



Marshall will participate in NASA targeted buyout plan

By Mike Wright

Marshall Center Director David King last week announced Marshall's participation in NASA's plan for a targeted buyout aimed at rebalancing competencies to meet the NASA Vision. The objective is to reshape the skill mix of the center's workforce while retaining competencies critical to doing business today and in the future, he said.

King announced the buyout plan in a Center Director's Update Friday morning in Morris Auditorium. Eligible civil service employees may apply to retire or resign from federal employment and receive a cash bonus of up to \$25,000. King said the application period is expected to open in time for employees who are granted the buyout to separate no later than Jan. 31.

The positions identified to receive voluntary early retirement and voluntary separation incentive offers are identified by

primary competency, grade, organization, and position title. A limit has been established on the number of separation incentives that will be offered in each primary competency category.

"The intent of the early out/buyout restructuring activity is to reshape and align the center's human capital assets in order to position the center to be able to successfully implement the President's Vision for Space Exploration," said King. "In order to support these new and evolving programs and priorities, Marshall must acquire the flexibility to obtain skills in critical competency areas and bring the center's workforce competency mix into alignment with projected competency needs."

Employees in more than 1,100 positions at the Marshall Center are eligible to apply for early outs and buyouts. The maximum number of separation incentive payments that can be made is 250.



Marshall Center Director David King, left, and Teresa Washington, director of the Office of Human Capital, discuss NASA's plan for a targeted buyout for some Marshall employees.

Photo by David Higginbotham, Marshall Center

If the number of buyout applications in any competency exceeds the number designated for buyout (which varies between competencies), the following criteria—in priority order—will be used to determine which employees receive the buyout: employees eligible for optional retirement; employees eligible for early retirement; all other employees (priority will be given to

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Targeted buyout linked to NASA's transformation

By Mike Wright

NASA's plans for an upcoming targeted buyout are part of the Agency's continuing transformation, Center Director David King told employees Friday.

"We are very, very involved in making transformation happen. It is multi-dimensional. It reaches across all centers and touches both civil service and contractors. A lot has changed in our environment, and we are trying hard to understand it all." One factor driving the transformation involves the President's Management Agenda which defined the framework for reform and calls for agencies to be more

market-driven, citizen-centered and results-oriented. "Marshall has made tremendous progress in this," King said.

The loss of Columbia in 2003 is also driving the transformation, King added. "Clearly, when you have a tragedy like Columbia, it profoundly changes you as a people. It changes the way you think and how you go about your daily business."

The call for cultural change is also influencing the transformation, he said. "We have done a lot of work in this area over the last year and a half," King said, referring to the NASA cultural assessment conducted last year by Behavioral Sciences Technologies Corporation. Employees are expected to be even more involved in

cultural change next year, he said.

"The Vision for Space Exploration that the President announced earlier this year is clearly driving transformation," King said. "This is having a profound effect on the way we are thinking and the way we are moving forward. The Presidential Commission's recommendations challenged us to reflect and actively consider how we might best accomplish our mission goals."

King also talked about what he called the "desired end-state" of transformation. "Transformation must enhance our ability to pursue the Vision and accomplish the mission. That's really what this whole transformation is about." That means

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the employee having the earliest Federal Service Computation Date.)

Employees will be advised of the buyout procedures and application period via e-mail. Applications and related information about the buyout will be available on "Inside Marshall." Employees should submit their signed applications to the Human Capital Office. Administrative officers will be available to assist employees who wish to apply.

After the application period closes, the Employee Services & Operations Office will review applications to determine each applicant's eligibility. Applicants will then be notified of approval/disapproval via e-mail. Those approved will be required to separate from federal service no earlier than the approval date and no later than Jan. 31.

To be eligible for a voluntary separation incentive payment (a buyout), a Marshall employee must:

- Be serving under a federal appointment without time limitation, including appointment as a NASA excepted;
- The employee must also have been continuously employed with NASA for at least three years prior to effective date of separation;
- Not be a reemployed annuitant;
- Not be eligible for disability retirement; and not be in receipt of notice of involuntary separation (i.e., a decision letter to remove for misconduct or unacceptable performance).

