

# SAFE News

Dedicated to Ensuring Personal Safety and Protection in Land, Sea, Air, and Space Environments

SAFE Association – Our 61st Year

Volume 21 | Number 4 | Fall 2018

## President's Message

It's that time again but, I'm not on a train, plane, or in an automobile. I'm actually sitting in my home office this Labor Day weekend working on the last few items before we release the new mission statement and goals for our organization. It's very strange to actually be able to write and have time to think. My hope is that this newsletter finds everyone safe and getting ready for the annual symposium.

In this quarters newsletter, you will find the work of the association is moving forward as well as what to expect at our 56th Annual Symposium. In the last few months, your Board of Directors has been working on numerous events and issues. Some of them are discussed here in my section as well as throughout the newsletter, but some will actually be accomplished and briefed at the symposium. All I can say, it's been one hell of a year! We hope you have seen improvements in communications, transparency on the issues as well as information that has been helpful to all.

On 16 August, the Board of Directors met in Dayton OH. During this all-day session we completed the annual selection for this year's associations awards, worked on the choice of the 2020 symposium venue and the site selection requirements for the 2021-2024 time period. During this meeting, we worked on defining our electronic voting processes that will be announced in this publication. We went over the new association website that will be revealed at the symposium and then worked through all the regular lines of business...treasurer reports, financial statements, publications updates, association development updates, chapter reviews, membership items, science, and technology reviews as well as symposium events. We then spent the afternoon working on the new mission statement and goals that will be revealed at the symposium. It was a great meeting, and I can say, we accomplished a lot.

On August 15th, I had the pleasure of visiting Mike Beebe from our Great Lakes Chapter and presenting at the Humanetics Annual Conference on SAFE. I very much appreciate the time allowed to talk about our great organization and how we are moving the training forward and growing as an organization. My thanks to the Leadership of Humanetics ADT for a great event!

As for the rest of the news, please continue to read more about our organization, but before I go, I want to say Thank You! The symposium represents a time for this organization to gather, see friends, and professional acquaintances: It's a time to learn, share, and discuss our great industry, but it is also time to reflect on the work, the achievements...and to pass the baton to the new Board of Directors. As we get closer to the event, I think of what Chris and I talked about last year and how we wanted to have fun and grow our organization. Unfortunately, Chris will not be with us but I can assure you I am going to keep that promise. We will meet, laugh, discuss, cuss, and we will cry...and as we do this, we will move this organization forward. I want to personally thank everyone on the board for a job well done. Each one of you answered the call and delivered as promised.

My thanks go to David DeSimone, John Plaga, Bob LaFrance, Mark Jones, Jerry Reid, Joe Spinosa, Steve Merriman, Glenn Paskoff, Phillip Behrman, Al Loving, Keith King, Joshua Minton, Alex McGill and most importantly Stacy Stuber, our Administrator. It has been a pleasure in working with you this past year. By the time this newsletter is released, the 2019 board will be announced.

I look forward to seeing you all in Reno for our first 2019 Board of Directors meeting on 18 October.

Until Reno and the 56th SAFE Annual Symposium...Think SAFE!

**Ted Poe, SAFE Association President**

# 2018 SAFE ASSOCIATION – BOARD OF DIRECTORS

## **ELECTED BOARD MEMBERS:**

PRESIDENT,  
& FINANCE COMMITTEE MEMBER  
**Edgar “Ted” Poe**

IMMEDIATE PAST PRESIDENT,  
AWARDS COMMITTEE CHAIR,  
FINANCE COMMITTEE MEMBER  
& NOMINATIONS COMMITTEE MEMBER  
**David N. DeSimone**

PRESIDENT-ELECT & FINANCE  
COMMITTEE MEMBER  
**Edgar “Ted” Poe**

VICE PRESIDENT & FINANCE  
COMMITTEE MEMBER  
**John Plaga**

SECRETARY  
**Bob LaFrance**

TREASURER &  
FINANCE COMMITTEE MEMBER  
**Jerry Reid**

## **APPOINTED BOARD MEMBERS:**

EXECUTIVE ADVISOR  
**Joe Spinosa**

SYMPOSIUM COMMITTEE CHAIR  
**Edgar “Ted” Poe**

PUBLICATIONS COMMITTEE CHAIR  
**Mark Jones**

PUBLICATIONS COMMITTEE CO-CHAIR  
**Stephen C. Merriman**

SCIENCE & TECHNOLOGY  
COMMITTEE CHAIR  
**Glenn Paskoff**

CHAPTERS COMMITTEE CHAIR  
**Allen “Al” Loving**

ASSOCIATION DEVELOPMENT  
COMMITTEE CHAIR  
**Alex McGill**

MEMBERSHIP COMMITTEE CHAIR  
**Joshua Minton**

## **CHAPTER PRESIDENTS:**

Chapter One - Southern California  
**Lester Shobe**

East Coast Chapter  
**John Marcaccio**

Great Lakes Chapter  
**Michael (Mike) S. Beebe**

Grand Canyon Chapter  
**Jim Lemister**

Pacific Rim Chapter  
**Dr. Robert Yonover**

SAFE Europe - Chairman  
**Sarah Day**

Wright Brothers Chapter  
**Casey Pirnstill**



<https://www.facebook.com/pages/SAFE-Association/182879935059392>

## 2018 SAFE Symposium Science and Technology Update

Welcome, everyone!

