



Junior Achievement Ground Hog Job Shadow Day

By Yvette Pue

On Monday, February 2, 1998, employees from the Simulation, Instrumentation and Training Command (STRICOM) and the Naval Air Warfare Training Support Division (NAWC-TSD) participated in the Junior Achievement Ground Hog Job-Shadow Day. The employees hosted a high school or middle school student who “shadowed” them for a portion of the workday. STRICOM and NAWC-TSD joined civilian and military organizations across the nation in this landmark event, sponsored by Junior Achievement and America’s Promise.

The goal of this inaugural Job-Shadow Day was to provide this unique opportunity to 100,000 students nationwide with a local goal of 200 students in the Central Florida area. Thanks to the overwhelming response from Junior Achievement volunteers and their peers in the workforce, Central Florida hosted more than 500 students. STRICOM and NAWC-TSD did its share by hosting eight students (two high school and six middle school), providing them a look at both the daily operations and special activities involved to provide the acquisition support to the military.



The students began their day by spending a couple of hours with individual “hosts.” The hosts provided information about their jobs and showed the students some of the daily activities involved in the execution of their missions. In addition to questions about what the hosts liked and disliked about their jobs, the students also asked about the various skills

What’s Inside:

- STRICOM Dependents Receive Scholarships
- Competitive Development Group Selectees
- Hokum X Inauguration Ceremony
- I/ITSEC Conference
- Annual Report Highlights
- Army/Navy Basketball Game
- AUSA
- ITEA Conference
- Lead Course
- DSCS Ribbon Cutting Ceremony
- JRTC Capabilities
- Protocol Update
- Career Service Awards
- Q&As from Commander's Call
- Calendar of Events

and why they were important. The skills included reading, writing, math, computers, speaking, listening, teamwork, time management and problem solving, all critical not only to successful mission completion at STRICOM and NAWC-TSD but useful in many civilian jobs.

Following individual time together with their hosts, the group reassembled for a short visit with COL Noble Johnson, Project Manager Training Devices who welcomed the students to STRICOM and NAWC-TSD and provided some personal insights to success in the workforce. The students visited the STRICOM/NAWC-TSD Video Teleconference Center (VTC). Mr. Mark Fletcher and Ms. Amy Dunn, explained how the VTC works. The Orlando facility connected with Patuxent River in Maryland and presented a short demonstration of the capabilities of a VTC.

STRICOM and NAWC-TSD work with a variety of civilian organizations to support the acquisition needs of the military. One of these organizations, the Institute for Simulation and Training (IST), hosted the students for a few hours to provide them “hands on” experience with some of the instrumentation and simulations systems both in development and already fielded. Mr. Dan Mullaly, showed the students some of the systems being fielded by IST to include the “Mirage” which provides a pseudo-holographic image of 3-dimensional data in the form of a scale model resting on a tabletop to viewers wearing special glasses. In addition to the Mirage, some of the students had the opportunity to get inside both a tank trainer and tank driver simulator, experiencing the actual confines of both. The students also viewed the Combat Trauma Patient Simulator (CTPS), a DoD sponsored program being developed by STRICOM, IST and a variety of other organizations. Ms. Beth Pettitt, the STRICOM Program Manager for the CTPS, explained how the system worked and demonstrated some of the training capabilities for military medical personnel using the system.

Overall response from the students attending the Job-Shadow Day indicated the day was very successful. As a group, they all expressed how interesting it had been to visit an organization like STRICOM/NAWC-TSD and have the opportunity to participate in so many different activities.

Visiting students included high school students Charimay Gonzales from Colonial High School and Brandon Underwood from Dr. Phillips High School. Middle School students from Discovery Middle School included Sean Bailey, Chris Edwardo, Samuel Malave III, Miyoko Matson, Vanessa Richards, and Belli D. Rosado.

NAWC-TSD job host was Mr. James Grosse. STRICOM job hosts included Mrs. Sara Traveloute, PM TRADE, Ms. Randi Kahl, PM CSTS, Mr. Steve Foxworth, Logistics Directorate, and PM TRADE support contractors from Scientific Systems Company, Mrs. Yvette Pue, Ms. Susan Rizzi and Mr. Tom Allison.



AUSA Winter Symposium

STRICOM supported the Association of the United States Army Winter Symposium 16-18 February 1998 at the Radisson Twin Towers here in Orlando. The conference was hosted by the Training and Doctrine Command and focused on "Laying Foundations: From Army XXI to Army After Next."

STRICOM had visibility in several areas. In addition to some of our contractors showing STRICOM products, the MILES 2000 program was featured in the Army Materiel Command corporate exhibit. Two soldiers, who had used the the equipment during the Army test at Fort Stewart in December, spoke about the enhancements to training program and how the system will benefit the soldier.

PM CATT displayed the Close Combat Tactical Trainer (CCTT) Mobiles in the parking lot. STRICOM also had an indoor exhibit where Major Garvey Jones from PM ITTS showcased the FSATS program, and Angela Moreno demonstrated the STRICOM website. We received many positive comments on the STRICOM website.



STRICOM Dependents to Receive Scholarships

By Cory Youmans

The local chapter of the Association of the United States Army (AUSA) recently notified STRICOM that it will provide STRICOM employees with a \$500 annual educational scholarship. According to Mr. Cory Youmans, a Project Director in PM ITTS Instrumentation Office and the Sunshine Chapter Executive Vice President, the scholarship is available to all STRICOM employees and their dependents.