To be eligible for voluntary early retirement (an early out), a Marshall employee

must have completed 25 years of service; or be at least 50 years of age and have 20 years of service

NASA requested buyout authority agency-wide for two categories of buyouts. The first category is for centers needed to rebalance their skills by freeing up hiring opportunities and/or have a reduced need for certain competencies. Marshall along with Ames, Dryden, Langley and Glenn were given authorization for this category. A second category involves employees at other locations who volunteer to leave the government and receive a buyout provided it results in a placement for an employee in an excess skill category.

Transformation

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achieving the effective delivery of results, establishing clear lines of accountability, opening communication, balancing cooperation, competition and performance, unconditionally committing ourselves to safety and responding to a changing budget and mission. "This year we are going to be able to respond to a changing budget which ...I am very, very excited about and that's going to open up some new opportunities for us." A successful transformation will also mean engaging the best human talents in the world and engaging all partners in the pursuit of the Vision, King added.

King said NASA's transformation focuses on measurement, lessons learned from its tragedies, putting new tools and business practices in place and making changes in human resources involving both legislation and competency management. It also focuses on cultural change and organizational changes like Marshall's recent plan to better align the center with its customers and business lines. The transformation also focuses on leadership and on the Vision, mission and strategy. "The President's exploration vision is the

template for us and that is what we are implementing today," King said.

Marshall's primary focus still remains the same, King said. It includes safely returning the Shuttle to flight, completing the International Space Station, executing the center's programs and projects with excellence, and aligning the center to meet the Vision for Space Exploration.

King also outlined what he called some of the "challenges and opportunities" the center currently faces. One involves maintaining the center's current commitments while preparing for the future. "We also need to align our core competencies for exploration. And, core competency is a key element related to the targeted buyout."

Marshall has constructed an integrated business process to move the center forward, King said. The first step involved a strategic analysis that included an external environmental assessment and an internal capability assessment. "The strategic planning part of this involves prioritization of our product lines and capabilities and then deciding on our goals and investment objectives."

Capability planning and development meant developing a business base forecast. "We needed to understand what our business base was going to look like. We need more business development in this new environment. We've got a competency measurement tool now, and we understand how to look across this center and see where our competencies are and how much we have of each. In addition, we have spent time deciding which facilities are going to be pertinent, what condition they are in, and trying to decide where to make investments."

All of these efforts, King said, will improve the center's capabilities to meet its business goals, win and execute work, manage performance, and deliver products and services. King described the upcoming NASA buyout as "different from others" and called it a "targeted buyout." Because the center has transformed its structure to align with the NASA vision, it must now transition its competencies and realign its workforce. "Re-balancing the civil service workforce to enable the Vision is what we are about," King said.

Announcements



Haas is Shuttle Propulsion Employee of the Month

Joni Haas of United Space

Alliance has been selected Shuttle Propulsion Employee of the Month for November. Haas was commended for her outstanding performance and exceptional dedication to the Solid Rocket Booster and Reusable Solid Rocket Motor Project Offices. She was recognized for her positive attitude and teamwork and for handling the complex logistics for many team-building activities, such as off-sites, awards, award luncheons, and commemorative items.

Marshall Association names new officers for 2005

The Marshall Association announces its newly elected officers for 2005. They are: Nelson Parker, E101, president; Cindy Upton, SV10, vice president for programs; Steve Durham, CS10, vice president for communications; Tom Fleming, XD01, secretary/treasurer. The Marshall Association provides a distinctive forum for exchange of ideas and information on how to improve the center.



Photo by Emmett Given, Marshall Center

Tree lighting ceremony brightens holiday smiles

Robin Henderson, Marshall Center associate director, left, shares some holiday cheer with Joshua Carter, age 4, and his father, Kelly Carter, following Marshall's Annual Tree Lighting Ceremony in front of Building 4200.

Robert Sackheim to speak at AIAA dinner meeting

Robert Sackheim, Marshall Center assistant director and chief engineer of propulsion, will speak at the AIAA dinner meeting at 7 p.m. Thursday at the Holiday Inn, Research Park. Sackheim will discuss the "New Technology Direction to Enable the Exploration Vision." Cost is \$20 for general admission and \$15 for students.

Project Management Institute to meet Tuesday for lunch

The Project Management Institute will meet at 11:30 a.m. Tuesday at Green Hills Grille on Wynn Drive. Brice Marsh, a senior computer scientist at SAIC, will speak on "Using Collaborative Technology to Streamline PMI Processes." The cost is \$20. For reservations, call Camilla Canty at 544-5223.