The 2018 SAFE Symposium Technical Program this year will address the most critical current topics within the field of aviation protection, safety and performance. The technical program is highly focused on oxygen and hypoxia as this is a topic of principal concern within the Department of Defense. Technical briefings will cover numerous subtopics such as monitoring oxygen quality in the cockpit, detection of contaminants, sensors, and hypoxia training. There is also a strong emphasis this year on the biodynamics of crash and ejection, with discussions on testing and modeling applications.

Another well-represented field will be briefings from all three U.S. Department of Defense services in anthropometry covering cockpit accommodation databases and methods and new technologies being utilized. Other areas of aviation performance and safety that will be discussed at the symposium are hearing protection, aircrew life support systems, training, mishap support, CAD/PAD, and clothing. There will also be a highlighted Question & Answer panel on gender related concerns regarding Aircrew Life Support Equipment.

Furthermore, to complement the many technical sessions there will be several keynote addresses and featured presentations, including acquisition roadmaps within the U.S. Air Force and Navy Program Offices, a DoD tri-service Science and Technology panel, and talks from the Air Force and Navy Safety Centers, and more!

Finally, we are proud to announce that we will be putting out a new issue of the SAFE Journal this Fall. The journal features five technical papers and will be available as an electronic PDF document on the SAFE website. In addition, we hope to have some printed copies available at the SAFE Booth during the symposium, so be sure to stop by.

Glenn Paskoff

# 2018 Chapters Committee End-Of-Year Report

By Allen "Al" Loving, 2018 Chapters Committee Chairperson

It has been my honor to serve as your 2018 Chapters Committee Chair. I remain committed to building upon the successes we currently enjoy as an association. Earlier this year, I shared with you a few thoughts on our regional SAFE chapters and my vision for what they bring to the safety and survival communities we serve.

That vision included [enhancing the Association's visibility and standing](#) within the four environments and disciplines the Association was chartered to serve - - Land, Sea, Air, and Space. I also noted that our chapters play a huge roll in that vision by contributing to the current and future growth of the Association. That remains the case today.

I firmly believe that we can [stimulate growth through effective communications](#). By strengthening the communications between SAFE National and the Chapters, the membership, industry, and like-minded organizations, and strengthening the communications between Chapters themselves we create growth and advance our stated goals and objectives while building a better Association for today and into the future.

Our chapters and our members (individual and Corporate) are the [heartbeat](#) of SAFE. While there is more to be done, noteworthy strides have been made in growing the Association at the National and Chapter levels in the area of individual and Corporate Sustaining member recruitment and retention efforts.

As I noted earlier this year as well, it's face-to-face contact that generates interest and members, and visibility which enhances our standing within the communities we seek to serve. I encourage you to remain active in your chapter. With your help, dedication and support I believe SAFE will remain a viable force within the safety and survival community.

While the association enjoys several 2018 successes, the Board of Directors did take up several proposals this past year. One proposal was to look at possible dissolution of two of our longtime chapters due to inactivity.

In May 2016, the SAFE Board of Directors undertook a top-down review of our current policies and procedures to include each of our SAFE chapter's activities with the discussion of the Japan and Canada Chapters dissolution as announced in the Spring 2018 edition of the SAFE News.

The results of that review were submitted to the SAFE Board of Directors on August 16, 2018. The Board considers each of our SAFE Chapters and their memberships the backbone of our Association. However, based on the results of this review, the Board was compelled to consider and approve the dissolution of the Japan and Canada Chapters due to inactivity. In accordance with the SAFE Associations Constitution and Bylaws, the Japan and Canada Chapters were dissolved effective September 1, 2018.

On behalf of the SAFE Board of Directors, we thank the Japan and Canada Chapter officers and their members for the many years of dedicated service and support to SAFE. [We hope that former Canada and Japan chapter members continue to participate in SAFE activities and contribute to and benefit from SAFE Association membership.](#)

Again, thank you for the opportunity to serve as you 2018 Chapters Committee Chair and I hope to see you at the 2018 SAFE Symposium in October.