According to Mr. Youmans, "This STRICOM scholarship is an expansion of our broader program to support our membership base. In addition to this \$500 award, this year the chapter provided \$1,000 in scholarships to the local Army National Guard and Army Reserve and \$11,000 in scholarships to the ROTC detachments at University of Central Florida and Florida Institute of Technology."

This year STRICOM's scholarship recipients are Mr. Michael S. Kessinger and Mr. Jonathan A. Kessinger. They are the sons of LTC Steve Kessinger, previously the Product Manager for PM TRADE Combat Support Training Systems.

An independent panel selected by the STRICOM Chief of Staff, selected the two men based on academic excellence, community involvement, and a written essay. The two winners will each receive a \$250 scholarship to be presented at the chapter's next General Membership Meeting in April.

Three STRICOM Employees Selected for Competitive Development Group

By Nancy Spurlin

STRICOM would like to congratulate Larry Wakefield, Samuel Jones, and Sharon Johnson who were selected for the FY98 Competitive Development Group (CDG) Program.

The Competitive Developmental Group (CDG) are board-selected employees (GS-13s) who will be provided training, leadership, and career development opportunities in a structured, three-year program.

Participants follow Individual Development Plans designed to improve professional leadership competencies and to broaden his or her functional background through developmental assignments. It is anticipated that the experience and exposure gained during the three-year assignment will greatly enhance the individual's competitive standing among his or her peers.

VOLUNTEERS NEEDED!

**One year assignment as
STRICOM's
Blood Drive Coordinator.**

Please call Marge Hadbavny x3519

Hokum-X Inauguration Ceremony

By Dwayne Blake

Project Manager for Instrumentation, Targets and Threat Simulators, Targets Management Office held an Inauguration Ceremony for the Hokum-X target helicopter on 30 January 1998 at Redstone Army Airfield, Redstone Arsenal, Alabama. The Hokum-X is a low cost to develop, low cost to user, replica of the Visual, Infrared, and Radio Frequency (IR/RF) signatures of the Russian Ka-50 Werewolf helicopter hosted on a surplus AH-1 Cobra airframe.

Among the 120 attendees at the inauguration were Canadian Government and Military officials; the Canadian Consulate General; officials of Bristol Aerospace Limited, the prime contractor, and their subcontractor, The Boeing Company; Program Executive Officers representing potential users, and STRICOM and Targets Management Office officials. At the conclusion of the formal ceremony \ the team performed an impressive flight and maneuverability demonstration.

The ceremony was an especially successful media event. In addition to coverage by local news media, Aviation Week, Defense News, and Aerospace Daily all published articles.

Bristol Aerospace Limited, Winnipeg, Manitoba, Canada is building the Hokum-X under a 50/50% cost sharing Defense Development Sharing Agreement with the Canadian and United States Governments. The five-year development contract, which ends 14 June 1998, is on schedule and within budget.

The Hokum-X completed airworthiness testing November 1998. Air Worthiness Certification is in process. On 29 January 1998, at Redstone Arsenal, the Hokum-X completed 20.0 flight hours of infrared and radar measurement testing. Recorded data from this series of flights will be used in comparison/validation of the Hokum threat vehicle. Initial Operational Capability of the Hokum-X is scheduled the fourth quarter FY98.



10,000 Attend 19th I/ITSEC

By Jerry Stahl

In its final year at Marriott's Orlando World Center, the Interservice/Industry Training Simulation & Education Conference (I/ITSEC) conference, an affiliate of the National Defense Industrial Association, had 10,000 participants, including a record number of international attendees, a jam-packed exhibits area and outstanding speakers. Thirty-eight countries were represented and perhaps the most significant statistic was the increased international participation, which totaled 976. Of these, at least 636 were conference attendees. The remainder was exhibitors and visitors to the exhibits.

An event-filled agenda opened with excellent turnouts for the six tutorials presented on Monday afternoon, before the opening ceremonies on Tuesday, Dec. 1. A dozen special events were spotted throughout the run of the conference and professional papers were presented on Wednesday and Thursday, Dec. 3-4. Several of the paper presentations attracted overflow audiences.

For 1998, I/ITSEC moves to its new location, the Orange County Convention Center on International Drive in Orlando. I/ITSEC '98 will open Monday, November 30 with a revamped list of subject categories and a host of new exhibits, special events, and presentations.



Annual Report Highlights

By Ron White

For STRICOM, Fiscal Year (FY) 1996, was an exceptional year of accomplishment, both from a strategic as well as an operational result perspective. We clearly established STRICOM as the leading provider of simulation solutions for war-fighting experimentation, testing, training, and related future operational battle-space needs.

A few of the highlights for FY 97 include:

- Published a Strategic Business Plan to provide direction and focus on the future
- Improved customer-service and invested in the growth of our people
- Awarded 71 new contracts with a potential value of \$326 million
- Processed over 300 Delivery Orders and Modifications for ongoing contracts totaling \$546 million
- Delivered and installed 62 different types of training, simulation, simulator and test and instrumentation systems and services to the field
- Executed \$175 million to provide Life Cycle Contractor Support (LCCS) for fielded simulations, simulators, instrumentation, targets and threat simulations worldwide
- Awarded a total of \$22 million in Small Business contracts
- Reviewed and processed 211 contractor applications for export license



Annual Report Highlights (cont.)