Retired Federal Employees to meet Saturday at Senior Center

The National Association of Retired Federal Employees will hold its Christmas luncheon on Saturday at the Senior Center on Drake Avenue. The Huntsville Community chorus will perform at 11 a.m. and lunch will be served at noon. The cost is \$10. For reservations, call 882-2406 by Friday.

Management Operations Office Retirees to meet Dec. 16

The next Management Operations Office Retirees meeting will be at 10 a.m. Dec. 16 at the Cracker Barrel Restaurant in Madison. For more information, call Linda Zielinski at 544-1498.

Classified Ads

Miscellaneous

Oak computer desk w/hutch, best offer. 772-7262
 Pennsylvania House entertainment center, Cherry, up to 30" TV, \$750. 931-427-2059
 Collection of National Geographic magazines. 417-2654
 Decorative cast iron vent-free thermostatically controlled zero-clearance gas heater, 35K BTU, \$375. 656-2965
 French Provincial drop-leaf dining table, 6 chairs, extends from 30" to 82", \$475; Antique dry sink, \$300. 882-3065
 1993 Shasta 21' pull-behind camper w/awning, sleeps 5, \$5,000. 256-694-0501
 Finch, Cockatiel, Parrot cages, \$50-\$100; aquariums, \$10-\$50; 75 gallon, \$400; Lizard/Snake setup, \$45. 655-9663
 Grayco baby stroller/car seat, 3-in-1, \$75; Grayco baby swing, 3-speed, \$35. 772-7845
 Stamina XFlex gym, total workout system, 240 lbs. total band resistance, portable, over 60 exercises, \$175. 468-5391
 Queen size waterbed with liner and waveless mattress, \$50. 656-2380
 AKC Pugs, fawn w/black masks, 5m/2f, ready 12/18, \$600. 882-2037/David
 Murray riding lawnmower, 8hp, 30" cut w/2-bin grass catcher. 658-5678
 Longaberger baskets: Easter, Mother's Day & others, call for list & prices. 256-509-6174
 Pearl snare drum w/case, sticks, pad, stand, key, lesson books, \$175. 882-6449
 Leather sofa & loveseat, teal green, \$650; white bedroom suite, \$350; curtains/pictures, \$5-\$10. 656-9590
 Kincaid 3-piece entertainment center, solid cherry, 6'Hx8'W, \$1,200. 828-0756
 Electric king size mattress cover warmer, \$60. 881-3937
 Martin SWD six string guitar w/case, \$900. 882-7350
 Bradington Young Queen Anne recliner, leather, cream colored, \$350. 881-7805
 Brand new mattress, \$350; new futon w/metal & wood frame, \$250. 608-658-3134
 Brass chandelier, 6-light, 23" w, 15" dm, w/matching flush mounted light, \$45; Antique Anniversary clock, \$35. 837-1774
 Igloo dog house for large dog; full length glass storm doors, 36" wide. 881-6040
 Cannon SLR 35mm cameras and accessories. 772-5996
 Lowe duck boat, 12', camouflage w/blind, marine battery and trolling motor, \$450. 214-0110
 Puppies, Lab or Lab mix, dewormed and weaned, \$35 each. 256-498-3023

Whitewater Kayak, Robson TwinTip, \$500. 413-687-3874/
 Mike
 Hotpoint electric dryer, \$30. 829-0776 after 4:30 p.m.
 Child's solid wood desk, 18"x42", \$50. 882-0461
 Aquarium, black iron stand, 29-gal; large gas turkey fryer/cooker; small gas fish fryer, make offer. 256-498-3680
 Diamond solitaire ring, .25 carat, \$125; diamond cluster heart-shaped ring, \$125. 683-1279
 Large hardwood TV stand w/drawer, Maple color, \$50. 890-0755
 Two wood burning stoves: Jotul, green \$350; Sears, black, \$125, both w/stovepipes. 256-498-1421
 Lift chair, Easy Comfort, Mega Motion, Inc., blue, \$150. 509-6424
 Purebred Australian Shepherd puppies, wormed, 1st shots, vet checked, 4M/1F, six weeks. 256-561-2287
 LaSpa Allure hot tub, Caribbean Blue/Redwood, includes top cover/chemicals, \$2,800. 828-2178.
 Ludwin drum set, 5-piece, Forest Green metallic, 2-new remo heads Zildjian starter set, double based pedal, \$750. 722-9989
 2001 Coleman pop-up (electric-lift) camper, 10'x25' foldout, a/c, kitchen, toilet, showers, king-size beds, \$9,500. 931-438-2411
 Fujinon big sky binoculars, tripod, parallel arm, Pelican case, \$895. 883-1667
 Krups coffee/cappuccino maker, \$45. 464-9408
 Sears Craftsman 3.0HP electric lawn edger, \$30. 882-2369 /Krebsbach
 Electric range, \$125; refrigerator, \$125; formal sofa, \$125. 430-6842
 Pearls, single strand, worn once, papers included, \$600. 922-9294
 Four Dunlop Rover P245/70R15 tires, \$100; New Liz Claiborne leather purse, black w/white trim, \$40. 931-625-5838
 Camper shell for S-10 short bed, \$125; Rare Bach Stradivarius trumpet, mint, \$1,200. 851-8085

