a delay in receiving a requested item (e.g., because of backordering) will affect DMS' operational capability. The department provides DMSL with a mission impact statement and specifics about the ordered item. DMSL, in turn, coordinates with HTC/LO to determine the most current status and takes any action needed to avoid impact to the DMS mission. The key is for the departments to stay current on the status of backordered requisitions and to quickly notify DMSL if something is going to become a "show stopper."

DMSL is here to assist you in obtaining what you need to do your job. Remember: YOU CAN'T FLY WITHOUT SUPPLY!



And he came out alive!

Making a change the hard way

by William L. Crisp

We go through life noting what happens to others and, in instances of calamity, rarely consider the same could actually happen to us or to one of our loved ones. We are given figures on the increasing life expectancy and generally believe that we will reach the projected figure, plus or minus a couple of years. I know I felt that way, but little did I know what was in store for me.

The following is an extract from my hospital discharge report of December 1988. "He had a collapsed lung and a chest tube was inserted through the left breast. He had a wide mediastinum on chest X-ray. Aortogram showed intimal flap and tear of the aorta. Chest X-

ray also showed multiple rib fractures with numerous splinters. The patient also had left pulmonary contusion and a large left lateral chest wall laceration. He had a head injury with lacerations on the left forehead. He had a severe left ear laceration which required reattaching the upper portion. The 5th metatarsal of the left foot was fractured."

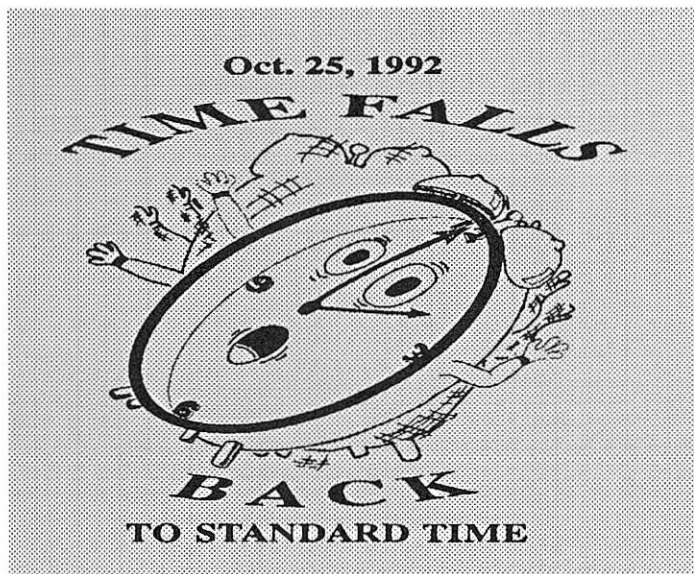
The hospitalization was the result of an automobile accident on Thanksgiving eve, 1988. To this day, I don't remember the accident itself. I can remember signing a release (in a daze) for emergency transportation to the Medical College of Virginia (MCV) Hospital and another release at MCV (again, in a daze) for heart surgery. My next memories are of days of needles and tests in the hospital and a painful recuperation.

The accident occurred when an elderly individual, traveling 55 mph in a 35 mph zone, lost control and crossed the center line. The resulting impact destroyed my vehicle. Fortunately, the injuries to my wife, Pat, and her two children were not life threatening. As for me, due to the injuries described above, Pat was informed that I had only a 10 percent chance to live. By the grace of God, I'm still here.

It took a full two years to recover to a point of feeling nearly normal. I have a reduced hearing range in my left ear and constant "discomfort" in my left chest side. I will never feel as good as before the accident, but I know it could be a lot worse. At least I'm still able to do most of the things I enjoy; others have not been so fortunate.

For me, life is different now; I no longer take it for granted that I will live to a "ripe old age." I arise each day and give thanks for one more day here. As I compare the person I was before the accident to the person I am today, I can easily see a dramatic difference, both physically and mentally. I still have a good sense of humor but the carefree attitude is gone. Life is more serious and each day has a special value. Material things mean much less to me and relationships mean far more. I am committed to making the best of each day I live.