M1A2 Tank - Project SWORD (Saudi Arabia)

Project SWORD is the fielding of M1A2 Tank and overall modernization of the Royal Saudi Land Forces Armor Corps. The command's role, in this highly visible FMS case, was to support total package fielding through procurement of gunnery, maintenance, and tactical engagement simulation training devices. The development and procurement cycle, for the training device and support materiel, was done by STRICOM concurrently with a tank combat system development program and fielding at or near the time as the actual combat equipment.

In 1997, STRICOM marked the successful completion of fielding state-of-the-art M1A2 tank training devices to the Royal Saudi Land Forces Armor Corps. Over 56 training devices, at a combined value of over \$100 million, are now in use by the soldiers of the Royal Saudi Land Forces Armor Corps.

STRICOM has been a key player in Project SWORD since the conduct of the initial site survey in 1991. Our project managers, engineers, and logisticians, combined with leading edge companies in the training and simulation industry, have diligently worked for seven years to provide the mix and range of products and services needed to hone the Royal Saudi Land Forces Armor Corps to a high degree of readiness.

Through our intensive management effort, the SWORD Project received M1A2 Tank: Videodisc Gunnery Simulator (VIGS), Platoon and Unit-Conduct of Fire Trainer (P/UCOFT), Tank Driver Trainer (TDT), Tank Turret Maintenance Trainer (TTMT), Part Task Trainer (PTT), Computer Based Trainer (CBT), and Tank Weapon Gunnery Simulation System (TWGSS). These were the first M1A2 Tank training devices developed, produced, and fielded by ECC, Lockheed Martin and SAAB to any army in the world.

Within five years of the site survey, most of these training devices were operational with the Royal Saudi Land Forces Armor Corps. Over the past two years the trainers have received extensive use. The Royal Saudi Land Forces Armor Corps M1A2 tank units have attributed much of their initial success with the M1A2 Tank to the training devices STRICOM and its partners in industry provided.

Annual Report Highlights (cont.)

Command and Individual Awards/Publishing of Papers

Army Materiel Command (AMC) Safety Commendation Award. General Wilson, Commander AMC, awarded STRICOM the Safety Commendation Award. This award recognized STRICOM's accident prevention efforts, safety program initiations and accomplishments.

President's Quality Award (PQA). The Research and Engineering Management Directorate (Engineering) applied and received Army Materiel Command (AMC) approval for submission of their nomination package. The PQA application is under review by DA.

United States (U. S.) Savings Bonds. Ms. Janet Reno, Attorney General of the U. S. of America and Interagency Committee Chair Person for the Department of Treasury for the purchase of U.S. Savings Bonds, appointed BG John Geis as the Orlando Area Federal Coordinator to execute and fulfill the duties of that office in promoting the sale of U.S. Savings Bonds. STRICOM was responsible for the tremendous success of the program in 1997.

Achievement Medal for Civilian Service. Mrs. Connie Perry received the Achievement Medal for Civilian Service for her contributions to the Army Materiel Command (AMC) Safety Program. She displayed exceptional professionalism, leadership, resolve, and technical competence while completing a host of significant safety engineering projects. Mr. James Skurka, STRICOM Deputy To The Commander, presented the Achievement Medal to Mrs. Perry during a special award ceremony.

Commander's Award for Civilian Service. Mr. Henry Jehan, Jr., as the International Test & Evaluation Association (ITEA), Central Florida Chapter President, was responsible for hosting the 1997 ITEA convention. Due to Mr. Jehan's efforts, the convention was a tremendous success. This ITEA convention broke all previous attendance records by 20%. BG John Geis presented Mr. Jehan the STRICOM Commander's Award for Civilian Service for his outstanding support.

Security Assistance Award of Excellence. Mr. John Daniele received the Security Assistance Award of Excellence for initiating, developing and implementing a recoupment plan whereby Foreign Military Sales (FMS) customers utilizing Operations and Maintenance Army supported simulators and trainers would pay a fair share as part of their training costs to alleviate shortfalls. Major General (MG) Larry Smith, Commander, U. S. Army Security Command honored Mr. Daniele during the Security Assistance Executive Conference 20 October 1997 (Baltimore, Maryland).

Annual Report Highlights (cont.)

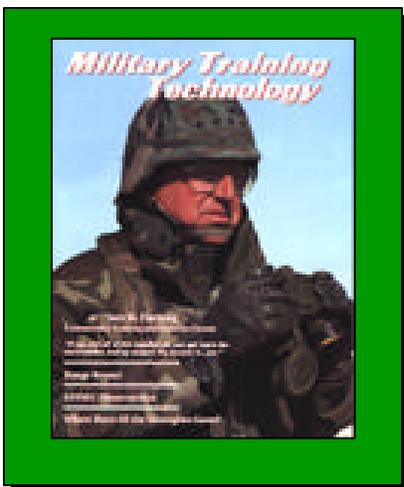
Command and Individual Awards/Publishing of Papers (cont.)

Value Engineering (VE) Program Professional Award. The following personnel received the Army Materiel Command (AMC) VE Program Professional Award: Mr. Vidal Acevedo, Mr. Timothy Borrowski, Mr. George Burmester, Mr. Richard Chandler, Fernando Fuentes, Mr. Anthony Gillooley, Mr. Cory Youmans, Ms. Barbara Ladd and Mrs. Francisca Vuong. The VE change proposals generated several millions in savings for the Army. BG John Geis, STRICOM Commander, acknowledged their outstanding performance during a special awards presentation.