1995 Honda XR200 w/extras, \$1,500; 1975 Yamaha RD350, classic, everything new, \$1,500 firm. 256-837-6879
 2002 Yamaha PW80, \$900. 256-755-0288
 1985 Crown Victoria, 302/v8 engine rebuilt, 90k miles, parts warranty, needs fuel pump/battery, \$500. 961-7560
 2003 Dodge 2500, 4x4 Hemi, Quad cab, Laramie, loaded, 29k miles, black w/leather, \$25,800. 256-656-1836
 1999 Chevy Suburban 1500LT, white/gray leather, new tires, chrome wheels, dual DVD/GPS, 69k miles, \$13,999. 256-337-0075
 2002 Yamaha TTR-125 dirt bike, \$1,950. 883-0758 after 5 p.m.
 1993 Chevy Blazer, 4-door, AT/AC, 107k miles, \$2,500; 1997 Ford Aerostar minivan, 187K miles, \$1,700. 520-2802/Ron
 2004 Chevrolet Avalanche, black, 4-door, all-power, tinted glass, loaded, \$21,500. 464-3280
 1999 Dodge Avenger, automatic, v6, a/c, all-power, red/gray interior, \$7,500. 859-8593 after 5 p.m.
 1999 Chevrolet Tahoe LS, pewter, 2wd, 67k miles, dual a/c, one-owner, \$13,500. 656-9527
 1998 Ford Explorer XLT, 4x4, all-power, leather, cruise, keyless entry, CD, cassette, 100k miles, \$6,500. 489-3166
 2000 Ford Explorer Sport, v6, 5-speed, 2wd, AM/FM cassette/CD, 68k miles, one-owner, \$8000. 256-828-9798
 1998 Ford Explorer, Eddie Bauer, blue/bronze, AT, v6 SOHC, Michelins, loaded, steering wheel controls, \$7,359. 880-6146
 1998 Ford F150 XL, v6, reg.-cab, long-bed, truck cap, bedliner, crimson, 99k miles, \$5,800. 656-9009

Wanted

Ride from near Huntsville Hospital, 7 a.m. to 3:30 p.m., will pay \$7 per day. 533-6980
 Ethan Alan Maple end tables and coffee table. 533-0166
 Baby crib(s), chest-of-drawers, wood, in very good condition. 256-881-8807
 Filing cabinet, 4-drawer, in good condition, reasonable. 828-1041 after 5 p.m.
 Tickets to Alison Krauss and Union Station at VBC. 658-9164
 Little Tykes (or similar) play kitchen in good condition, ages 3-6. 931-703-6935

Free

Labrador Retriever mix, loving/playful, male, neutered, approx. 7 yrs. old. 348-0943

Found

Magnetic key holder and key in Building 4666 parking lot. Call 544-1934 to claim/identify

Vehicles

2001 Ford Explorer, 2-door Sport, v6, automatic, white, loaded, w/telephone, \$6,900. 233-6197
 2002 Nissan Maxima GLE, loaded, 21k miles, 3-month warranty, \$17,500. 536-0655
 1991 Mazda B2600i Cab plus pickup, 5-speed manual, 127k miles, \$3,500. 883-1003
 1999 Corvette Coupe, 5-speed, torch red/black interior, 41k miles, \$23,000. 536-5417
 2001 F150 Lariat extended cab, 55k miles, auto, all power, leather, \$16,500. 881-9753
 1973 Corvette 350, auto, ps/pb, air, T-top, white w/black leather, \$11,000. 256-964-5312

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