It was a strange sensation when I was lying on the gurney and the doctor stated, "Mr. Crisp, the surgery you are about to undergo is very dangerous and due to your injuries, you are not likely to survive, but we will do our best." That was really the last moment for the fun-loving, carefree individual I had been. A radical change occurred with that accident, a change which I certainly would have preferred to make in a less traumatic way. We all change as we grow older. Some changes are more obvious than others and not all are for the better. Hopefully, the changes you make will not be due to a catastrophe and will result in a kinder, more caring and cheerful person.



National Hispanic Heritage Month

15 September-15 October

DMS Trivia

1. What DMS alumni designed the DMS seal and in what year?
2. Who held the job of Deputy Director before being appointed Director?
3. What former instructor was called the "Little Old Winemaker?"
4. What DMSer appeared on Good Morning America?
5. What current civilian DMSer became a SGM on 1 Oct 1975?
6. What class was added to the printing department in late 1979?
7. DMS had a Royal visitor in 1980. Who was it?
8. What year did the DMS "Out-house" fall and what was its history?
9. When did the first Terrain Analysis Course begin?
10. Who was Chris, the "Widow in black?"
11. What former DMSer was an Olympic Paddler?
12. Why didn't the famous Captain Tuttle accept his diploma for the MCGOC course?
13. What current DMS employee received the DMA Benjamin B. Lane Award for Technological Achievement?
14. Which two current DMSers taught students who later became their bosses?
15. Which DMSers have been here continuously since the School opened in 1972?
16. What father and daughter were past editors of the Contour?
17. What DMSer has been in the same office space since 1974?
18. Who was the DMS "Jolly Green Giant?"
19. What year was IAGS incorporated into DMS?

(See Answers, page 12.)



"Son, your mother and I think it's time you know the truth about yourself. You're adopted."



TQM and performance on PITs established

The Defense Mapping Agency Director Major General William K. James signed a letter issuing policy on performance appraisal considerations in implementing Total Quality Management in DMA. The letter signed by General James on July 24, 1992 said:

"Rating Officials will give appropriate consideration to employees' performance on PITs (Process Improvement Teams) when preparing performance appraisals. Employees should be given credit as appropriate for their achievements associated with their performance on PITs. In most instances, DMA employees assigned to PITs will be working on process improvements directly related to job responsibilities and established performance plans. Under no circumstances should rating levels be reduced based on decreased productivity on normal job responsibilities due to time spent participating on PITs.

Supervisory responsibilities for continuous process improvement are prescribed in DMA Instruction 5010.31, "Quality and Productivity Improvement Program," 25 April 1991. The requirement that continuous process improvement responsibilities be incorporated into performance standards for all PMRS and PMS supervisors is described in HQ DMA(HR) letter, 10 October 1991, subject: Revised Performance Standards.

Please contact your servicing HR Operations Office if you have questions on this matter."

Changes made to DMA mobility policy

The DMA Mobility Policy, a subject of discussion by employees as the Director has visited Components, has been revised to reflect employee and manager concerns regarding coverage and procedural issues.

A current evaluation of the program resulted in elimination of the requirement to sign a mobility agreement and removes the GM-13 level positions and applicants for long-term-full-time training from those considered under the purview of the policy.

In discussing the revisions, the Director indicated a continued need for a mobile group of leaders when he said, "As a Combat Support Agency, we must have a totally committed, highly skilled, motivated, and mobile group of leaders and managers with a wide range of experience. Stated simply, candidates who successfully complete assignments in a variety of organizations and locations are generally better qualified than those with limited experience. Such well-rounded leaders and managers will ensure we meet our commitments to our Nation's combat warriors and those who support them. They will also fulfill a commitment to our employees, who must make it happen."

In directing the evaluation, General James emphasized the importance of weighing Agency needs with employee concerns for career and family development.