Publishing. Ms. Kathleen Clayton's article - National Simulation Superstructure, Disney Doesn't Have a Monopoly on the World of "Make Believe" was published by the Defense Systems Management College Press in the Program Manager periodical of Sep/Oct 97. Her article talks about the origin of the Services role in simulation and the newly formed Team Orlando membership with DoD, government, academic, and industry; the sharing of information and leveraging of talent, etc.

Best Paper Awards. Ms. Susan Harkrider's, STRICOM and Mr. Wes Braudaway, Science Applications International Corp (SAIC) co-authored a paper titled, "Implementation of the High Level Architecture Into DIS-Based Legacy Simulation." The "Best Paper Award" was presented by the SINTECH 97 Conference Chairman in Canberra, Australia.

Mr. Michael Garnsey's, STRICOM and Mr. Scott Smith, Institute of Simulation & Training (IST) co-authored a paper titled, "Mirage - A New Kind of Visualization Tool." The 18th Interservice/Industry Training Systems & Education Conference Chairman in Orlando, FL presented the "Best Paper Award."



PUBLISHED

Volume 3, Issue 1, February/March 1998
issue of Military Technology contains two
articles about STRICOM programs.
Read about MAIS on page 6 and
MILES 2000 on pages 14 and 16.

Army Regains Basketball Trophy

By Paul Smith

At the SHAPE Basketball Challenge on 12 Mar 98, the Navy team jumped out to a 6-0 lead early in the first quarter, however, this year's game quickly turned into a defensive struggle with the Army clinging to a 2 point 13 - 11 halftime lead. As the second half progressed the Army sharpshooters heated up and eventually forced Navy to abandon its zone defense. STRICOM maintained a narrow lead into the fourth quarter, while capitalizing on free throws and good ball handling down the stretch to keep the Navy at bay. STRICOM was victorious in the end 43 - 36 and tied the series, now in its second year, at one game a piece.



Pictured from left to right: Dave Meyers, Carol Pentecost, MAJ Bud Mervin, John Daniele, Paul Smith, Lee Rowlands, Bill Pike, Ed Stead, Jim McCleary, Tony Tolbert, Michael Kelker, Willie Franklin, William Jones

Sunshine Greet Orlando Symposium Attendees

By Jerry Sirmans

The warm Florida sunshine and the magic that has made Orlando a popular business and vacation destination, greeted those attending the 1997 ITEA International Symposium from 15-19 September. The Central Florida Chapter hosted this year's event which was highlighted by four short courses, distinguished speakers, seven formal sessions, twenty-seven poster papers, a record attendance (550+), and a record number of exhibit spaces (80+) and sponsors.

There were exciting nontechnical events. The awards ceremony reception was inspiring and moving, as speakers recognized the contributions of present members and those no longer with us. There were tours of nearby facilities such as a behind the scene tour of the NASA Kennedy Space Center and the Lockheed Martin Information Systems division Lake Underhill plant.

The theme of this year's symposium, "Crossing the Boundaries - Current and Future Challenges to Test & Evaluation" provided the creative lead-ins for many of the speakers to candidly state their views on how the T&E community should cross important boundaries. The theme espoused the idea that historically separate communities will work together and possibly merge for both political and technical reasons; changing threats and economic circumstances will bring changes heretofore unachieved and unanticipated; and that the ever changing test environment will present many exciting challenges to the T&E community. The panels and invited speakers responded with lively discussions on what they felt were needed to cross the boundaries.

Defense Satellite Communications System (DSCS) Generic Principles Training Suite (GPTS) Ribbon Cutting Ceremony

By Linda Morris

The U.S. Army Signal Center and Fort Gordon and STRICOM co-hosted the Defense Satellite Communications System Training Device (DSCS-TD) Generic Principles Training Suite (GPTS) Ribbon Cutting Ceremony on 27 February 1998, at Fort Gordon GA. General William W. Hartzog, Commanding General, U.S. Army Training and Doctrine Command was the guest speaker. The DSCS-TD GPTS provides computer-based fully interactive multimedia training and hands-on 3-D simulator training. The GPTS support Tri-Service training of satellite communications principles and theory, terminal equipment operation and maintenance. Fort Gordon personnel began using the device for training MOS 31S, Satellite Communication Systems Operator-Maintainer students on 2 February 1998. STRICOM provided program management and training device/simulation expertise for Project Manager Defense Communications and Army Transmission Systems (PM DCATS). The DSCS-TD GPTS was developed by CACI, with support from UNITECH and EER Systems.

Forging the Warrior Spirit

JRTC Capabilities grow with introduction of new system

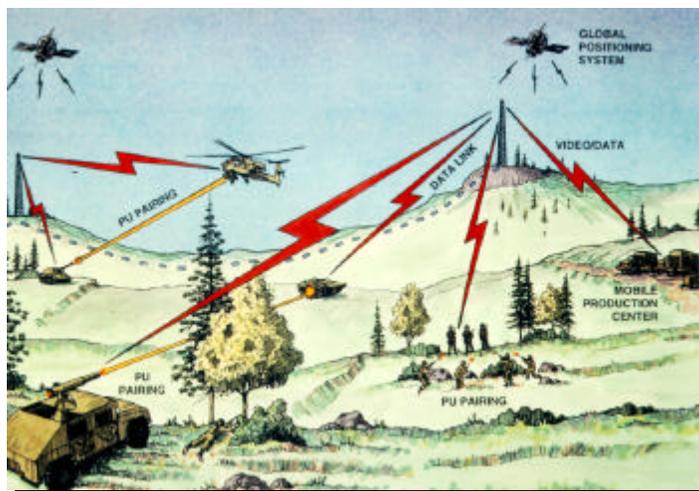
By MAJ Ken Wheeler

The Ribbon Cutting ceremony for the Joint Readiness Training Center – Instrumentation System (JRTC-IS) on January 27th highlights PM TRADE's most recent contribution to training our soldiers in the field. The JRTC-IS is a \$70M training investment that improves the JRTC's ability to provide state-of-the-art combat training for rotational units.