## Welcome NEW MEMBERS

### New Individual Members

<b>Adam Runge</b>	Cold Lake, Canada	<b>Tom Volpe</b>	Bohemia, NY
<b>Brett Pauer</b>	Edward, CA	<b>Donald Landwehrle</b>	Bohemia, NY
<b>Harry Oakley</b>	Davenport, IA	<b>Tom Zimoulis</b>	Bohemia, NY
<b>Harriss Ganey</b>	Melbourne, FL	<b>Paul Schweiger</b>	Hollister, CA
<b>Eric Aerts</b>	Bernardsville, NJ	<b>Larry Ostendorf</b>	Hollister, CA
<b>James Wells</b>	Abilene, TX	<b>Stan Hartman</b>	Hollister, CA
<b>Kirk Miyake</b>	Canyon Country, CA	<b>Frank Downs</b>	Valencia, CA

41 days and counting...107 tasks left to accomplish... and we will be ready for the 56th Annual SAFE Association Symposium. The Golf tournament is set. The 5K Run is prepared. 85 plus papers, 7 guest speakers, and 5 panels are charged to educate, discuss, and provide you with a fantastic experience. This year we are looking at the most packed symposium in content for sure. As of writing this article, Wednesday's schedule is changing...so that we can provide you, our membership and industry, the most current information from the military services.

**Saturday Highlights:** it's a setup day, and the exhibit hall will be open starting at 4:00 PM that afternoon for organizations to begin setting up the exhibit area.

**Sunday Highlights:** The Golf tournament registration will take place between 7:30 AM - 8:30 AM at the venue with a Shotgun Start at 9:00 AM. The Registration for the 5K Run will be open from 10:00 AM to 2:00 PM in the Grand Salon area (Registration). The 5K start will take place at 3:00 PM. The exhibit hall will be ready for set up by exhibitors starting at 7:00 AM and must be completed at 4:00 PM. The kickoff event for the 56th Symposium will begin at 7:00 PM with exhibitors allowed in at 6:30 PM to get their booths and displays open. Our Host for the evening will be the Grand Sierra Hotel Management. This is open to all symposium attendees.

**Monday Highlights:** This is a packed day of great speakers and motivating content. The day will start with a coffee from 6:45 AM to 7:30 AM. The welcoming and start of the formal group events will take place beginning at 7:30 AM. At 8 AM, Major General Mike Rothstein, Commander, LeMay Center for Doctrine Development and Education as well as the Vice Commander, Air University form Maxwell AFB Alabama will be our lead guest. MG Rothstein has been the recent safety board president that have been analyzing the physiological incidents within the USAF. After this event, we will present the 2018 Annual Safe Awards. After a short break, we will have two presentations on the current US Navy and USAF Aviation Safety programs. As our program heads towards lunch, we will have two special guests.

Our first professional development seminar will be from CMSgt (Ret) Mike Lightner. As a Chief Master Sergeant in the United States Air Force, with over 30 years of service, Mike Lightner led and managed over 5,000 people stationed all around the globe. It was during this period, he discovered his passion for the growth and development of others. He also discovered there were certain things that successful leaders did that other leaders did not do. Now retired, Mike has dedicated his life to helping others grow and develop so they can reach their full potential. As an author, he published the book "Lead BOLD - LEAD

**STRONG - LEAD WELL:** Nine Proven Leadership Secrets Anyone Can Learn and Apply," where he shares many of the success lessons he learned while serving in the military. As a John Maxwell Certified Coach, Teacher and Speaker, he offers workshops, seminars, keynote speaking, and coaching, aiding with personal and professional growth through study and practical application of John's proven leadership methods. Mike's theme is titled, "Overcoming Today's Success For A Better Tomorrow." Many once great companies find themselves developing perfect products they can't sell...fighting to stay alive in a world that no longer needs them. In this presentation, he will explain how a leader's beliefs can and often times do determine the decisions they are making and ultimately determine the future of the entire company.

Our second professional development seminar will be a discussion between myself and President of Convergent Performance, LTC (Ret) Doug Downey. I do not want to give too much away, but the survivor's story that will be discussed and provided will be the discussion of the day for sure. Company Background: Convergent Performance applies the latest in human factors research to high-risk industries wanting to reduce error, increase professionalism, and optimize the human/machine interface.

Instead of a clinical approach using tired methods, we tailor our offerings to impact the individual—the human in "human factors." We challenge the conventional wisdom that "to err is human." Humans can make mistakes while doing things, but we're the company dedicated to helping them make fewer mistakes, to do things a better way. In this 45 min presentation, the conversation will look at how to take safety to the next step. This is similar to the scientific leap of taking manned space exploration well beyond the reaches of the Moon. The variables involved with both initiatives have long been hypothesized as manageable and yet neither has occurred this far into the 21st Century. Systems, technology, training, and automation have nearly eliminated all platform (pick one) catastrophic failures this side of the machine with the human operator involved. Redundancy in the staples mentioned above of high-risk environments makes most failures a pure afterthought with the completion of a respective checklist - if the failure meets the threshold of notifying the human operator at all.