The program evaluation considered those factors in developing four key revisions to the policy, which are:

1. The requirement to sign a mobility agreement is hereby rescinded.



Contour editor to retire

CONTOUR editor Joyce J. Beck, who has served as DMS Public Affairs Officer since May 1989 and Chief, Admin Support since July 1991, is retiring effective 31 October. Joyce will be joining her husband, Edward, at their new home in Emerald Isle, N.C.

Joyce's retirement plans include improving her skills on the keyboard, lots of reading, bicycling to the beach, boating and fishing on the Sound, and visiting their four children, 12 grandchildren, and one great-grandchild.

Joyce says, "It can't get much better than that!"

--Photo by Charlotte Faehn

2. All GM 14-15s, and those who accept positions at the grades of GM 14-15, will be advised in writing they may be required to move to meet the mission requirements of this Agency.

3. Every reasonable attempt will be made to recruit highly qualified volunteers in the grades of GM-14 and above to relocate in order to fill the mission requirements in this Agency.

4. When a leadership/management requirement dictates the geographic relocation of a highly qualified GM-14 or above, the individual and supervisors in the chain of command will be consulted.

Policy changes will be incorporated in DMA directives. The Human Resources Office will provide further information on details of policy implementation and explanation.

CORRECTION

The following is a correction to the article entitled "Upcoming races offer runners challenges" in the August issue of the CONTOUR:

The correct phone number for the Marine Corps Marathon is 1-703-690-3431.

Director's Call

NEW ARRIVALS

Military

Maj Brian E. McGrain (USAF)
MAJ Nancy M. Linek (USA)

DEPARTURES

Military

MAJ Michael A. Byrne (USA)
Capt James D. Reed (USAF)
SGM Carlos L. Sellers (USA)
MSG Joel A. Renda (USA)
SSG John M. Bradley (USA)

Civilian

Karen King (DMSG)
Floyd Spicer (DMSP)

(Summer Hires)

Kristin Griffith (DMSG)
Mary Oliver (DMSI)
Kyle Stewart (DMSE)
Chris Swisher (DMSG)



PROMOTION

LTC James R. Nichols (USA)
Promoted to Colonel
SSG John M. Clark (USA)
Promoted to Sergeant First Class

AWARDS

Joint Meritorious Unit Award

LCDR Margarita Garcia de
Quevedo (USN)
1Lt John Colley (USAF)
CWO3 David W. Hooper (USMC)

Defense Meritorious Service Medal

SGM Carlos L. Sellers
Michael R. Mason

Certificate of Completion of Army Apprenticeship Program

SFC Stuart M. Lobel (USA)

Answers to DMS Trivia page 10

1. SGM William Locke -- 1981.
2. Lt Col James McKenzie and CDR Daniel Duddy.
3. Albert Marvel.
4. Dale Cuave.
5. William McCray.
6. Navy, Air Force Litho Class (NAAFBL).
7. Crown Prince of Thailand.
8. The "outhouse," the little white astro observatory just north of Wheeler Hall, was built in 1952. Intended to be used for 30 days and then torn down, it, however, survived for 25 years -- until 1977.
9. 27 August 1980 -- Warrant Officer Ter-rain Analysis Course.
10. The black widow spider in survey.
11. Charles Lundmark.
12. Captain Tuttle was fictitious, a fragment of several TSD instructors' imagination and creativity.
13. William Howell.
14. John Aranza, who taught Bill Sutton; and Bill Sutton, who taught Dave Miller.
15. Joyce Ziers, Cathy McCloskey, and John Aranza.
16. Jim Harnden and Kathy Kelly.
17. Marge Kelley.
18. WO Ralph Henry (Rat).
19. 1989.

The CONTOUR is published monthly by and for the Defense Mapping School. Contents are not necessarily the official views of, nor endorsed by, the U.S. Government, the Department of Defense or the Defense Mapping Agency. Editorial content is edited, prepared and provided by the Public Affairs Office of the Defense Mapping School.

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Public Affairs Officer/Editor

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