From the time the JRTC moved from Ft Chaffee, Arkansas, to Ft Polk, Louisiana, the JRTC Operations Group has provided increasingly objective after-action reviews (AARs) using available multimedia technology. The JRTC-IS is the latest system developed and fielded by STRICOM to support the JRTC training effort. The fielding of this system is the culmination of a four-year effort between the combined government and industry team. Cubic Defense Systems, based in San Diego, California, designed the system and is currently operating and maintaining the system for the JRTC.

The JRTC-IS performs data collection, reporting, management, computation, generation, display, and weapons effects simulations by integrating the functions of numerous subsystems. The development team designed the system to optimize the data collection and presentation process for force-on-force training exercises. The system simulates the effects of direct fire and area weapons systems, such as artillery, on the personnel and equipment participating in a training exercise. This system enhances previous JRTC training capabilities by automating many of the analysis and feedback functions, which assist training units in identifying their relative strengths and weaknesses. The training units receive collective feedback in the form of digital graphics, video presentation, statistical and narrative summaries, and hard copy products. The training units use feedback mechanisms to highlight actions that lead to success, make immediate corrections to improve performance, and be used as a tool for adjusting training programs.

The JRTC and STRICOM conducted two test rotations as system "shake downs" to ensure the system was robust and capable of supporting the demands of the JRTC Operations Group. The test rotations also allowed the JRTC team to "warm up" to the new capabilities as they transitioned from a manual system. As of the ribbon cutting ceremony, the JRTC-IS has successfully supported seven rotations.



Training STRICOM'S Leaders

By Jean Burmester

On July 21 to August 1, 1997, STRICOM held its first Leadership Education and Development (LEAD) course. Based on the enthusiastic recommendation of those first participants, the command decided to train two trainers in order to offer the course on a regular basis on site.

Congratulations to the 18 inaugural graduates The Civilian Leadership Training Division, Center for Army Leadership at Fort Leavenworth conducted of the LEAD course taught locally January 26-30, 1998 by Jean Burmester and Bob Sottolare. The LEAD course is a 40 consecutive hour course designed to develop and hone the leadership skills of supervisors, team leaders and emerging leaders. The LEAD course incorporates training of the nine Army Leadership Competencies. The goals of the LEAD course are:

- a. Define the role and responsibility of the supervisor.**
- b. Recognize and use different techniques in supervising people.**
- c. Recognize and apply different techniques for improving team performance.**
- d. Recognize and apply the Army Leadership Competencies.**

The LEAD course emphasizes group interaction and teamwork, and is based on the experiential learning model, which incorporates concrete experiences, publishing and processing of results, and the application of lessons to office and home situations.

Mr. James Skurka, DCG, kicked off the course by linking the ability to work in teams within and outside STRICOM to the goals of the LEAD course. The students then worked in teams throughout the week to address realistic issues focusing on how they worked together.

Students enjoyed a positive experience in which they shared their knowledge and learned from each other. This was a week of insight, team building, discovery and fun. STRICOM plans to conduct this course locally each quarter. The next opportunity will be in April, so watch for an announcement this month.

Protocol Update

By Rhonda Meyers

Hail and Farewell

The Hail and Farewell is a quarterly social gathering for all STRICOM personnel. It provides an opportunity to say good-bye to our military and civilian employees as they move on to different assignments and to welcome those new employees that have joined the STRICOM team. Each PM and Director's office will have an opportunity to host a Hail and Farewell--PM ITTS and the Acquisition Directorate have already served this function. The next one is scheduled for 17 April 1998 and will be hosted by PM ADS.

Holiday Party

The 1997 Holiday Party was held at the Holiday Inn Select, UCF on Saturday, December 13. Nearly 150 attendees had a good time throughout the evening that included a visit from Santa, the TRADE Singers performing a special rendition of the 12 days of STRICOM and dancing to the music provided by DJ Tom Miller.

Combined Federal Campaign

STRICOM's 1997 Combined Federal Campaign was the best ever! The command exceeded its goal of \$36,000 by 24% with contributions totaling \$44,588.58. The office challenge was won this year by PM CATT which best exceeded their goal by 231%. For the first time, each office exceeded their goal this year, which is truly commendable. A special thank you to everyone for your hard work and participation. As you've seen, some of these funds are already being put to good use as many of our neighboring communities start to recover from the recent tornadoes and flooding.