So, what is left to perfect in the application of safety in high-risk environments? The simple answer is the human operator - not just at the controls of the machine, but at every touchpoint in the machine's life cycle. The more difficult answer is the "why" at the individual level of performance - good or bad. Traditionally, the "why" is associated with root cause analysis. However, the "why" we're going to uncover

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is the link in the safety chain that few have taken the time to look at closely through the human factor lens. Why do you ask? Because only the individual can look introspectively and answer that ultimate question.

At 12:15 PM that day, we will host the 2018 Awardees Lunch for all in the exhibit hall. The critical event for the afternoon, as well as having time with our sponsors and exhibitors, will be a series of presentation on equipment requirements from the user perspective. Our End of Day exhibit Hall Sponsored end-of-day reception will be host by one of our Exclusive Corporate Symposium Sponsors, East/West Industries. So, enjoy a little snack, a drink, a little networking at this event. The exhibit hall and industry booths will be open until 7:00 PM for all attendees as we help our Sponsor celebrate 50 years of business.

Tuesday Highlights: This day starts with our General Membership meeting followed by the Tri-Service S&T panel presentations. Understanding the technology that the future organizations are looking at will get us ready for 16 sessions of 48 papers on a range of topics. Lunch that day will be in the Exhibit Hall and will be free to all attendees. For the afternoon end-of-day event, the association will be sponsoring the after-hours exhibit hall event.

Wednesday Highlights: As we roll into the last day of our symposium, we have another 12 paper sessions as well as acquisition briefings by the US Navy and USAF delegation. At the end of the day, a symposium closing presentation will be one that will be attended by all. Lunch that day will be sponsored by our Second Exclusive Corporate Symposium Sponsor - Capewell. The joint Service industry day will start at the end of the symposium closing events.

Thursday Highlights: This day is full of meetings and gatherings as the Joint Service industry day events continue. The 2019 SAFE Association Board of directors will meet as well as other industry partners who have scheduled business meetings.

This year we have six organizations that will be holding events in parallel with the symposium from industry and our military member's organization. Also, this year we will be holding OEM training events. A list of events will be published in the future, but for now, we know that Butler Parachute, Gentex, ACR, and our two professional development teams will be offering courses during this symposium.

So as of now, we have only 106 tasks still to complete. We look forward to seeing everyone in Reno...

## UP-COMING MEETINGS

### MEETING

SAFE ASSOCIATION  
56th ANNUAL Symposium

### DATES

October 15 - 17, 2018

### LOCATION

Grand Sierra Resort, Reno, NV

## Reminder: SAFE Association Benefits!

### INDIVIDUALS:

- Quarterly SAFE Newsletter
- Proceedings from the SAFE Annual Symposium
- All Symposium-related Mailings
- Reduced Symposium registration cost.
- Access to members only area of the SAFE Association website
- Voting privileges for your SAFE Board of Directors
- Submission information for our Annual Awards Program

### CORPORATE MEMBERS:

- Quarterly SAFE Newsletter
- Proceedings from the SAFE Annual Symposium
- All Symposium-related mailings
- Reduced Symposium registration cost.
- Access to members only area of the SAFE Association website
- Voting privileges for the SAFE Board of Directors
- Submission information for our Annual Awards Program
- Corporate listing and description of products and services on SAFE Association website with link to company website.
- Reduced registration and exhibit space fees for the SAFE Annual Symposium
- Free use of the SAFE Newsletter to deliver news releases- such as personnel changes, new products, new office locations, and contact information
- Corporate Membership includes a Primary and Secondary Corporate Representative

## The Who *By Joshua Minton, Membership Committee Chair*

As we look toward the end of summer and to the approaching, cooler weather, College football and the changing leaves, its once again hard to decide where this year has gone so quickly. It seems as if only last week we were wrapping up another successful symposium and stockpiling the candy for our annual tribute to the neighborhood ghosts and ghouls.

And now that we are quickly approach SAFE's triumphant return to Reno, NV my thoughts go to some of the events of the past that were held at the Grand Sierra Hotel which were some of the most well-attended and productive symposiums. I am looking forward to this year's gathering and the return of old friends and colleagues from around the world - this gathering of our communities' greatest minds to discuss that one topic that drives us all, saving lives and keeping individuals safe.

As Membership Committee Chairman I have had the honor of serving with a detailed view of The Who that makes up the SAFE organization. That Who is made up of many dedicated people working tirelessly in niche industries and whose impact is rarely recognized largely in part to their success. However, there are many more out there that may not know of what SAFE can bring to them.

I've looked closely at the make-up of our organization and asked these key questions: What can we do to expand the reach of SAFE and share this organization with others? What is it that brings people to our group? And what can SAFE do to provide better value and allow our members to gain even more benefits from membership?