CAREER SERVICE AWARDS FOR 1997

10 YEARS

- Robert J. Voltz -ACC
- Lynn M. Ehleiter-LR
- Nancy F. Quick-RP
- Harlan F. Gottlieb-CL
- Sherry L. Tew-EL
- Troy P. Dere-EL
- Paul H. Dumanoir-EC
- Enrique M. Lastra-PM ITTS
- Scott P. Pletz-EZ
- Mitchell A Primas-EC
- Jose S. Rodriquez-EV
- Holly Espin-RS
- Ben Paz-ED
- Roberto Gomez-EV
- Patricia G. Bittikofer-LT
- Cynthia E. Langfeldt-PM ADS
- Thomas M. Kelso-ED
- Agnes L. Lopez-EV
- Mary J. Maskolunas- PM TRADE
- Charles M. Goodwin, Jr.-EO
- Darleen E. Lavanway-ACC
- William R. Wolfinger-ET

15 YEARS

- Carol F. Murphy - RF
- Frances L. Purser-ACA
- Teresa C. Tucker-IQ
- Gar On Leung-EL
- Kuck D. Nguyen-EV
- Victor Krepacki-PM ITTS
- Daniel Pierson-EL
- Joyce Pullin-IMO
- Robert S. Chaney-PM ADS
- Shelia E. Rodriguez-EA
- Felicia H. Ross-ACC
- Debbie A. Kravchuk-EV
- Joseph W. Golon-EV
- Salvatore Strano-PM ITTS
- Carlos T. Alvarado-EV
- Roberto Capote-CAP

15 YEARS CONTINUED

- Brenda J. Thurman-EO
- Milton L. Washington-ACE
- Bernadette M. Gibault-RF
- Jayne E. Daens-LS
- David J. Meyers-PM CATT
- Randi J. Kahl-PM TRADE
- Darryl E. Williams-EV
- Luong M. Hoang-EV
- Harold N. Spaulding-EA

20 YEARS

- Sara V. Rhodes-RF
- Joseph A. Balbona-CSI
- Richard L. Mitchel-ACA
- Sula L. Bollinger-ES
- Bernie Gajkowski-ES
- Willie Lapham-CAP
- Howard L. Hoffman-LS
- Christopher P. Keller-LT
- Bruce A. Baddeley-LT
- David T. Martin-LT
- Barbara J. Paquette-LS
- John F. Daniele-CAP
- David W. Manning-L
- Leslie A. Rowlands-LS
- Michael Baranick-CAP
- David L. Macintire-EA
- Cynthia A. Fritts-PM CAAN
- Edwin M. Stead-RC

CAREER SERVICE AWARDS FOR 1997

25 YEARS

- Richard M. Crouse-EA
- Linda S. Hursh-ACC
- Shelby Swift-LS
- Jerry L. Stahl-CAP
- Gordon G. Richards-ED
- Eddie Brewer-CS
- Audrey Ograyensek-CAP
- Gordon G. Richards-ED
- Roger D. McDaniel-PM TRADE
- Patricia C. Garmley-PM TRADE
- Ronald D. Colangelo-PM ITTS
- David H. Howse-LT
- Arthur A. Long-LT
- Gene G. Wiehagen-ET
- Ralph D. Holweck-PM ITTS

30 YEARS

- Hector R. Lopez-L
- Willard M. Whisner-ACE
- Tom Mazza-E
- William Milway-PM ITTS
- Samuel M. Jones-LR
- Audrey Beerman-PM ADS
- Joanne Byrd-ACA
- John F. Ells-LR
- John F. Donahue-EV
- Admiral S. Piper-ET
- Russell G. Lemanski-EV
- Gerald G. Bittikofer-LR
- Sheila M. Laporta-PM TRADE

35 YEARS

- John E. Lahr-L
- Malcolm R. Solley-LR
- James A. Smith-LT
- Steve Milburn-PM TRADE
- Karen J. Wright-LS

40 YEARS

- Ron White-CAP
- Antonio B. Acuesta-LR



Q&As from Commander's Call 6 November 1997

The staff raised the following questions at the Commander's Call held 6 November 1997. The answers below have been updated to reflect the most current information.

QUESTIONS RAISED 6 NOV 97

Q Have you identified which positions will be abolished due to QDR?

A No. Although the numbers are still listed as planning only, I expect they're fairly close at 96, or 19% of the civilian workforce. Our requirement to date has been to identify the funding lines where we expect to take the reductions, but not finalize the exact positions. My expectation is AMC will require us to provide them with draft recommendations of TDA position reductions in the first quarter of FY 99, with a submission in second quarter, FY99.

Q When will you make public the exact positions that are going away?

A My plan is to form a team, headed by the Chief of Staff and with representation from all of the PMs and Directorates, to identify positions for reduction. I'll want to keep their deliberations close hold as they work the plan, as the initial plan may not be the final plan and I don't want to unnecessarily alarm the work force. However, I intend to keep the work force fully informed as decisions are finalized, within restrictions which may be imposed by higher headquarters.

Q When will the first of these positions be abolished?

A I don't expect us to begin reductions of the TDA until 1 October 2000, the beginning of FY 2001.

Q&As from Commander's Call 6 November 1997 cont.

Q Is Fiscal Year 2001 deadline for civilians the END of FY01 or the BEGINNING of FY01? 30 Sep 2001 or 1 Oct 2001

A Our reductions in regard to the TDA must be complete by 30 September 2001.

Q Can the vacancies created through attrition between now and the year 2001 count towards the 96 civilian losses? If not, why not?

A Good question. Common sense dictates we begin to shape the workforce now, in preparation for the reductions in FY 01. However, the 19% (96) is based on a projected FY 01 strength of 510. Before we consider making reductions through attrition, I want to make sure our funding (salaries) and final FY 01 end-strength of 414 (510-96) will not be affected if we begin reductions now.

Q Why is the Command continuing to fill vacancies when they know they have to cut 96 spaces?

A For a combination of reasons, one of which I've noted in my answer above. Other reasons include our continued mission, under our current structure, dictates we have people available to meet these requirements. As we restructure the command and reduce or contract out some of our mission, we expect the need for some positions to go away. However, we haven't identified these positions yet. This process, of course, is made more difficult by attempting to project what our programs and position needs will be three years from now.

Q Does this mean no more new hires and redress the number of job openings?

A This does not mean "no more new hires." As we come to grips with our FY 01 projected needs, we will have to hire with an eye on how new hires will fit, not only in the current structure, but in a future structure as well.

Q Have we decided how the 96 cuts will be divided among STRICOM PM shops and Directorates? If not, how will we go about doing this?

A Only in so far as the projected funding cuts dictate the general areas affected. As I noted earlier, the Chief of Staff will head up a team, with representation from the PMs and Directorates, to draft a position reduction plan. We are currently conducting a VERA/VSIP survey, as well as compiling anticipated retirements, to assist in shaping the work force to meet FY 01 requirements. I'll keep you informed through the FORWARD OBSERVER and periodic Commander's Calls on our progress.

Q&As from Commander's Call 6 November 1997 cont.

Q Is there any truth to the rumor that the General is trying to expedite the removal of 96 people instead of letting attrition take care of the problem by FY 01?

A No.

Q How are the temps/terms who are on the TDA affected by the cuts?

A Temps and Terms have different reduction-in-force placement rights. I encourage you to contact your supervisor or our personnel office if you have questions on these rights. I want you to note, however, these positions are considered as part of the overall work force reshaping and subject to the same reduction considerations.

Q Given a situation where an Army employee is working as a team with a contractor and the MEO dictates one person is enough. Does the reduction objective mandate that the Army employee would go?

A Absolutely not. What I want to do is identify STRICOM's core missions and the prioritize our governmental positions based on inherently governmental functions, coupled with the need to keep certain levels of expertise "in-house." I want to drive decisions on reductions by mission requirements.

Q When do you plan to share with the Command what the proposed MEO is that you're submitting to AMC next week?

A I've provided my vision of what I believe to be our MEO to all of the PMs and Directorates. Hopefully, if they've not shared it with you already, they have plans to do so in the near future. Please understand that this MEO, while essentially firm, is not locked in concrete and is evolutionary. The team that the Chief of Staff will be putting together, mentioned earlier, will help us form the MEO that will be used for our TDA reductions.

Q What is the QDR number for NAWC-TSD? Can they absorb the 96 STRICOM employees? Likewise, for the Air Force M&S office also located inside Research Park?

A I spoke with Captain Yerkes at NAWC-TSD regarding this issue. At this point, the Navy has not provided NAWC-TSD with a QDR goal. I suspect the timing of reductions they may make will not necessarily coincide with ours (i.e., not focused on FY 01). This should provide an opportunity for some mutual assistance in relocating employees, *if relocation proves necessary*. I intend to fully investigate all possible means of minimizing the negative impact of the QDR on the work force.

Q&As from Commander's Call 6 November 1997 cont.

Q Are the PMs going to be restructured? Fewer?

Q Are we going to remain a 4 PM command or are we going to combine PMs into 2 or 3?

Q When are Test and Training Instrumentation going to be combined now that we are being forced to re-engineer our organization?

ANSWER TO THE QUESTIONS ABOVE::

My MEO has three PMs, roughly structured around PM TRADE, PM ITTS, and PM ADS (to represent virtual, live, and constructive domains, respectively). I envision CATT and PM TRADE melding together at some appropriate point. Much of our future work is within the synthetic environment provided by the CATT Program. Should AVCATT and the remainder of the CATT Core systems fully materialize, I believe it's probable PM CATT as an 06 PM would remain viable and stay within the current structure for several years to come.

I considered and rejected the notion of combining test and training instrumentation. While there are good reasons for combining these efforts, few position savings are realized and the organization creates substantial strain on the span of control of the PM (in my view, PM ITTS). Instead, I've directed E Dir to form a horizontal integration team to report to the command group periodically on their efforts to ensure information and opportunities are shared between these areas.

Q Have you thought about applying a collaborative organization design process similar to the one used by Engineering? It could perhaps be useful.

A I'm not eliminating any tools that might help us reach our goal. However, the timing of our actions and responses, as DA grapples with meeting its QDR requirements, may make this approach too difficult.

Q Is combining all M&S service groups into a purple M&S organization still an option we're contemplating?

A This idea gets discussed at our level. As we've explored this, my belief is this is not an option the Department of the Army or the other services will support. Right now, we enjoy the benefits of working closely with our sister services, yet each of our services still maintains control of their own resources.

Q&As from Commander's Call 6 November 1997 cont.

Q Will some functions be outsourced?

Q What kinds of jobs will STRICOM be contracting out and when?

ANSWER TO ABOVE QUESTIONS:

I don't currently believe we will outsource any function. Most of our functions, which can be outsourced, already are. I've considered our Information Management as a potential candidate-e.g., going the next step and outsourcing our hardware requirement-but it really doesn't help our QDR position and requires examination off-line.

I expect we will outsource--perhaps external matrix--some mission requirements. A potential area is FMS, where customer money would address the cost of the contracting action. Again, we haven't identified positions associated with those missions and it's too early to speculate who would be affected.

Q When a position is outsourced, what happens to the person currently filling that position? Fired, relocated, reassigned?

A The answer depends on many factors directly relating to the person currently filling the position. Reassignment within STRICOM, of course, would be my most desirable option. I intend for the Command to work with those in the work force affected on a one-to-one basis, fully detailing the available options and put our efforts behind the employee in supporting the attainment of the option he or she elects.