With those questions in mind, I am seeking a few volunteers who would like to provide inputs to shape the SAFE organization of the future. I want to hear from all aspects of our membership; Government, Military, Industry, and Educators to provide input into what SAFE means to you and what you would like and expect to get out of your membership, and how we can grow into the future. I ask anyone with input or who would like to join the membership committee to contact me at [Membership@safeassociation.com](mailto:Membership@safeassociation.com) or come see me at the Symposium.

Some of the previous suggestions that the Board has acted on include:

- Allow a reduction in membership dues for being part of local chapters in our community. Place a value and tie-in to be a general and chapter member.
- Provide opportunities for quality time with vendors and industry to understand what they have without missing technical papers.
- Offering vendors opportunities to promote their information or products in a neutral setting that helps define their capabilities.

We look forward to seeing all of you in Reno for what is looking to be another outstanding event.

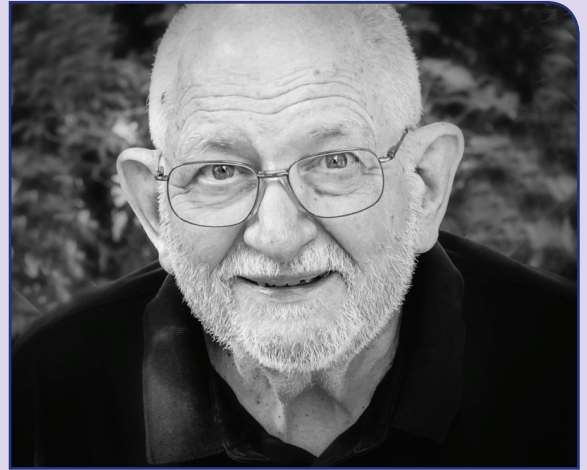
Stay SAFE!

### *Reminder* to All SAFE Members:

It is important that the SAFE Association has your current contact information so we can contact you and distribute SAFE products, such as the Newsletter. Periodically, please go to the "Member Login" at the top, right corner of the SAFE Association web page. When the SAFE Directory appears, click on **"Manage Your Profile"** at the top, left. Please review your personal information and, if anything needs to be changed, click on **"Update Your Profile"** at the top or **"Make Changes"** at the bottom. When you are done updating, just click **"Save Profile"**. Thank you!! Your efforts are much appreciated!!

## Herm Engel

**ENGEL, Herman "Herm"**, age 93, of Centerville OH passed away on July 22, 2018. He was born on May 14, 1925 in Brooklyn NY. After high school he enlisted in the Army Air Corps and became a 2nd Lt. He served as a navigator on a B24 and flew 22 missions before being shot down and becoming a POW in Germany during WWII. Upon return to the U.S., he graduated from Brooklyn Polytechnic Institute as an Aeronautical Engineer and worked in Parachute Systems Development in Engineering for 46 years at Wright Patterson AFB OH. Over that span, he worked the design and performance of manual bailout parachutes, ejection seat/escape module parachutes, and cargo parachutes. After retiring from the U.S. Air Force in 1993, he became a volunteer at the National Museum of the U.S. Air Force. He was preceded in death by his beloved wife of 56 years, Nancy. He is survived by 5 children, 4 grandchildren, and 6 great-grandchildren.



## James W. "Jim" Brinkley

**BRINKLEY, James W.**, (Jim) age 82 of Kettering passed away on Friday, July 13, 2018. He was born on August 5, 1935 in Portsmouth, Ohio to the late, Wiley H. and Dorothy M. (Pryfogle) Brinkley. He is survived by his beloved wife of 56 years, Carol (Malpiedi) Brinkley; devoted children, Christine (Serge) Verbitzki, Leslie Brinkley, Linda Brinkley, Susan (Robert) Brinkley Dowell; cherished grandchildren, Christopher and Victoria Verbitzki, Andrew, Matthew, and Zachary Dowell; dear brother, Jack (Donna) Brinkley; niece, Elizabeth Brinkley and nephew, David Brinkley; niece, Barbara (Biff) Kirby, nephew, Ron (Pat) Malpiedi; and many other extended family and dear friends. Jim was a graduate of Fairmont High School, The Ohio State University and has an honorary doctorate from the Russian State Institute of Research and Test.



As a civilian employee of the Air Force, Jim spent 45 years in safety and health R&D. In his Senior Executive Service appointment, he directed 600+ scientists, engineers, and staff headquartered at Wright Patterson Air Force Base, at Brooks Air Force Base and at the Mesa Research Site. The focus of his internationally recognized technical expertise was prevention of injury and fatality. His projects included escape and landing impact systems for Projects Mercury, Gemini and Apollo; NASA's X-38 crew recovery vehicle; the International Space Station; and analysis of the Space Shuttle Challenger accident. He developed test and evaluation criteria for military aircraft ejection seats, crew escape capsules and modules, automotive passenger air bag restraint systems, free-fall life boats, snowmobiles and personnel fall protection equipment. Jim continued to work for the past 13 years as an independent consultant. He received numerous awards and was recognized by 3 presidents for his achievements, but Jim's greatest pride was his family.

Friends and family may visit from 4-7pm on Wednesday, July 18 at The Westbrook Funeral Home, 5980 Bigger Rd, Kettering. The funeral service will be at 1:00 pm on Thursday, also at the funeral home. Jim will be laid to rest in David's Cemetery. In lieu of flowers, memorial donations may be given to The James OSU Comprehensive Cancer Center, The Phyllis Kaldor Hope and Inspiration Tribute Fund, The National Museum of the U.S. Air Force or a charity of your choice.

## 2020 Symposium Site...and Beyond *By John Plaga, SAFE Vice President*

First of all, as Vice President of the SAFE Association, I wanted to thank all of you for your continued support as a member to SAFE and our mission for the preservation of human life. As we rapidly approach the 56th Annual SAFE Symposium in Reno, NV that begins on 15 October, many members are curious as to where future Symposia will be held. While many folks may have seen on the SAFE Website that the 57th Symposium will be on October 14-16, 2019 at the Grand Sierra Resort, for 2020 and beyond that has not yet been determined...until NOW, well, sort of...

During the April 2018 SAFE Board of Director's meeting, I was appointed as the Site Selection Committee Chair, along with committee members Al Loving, Joe Spinosa, Joshua Minton, Mark Jones, and Stacy Stuber. We started by refining the previous site selection criteria since there have been a lot of changes in the Association as well as in politics and in economics. Looking back at the last several Symposia, in 2011 when the symposium was in Reno, there were 89 exhibits and 328 "customers" (government/military registrants). The following year (Reno) these numbers dropped to 79 exhibits and only 127 government, and in 2013 (Reno) these again dropped to 49 exhibits and ELEVEN GOVERNMENT ATTENDEES (and there was no registration cost that year for government attendees)!

Unless you are fairly new to SAFE or the government, you will realize that the big drop in attendance starting in 2012 was due in part to the highly publicized GSA debacle where a "lavish four-day Las Vegas-area conference in 2010... cost taxpayers over \$822,000" as well as by government sequestration that closely followed, when government travel, especially to conferences, became highly scrutinized (as well as furloughing of many government civilians). It didn't help that the SAFE Association already had contracts in place for the Symposium to be in Reno from 2011-2013 since booking multiple years with the same venue can greatly reduce the costs. As the government attendance plummeted, so did the corporate attendance since their customer base was vanishing. In 2014 (Orlando) we had 50 exhibits and the government count rose to 117, followed in 2015 with 40 exhibits and 170 government folks (exhibitors were probably getting tired of such a low turnout over the last 3 years). In 2015, we peaked at Dayton with 296 government registrants followed in 2016 (Orlando) with 245. Although sequestration has not been required in the past couple of fiscal years, and the knee-jerk response to the GSA debacle has somewhat "blown over", the government is still cautious about conferences, and government employees and managers still need to be good stewards with tax dollars.

Therefore, in looking for potential sites, I wanted to focus on government affordability. Part of the negotiations SAFE does with symposium sites include the provision that a certain percentage of the room rates shall be offered at (or below) the government per diem rate. For hotel rooms, this rate currently varies from the lowest "standard" rate of \$93 up to \$424 a night in Aspen, Colorado. While I doubt that we would ever consider having a symposium in Aspen due to other cost drivers, the rate in the Washington Capitol Area as a comparison is \$250. You can easily see how quickly costs can add up at higher per diem areas for four-night stays, especially for government organizations that have multiple attendees.

Therefore, our search started by pulling up the current listing of per diem rates ([https://www.gsa.gov/cdnstatic/FY2018\\_PerDiemRatesMasterFile.xls](https://www.gsa.gov/cdnstatic/FY2018_PerDiemRatesMasterFile.xls)). From there the cities were sorted by increasing per diem rates and then we looked at each location for: possibility of having a large enough venue, proximity to DoD facilities, geographic location, and likely appeal to the symposium attendees (sorry Minot, ND). I was pleasantly surprised by how many potential sites were in cities where the per diem rate was less than \$110. We verified that potential venues had adequate facilities to accommodate a group of our size, and we are currently in the process of requesting proposals from approximately 10 of the identified venues for the 2021 to 2024 time frame.