Q The Air Force and Navy have been leading the way with outsourcing their equipment support. With the accidents lately, are there efforts being taken to evaluate if outsourcing is affecting equipment readiness?

A We don't currently have a formal program to evaluate the affect of equipment as it pertains to outsourcing. However, we have many means available for feedback from customers to indicate a decrease in readiness. Should that feedback indicate a problem, we would, of course, do follow-up assessments.

Q Any plans to survey the workforce to determine interest in VERA/VSIP? You might find surprising interest. Early identification could facilitate early retraining to relieve stress.

A Our Human Resources Division is currently conducting a VERA/VSIP survey.

Q&As from Commander's Call 6 November 1997 cont.

Q If more than 96 civilians qualify and want to participate in VERA/VSIP, how will the cuts be decided?

A I receive evolving guidance on VERA/VSIP on what seems to be a weekly basis. Some of my decisions will be based on this evolving guidance. To the extent that I can influence the decision, I hope to make them based on our MEO plan and the organizational structure required to support the mission.

Q Once a position is lost to VERA/VSIP, is it lost forever or can it be brought back after a period of time?

A Unfortunately, we may lose positions through this process. Depending on the authority used, VERA or VSIP, determines whether or not a position is abolished.

Q Since STRICOM has a "high grade" freeze and will continue to have one for some time to come, would you consider implementing a policy that would allow highly qualified individuals to serve 120 day to 6 month details? This would allow for increased professional development during this stagnant period and end the current policy of rotating less qualified high grades.

A Our high grade "freeze" is driven by an over-strength in high grade personnel vice authorized positions. If authorized positions become vacant, my first attempt would be to reassign a current GS 14/15 from an over-strength, no longer authorized position targeted for reduction or elimination in the out-years. If I couldn't do this, I'd ask for a waiver, and, that failing, the potential exists I could detail someone(s) to that position until such time as the freeze is lifted.

Q Minus perceived customer funding, isn't the core training mission area funding flat during this period? Please comment on our budgets.

A The core Training Mission Area funding is not really flat during the POM. The RDA is currently \$279M in FY00, \$312 in FY01, \$236 in FY02, \$257 in FY03, \$328 in FY04 and \$412 in FY05. This changes every two years with a POM submission and adjustments to priorities of programs. Annual perturbations are due to the timing of new starts and program completions.

Q&As from Commander's Call 6 November 1997 cont.

Q Why is it that only PM TRADE has a "Chief Engineer"?

A As a goal for the command, I intend to establish "Chief" engineer positions in each of the PMs. However, we may not have enough high grade billets to completely satisfy all chief engineer positions and other critical management needs. I want this to occur in the context of the on-going E Directorate restructuring.

Q Unrelated to the QDR, will there be a time in the future when we will have an Orlando resident Tech Director?

A Yes. We have one now. Our Technical Director was recently brought on board using an Intergovernmental Personnel Act Assignment. This allows me to bring someone in from private industry or academia for a two year assignment, extendable for two more years, as, essentially, a government employee.

Dr. Michael Macedonia officially arrived on 9 March. More information regarding Dr. Macedonia's functions, assignment, etc will be forthcoming via STRICOM wide email.

Q How firm is the AMC/STRICOM 8500 bogey?

A As I discussed in the Commander's Call, these are only planning numbers for now, but I don't expect significant deviation.

Q I oppose conducting government business in a church. What does the cross over the General's head say to the Muslim, Hindu, & Jewish employees?

A As we balanced my schedule against available locations, it became apparent that our choice was to use the church building or put this briefing off for an indefinite time. I felt it was very important that you get the information as soon as possible. Using the church building did not endorse, in any way, any religious affiliation. I regret if anyone was offended.

Q Can we as a command find a way to put aside some of our benefits (COLA, step increases, awards) to save someone else's job?

A That's an interesting approach I hadn't considered. Unfortunately, the QDR drill involves both positions and money. Regardless, we don't have the authority to meddle with statutory entitlements and employee rights, even if there were universal endorsement from the work force.

UPCOMING EVENTS

S T R I C O M



April

- 7-9 Road Show VII
- 11 Solar Bears Hockey/CWRA
- 15 IRS Walk-a-thon/SHAPE
- 16 AUSA General Membership Lunch
- 17 Hail & Farewell/PM ADS
- 23 Simulation Based Acquisition (SBA)
Workshop
- 23 Daughters & Sons to Work Day
- 27 Foreign Attache Visit
- 27-5/1 Blood Drive

April/May

- TBD Softball Tournament/SHAPE
- TBD Golf Tournament/SHAPE

May

- 15 Armed Forces Day Celebration

June

- 1 Savings Bond Drive
- 5 STRICOM Picnic/CWRA
- 13 Army Ball/Peabody Hotel



Commanding General
BG John P. Geis

Deputy to the Commander
James M. Skurka

Chief of Staff
Colonel James B. Godwin

Secretary to the General Staff
Jean A. Burmester

Editor
Mary W. Trier

Co-Editor
Chris Kotleba

Graphics and Design
Dwain Fletcher Company

*Distributed to the employees of the U.S. Army
Simulation Training and Instrumentation
Command (STRICOM).*

The Forward Observer is published electronically on the STRICOM Official Bulletin Board. Contents of the Forward Observer are not necessarily official views of the Department of Defense, Department of the Army, the Army Materiel Command or STRICOM.

We welcome your articles and ideas on STRICOM projects, people and events. You may submit articles for publication by email to Mary Trier.