So what happened to 2020? Well, if you are still reading (or did you just skip to the bottom?)...drum roll...the SAFE Board of Directors has tentatively decided on holding the 2020 SAFE Symposium at the Virginia Beach Convention Center. We are in negotiations with the Virginia Beach Visitors and Convention Center on securing the site from 25-28 October. This will be only the second time that we will be having the symposium in a dedicated convention center, but after the success that we had in Dayton in 2016, we are sure that we can pull this off and make it affordable and productive to both the attendees and the SAFE Association. The Virginia Beach area is in close proximity to dozens of military facilities such as Oceana NAS, Naval Station Norfolk, USCG Elizabeth City, and Joint Base Langley-Eustis. Virginia Beach is also within a day's drive to over two thirds of the nation's population, being 200 miles SE of Washington DC and a 212 mile drive from Pax River, the location of many of our attendees. And back to that per diem, it is only \$99 a night! We have targeted three hotels to negotiate with for blocks of rooms: The DoubleTree by Hilton Hotel Virginia Beach which is right across the street from the Convention Center, and both Marriott and Holiday Inn hotels that are right on the beach and about 1 mile from the Convention Center.

We will keep you updated on the status of the 2020 Virginia Beach site and we will let you know when we firm up the 2021 to 2024 symposium locations. In the meantime, I hope to see you all in Reno in October!



# SAE International Expands Human Systems Integration (HSI) Projects *By Stephen C. Merriman*

For the past two and a half years, the G-45 HSI committee has been working to complete an HSI best practice standard for use by the DOD on future system acquisition programs. It is currently expected that the new standard will be completed and released in the Spring of 2019.

The HSI committee recently expanded its efforts by initiating five new projects in August 2018. Four of the projects are to develop best practice standards for the four HSI domains where no current requirements exist:

- Manpower
- Personnel
- Habitability
- Force Protection and Survivability

Development of these standards was initiated in August 2018. Project leads have been assigned and teams are being formed. If you would like to participate, please contact Steve Merriman at [scmerriman@tx.rr.com](mailto:scmerriman@tx.rr.com) or 214-533-9052.

The HSI committee also initiated a project to develop a process standard for “Design for Maintainability.” This standard will document and extend the DFM program approach applied to the F/A-18 Hornet, AV-8B Advanced Harrier, F-14D, and many other Navy/USMC programs in the 1980s and 1990s. This process standard should improve the maintainability and operational availability of future military systems. Subject matter experts are desired to join the project team. If you would like to participate, please contact Steve Merriman at [scmerriman@tx.rr.com](mailto:scmerriman@tx.rr.com) or 214-533-9052.

These efforts are highly relevant in light of the recent September 2018 Naval Proceedings article entitled “Design Systems That work for People” by CAPT John P. Cordle, USN (Ret), in which the importance of HSI for military systems is stressed.

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## Cost Savings *By Stacy Stuber*

SAFE President Ted Poe has asked me to share some of the cost savings and/or carbon footprint reductions at your SAFE Office. There have been many in the past year but a few of them are identified herein.

The most economical cost reduction has been moving the SAFE Office itself. Rent alone will decrease \$4,000 the first year of the move and even more in the following years with as-proposed rent increases from the previous owner. Utilities previously paid have either been mitigated or eliminated.

Moving also allowed (prodded) a huge reduction in records storage, from a footprint of 15 4-drawer file cabinets to seven. All of the records required by Board mandate and the IRS of course were kept; but, for example if you wanted to know what the membership ate at the 2000 get-acquainted reception or the phone bill from 2005 you are out of luck...recycled! Other SAFE records like old Journals and Newsletters are being digitally scanned, both to provide space and to allow the membership easier access to them on the SAFE website.

Many other office operations have been eliminated or scaled back due to underuse or more efficient technological methods. Some examples: the postage meter (\$800/yr) is gone, and the office cell phone allows connectivity to emails and includes access to incoming faxes and SAFE accounts. This permitted cancelling of four phone land-lines: one dedicated for faxing, another for long-distance calls (\$1000/yr), a third for basic land-line service that averaged \$300/month, and a fourth for the credit card terminal (now done on virtual terminal).

Improved technology and application have also allowed the SAFE administrator to attend quarterly meetings without having to ship an overnight foot locker, but with a laptop. And with the SAFE Symposium in Reno this year instead of shipping a pallet of registration material by a freighting company, the material will be secured and hauled in the back of our pickup.

A lot of printing previously contracted out is now done in-house with the existing printer simply being used as designed without any added costs or alterations. With more members becoming “user-friendly” other savings have been realized in postage and paper reductions such as the electronic version of the SAFE Newsletter.

The goal of the SAFE Office has been to economize without sacrificing service to the membership. Any ideas from the membership as to how the office might economize, or be of service, are always welcome.

## Voting on SAFE By-laws *By Ted Poe*

This year at the Symposium during our General Membership meeting, we will be asking for a vote to change the SAFE By-laws so that we may introduce electronic voting as an option for our members. Sounds like a natural process or a task that the Board of Directors should be able to make happen. Well, for this to happen, we must notify our membership 30 days before the membership meeting and then present that change for consideration. On 13/14 September, every member will receive electronically the request IAW our By-laws and Constitution.

So that we can offer the membership more of an opportunity to understand the issues, we are choosing this forum to get the word out to our association.

In our By-laws, Article I Nominations and Elections, Section B, Elections, and Proposals. The following wording is in place.

“Elections shall be held annually. Only members in good standing shall be entitled to vote in the election of officers and/or proposals. All eligible voting members shall be verified by the SAFE Certified Public Accountant based on an updated membership list provided by the Association Administrator. Officers shall be elected by a majority vote of those voting members. Members shall be notified of each election or proposal requiring membership ballot by mail, posted a minimum of four weeks before the scheduled ballot. A mail ballot shall be included with the notification. If a ballot has not been returned at the stated election/proposal deadline, it is assumed that the non-responding members have forfeited their vote. All ballots will be mailed directly to and tallied by the SAFE Certified Public Accountant who will advise the Association office of the results in writing. In the event of a tie vote, the office in question shall be decided by a majority vote of the then-existing Board.”

As we know from past years, our friends in the US Postal system have done excellent work in getting everything to us, but there have been years when ballots never made it to some of the members. With the current electronic age and access to the Internet, we believe that for issues like voting for officials and making changes to our constitution and By-Laws can be made more accessible. Thus, we are asking to change the By-Laws to allow us Electronic Voting.

The proposed By-Laws that are currently being drafted and are in coordination read... “Elections shall be held annually. Only members in good standing shall be entitled to vote in the election of officers and/or proposals. All eligible voting members shall be verified by the SAFE Certified Public Accountant based on an updated membership list provided by the Association Administrator. Officers shall be elected by a majority vote of those voting members. Members shall be notified of each election or proposal requiring membership ballot by mail, posted a minimum of four weeks before the scheduled vote or by email as well as the SAFE Association Website.

The website posting is strictly a notification of an upcoming vote. The email notification will be sent to all eligible voters. All eligible voting members must provide SAFE with a valid email address. The notification email will contain a link or web address, and a unique password for electronic voting with that person registered an email address. The eligible voters will then go to the voting site, log in, and vote. For this process to meet the needs of the membership, the board of directors is authorized to hire at their discretion a 3rd party client to accomplish the electronic voting process. The company providing this service will

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ensure that only voting members are able to vote ones, blocking any attempt the access to vote for the second time. The company managing the facility and election process will collect validated votes, tabulate results and report them to the SAFE Certified Public Accountant in writing. If any errors are found, or website issues occur, the SAFE Board will be informed by the company as the issues before issuing any corrective actions. The integrity of the vote is paramount.

If a mail ballot is being used as well, it shall be included with the notification. If a vote has not been returned at the stated election/proposal deadline or accessed via the means described above, it is assumed that the non-responding members have forfeited their vote. For paper votes, all ballots will be mailed directly to and tallied by the SAFE Certified Public Accountant who will advise the Association office of the results in writing. In the event of a tie vote, the office in question shall be decided by a majority vote of the then-existing Board.”

In using electronic voting, we will be able to receive data from the membership in a very controlled process as well as make it easier for the association to cast their vote. This also helps with making changes in the future to allow for changes and updates as required by our By-Laws and constitution.

Currently, it can take years to get changes implemented and then out to our global membership. We understand that there will be many issues that we will as a Board in 2019 will have to resolve to make sure this process meets the scrutiny of our members. We have all the confidence that it will. This will not cause us to stop having general meetings or make changes on a dime. What it does accomplish is allowing us to make thoughtful changes promptly.

So please, if you have any questions, please let us know. On or about the 14/15th of September the formal notification will go to all members for consideration. With that said, I am asking that every member attending the Symposium to attend our general membership meeting on Tuesday 16 October at 7:15 AM. The meeting will take only 30 minutes. Yes, it is early, but with your help, it will allow us to take one more step in making our processes better.

I look forward to seeing all of you in Reno but most important at the general membership meeting.

## **The SAFE Office has relocated to the following address:**

SAFE Association  
274 Pebble Beach Drive  
Creswell, OR 97426

### **Our office numbers and email address will remain the same:**

**Phone:** (541) 895-3012                      **Fax:** (541) 895-3014

**Email:** [safe@peak.org](mailto:safe@peak.org)

### **Domestic & Foreign Mail (letters and packages) should be addressed to:**

*SAFE Association, Post Office Box 130, Creswell, OR 97426-0130*

### **Federal Express, UPS, and other overnight service provider mail/packages should be addressed to:**

*SAFE Association, 274 Pebble Beach Drive, Creswell, OR 97426*

**SAFE contact information is posted on the SAFE website:** [www.safeassociation.com](http://www.safeassociation.com)