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**THE SURVEY**

. . . **Cold Wind Blowing**

MICOM civilian employees shivering in the cold winds that a full scale position and pay management survey have sent blowing through Redstone Arsenal work areas can take some comfort in the knowledge that they are not alone.

The Civil Service Commissions look at personnel management within MICOM that triggered the current survey was not taken in isolation, is in fact a sign of how things are going in the federal service.

It is perhaps an over simplification, but one suspects not too far off the mark, to cite the hard look that was taken at MICOM as a forerunner of an increasingly hard nosed attitude on the part of the Commission in such matters of vital concern to federal employees as job classification and pay.

There is abundant concern within the government over the rising costs of personnel, a concern that begins with President Ford and one that has caused increasing emphasis on assuring cost effective

personnel management throughout government.

This comes at a time when the Commission itself has come under severe criticism in Congress and will be called to account for its stewardship of the Federal Merit System. In part, this Congressional concern stems from recently revealed evidence of patronage abuses in other federal agencies, but not within DOD.

More to the point, is the rising concern within Congress that legislation intended to raise federal salaries on a par with pay for comparable work in private employment has in reality, gone too far. In short, there is rising Congressional belief that federal employees are over paid. It is an argument that draws instant, hot retort from many federal employees and the federal employee unions which represent them. However, the argument and the belief behind it have not gone away.

(See THE SURVEY, Page 6)



The good news is that if you get downgraded in the position and pay management survey now underway in MICOM you don't have to pay back the salary you've collected all these years in a higher grade.

That's the answer to one of many questions that have been bugging MICOM civilian employees since a Civil Service Commission evaluation team turned in a report critical of MICOM's personnel management and triggered a full scale survey of position and pay management that will continue for several months.

Aware that the survey would raise many questions, Luther F. Adams, MICOM Civilian Personnel Officer, recently asked the Information Office to contact organizations and individuals involved in the survey to determine those questions being raised most frequently.

His intention was to provide factual, detailed information in response to all concerned.

The questions, and the responses provided in writing by the staff of the Civilian Personnel Division, are printed in full beginning on this page.

Some of the language is stilted, some of it sounds pretty legalistic and the reason is that it is quoted in many instances direct from applicable regulations.

**Everything You Wanted To Know**

**Q.** Who decided that it was necessary to conduct the position and pay management survey? Did the CSC order the survey or was this a local decision.

**A.** In the Civil Service Commission report on personnel management at MICOM the commission directed the command to conduct meaningful and timely surveys. The Chief of Staff as the Position Management Officer for MICOM on 21 January 1975 published a DF with a schedule of surveys to be conducted prior to 30 June. The conduct of position classification surveys is a requirement of the Classification Act of 1949 as amended and must be done, in accordance with Army regulations, on an annual basis. The Commanding General is required to certify that this has been done each year. The only difference in the surveys to be conducted is in the manner of conducting them, not in the requirement that they be conducted.

**Q.** Why are some elements of the

command being audited and others not, specifically why are R&D, Project Offices and Civilian Personnel Division apparently excluded?

**A.** Determination of the elements of the command to be audited was based upon the availability of staff, the size of the organization and the types of jobs as compared to the Civil Service Commission survey sample. The Test and Evaluation Directorate of R&D is among those being surveyed. In addition, the Physical Sciences Directorate has just undergone a complete survey and, therefore, was not included in the list of those to be surveyed. Those elements of the command not scheduled for survey between now and 30 June 75 will be surveyed in the same manner during first half of FY 76. This includes the remainder of R&D, Project Offices and the Civilian Personnel Division.

(See QUESTIONS on Page 2)

# More Of Everything You Wanted To Know

Continued from Page 1

Q. Is the position and pay management survey being undertaken independently or is it connected with the average grade reduction? We believe you already know what the average grades have to be at the end of the survey and are reducing jobs by means of the survey to conform to average grade guidance.

A. The position and pay management survey is not being conducted to achieve an arbitrary average grade objective. The survey is being conducted to comply with the Civil Service Commission's findings and to comply with standing regulations requiring surveys. The command does have an average grade problem. However, there is no requirement and no authority to misclassify positions for any reason. The position and pay management survey is intended to assure equitable pay treatment. The meeting of reasonable average grade objectives should be the result of sound position structuring and classification.

Q. Who makes the final determination as to whether or not downgrading occurs, whether it is job erosion or a classification error?

A. The Commanding General is delegated the responsibility for civilian personnel management including proper classification of positions. The Civilian Personnel Officer has been designated to act for the Commanding General in the area of civilian personnel management. Therefore, at MICOM the Civilian Personnel Officer, as designated by the Commanding General, would be responsible for making the final determination unless the Commanding General chooses to make that determination personally.

Q. Explain the conditions that determine what constitutes job erosion and what constitutes classification error.

A. RIF procedures apply when downward reclassification of a position is due to duties gradually drifting away from a position by a slow erosion process or when management deliberately changes the duties assigned to an employee. Adverse action procedures apply when a position is downgraded without change in duties to correct an erroneous classification or to comply with a new classification standard.

Q. Will individuals be able to see CPD's evaluation of their jobs?

A. The Civilian Personnel Division will attach a copy of the evaluation statement to the job description which is attached to the SF 50 effecting the personnel action.

Q. What are the channels and

rights of appeal for individuals who want to contest CPD decisions?

A. Employees who are adversely affected by a classification decision may appeal to the Federal Employee Appeals Authority in Atlanta. "Adversely affected" generally means a loss of grade, rank or pay. These actions will in most instances be taken either under reduction-in-force (FPM 351) or adverse action (FPM 752) procedures and the employee's appeal rights will be set forth in detail in the notice or decision letters effecting the actions.



Q. Why won't MICOM put a freeze on promotions and new hires until this mess is straightened out to give people being adversely affected by these downgrading actions first crack at new positions and vacancies?

A. In accordance with the proposed plan of action the effective date of most adverse actions will be 3 November 75. Requests to process promotions and new hires are being closely screened on a continuous basis. A complete freeze on personnel actions would not be appropriate. The command's mission has not decreased and every effort must be made to maintain the productive efficiency of the workforce. Every possible measure must be taken to minimize disruption to the mission effort. Some personnel actions are critical and cannot be held in abeyance pending completion of the full scale position and pay management survey.

Q. When will we know how the CSC reacts to MICOM's reclamation within 90 days of the receipt. The report is due to the Atlanta Region on 11 March, it is anticipated that the CSC decision will be rendered prior to 1 July.

Q. When individuals are downgraded will any attempt be made to give them special consideration for repromotion or placement in other jobs at the command?

A. Each employee will receive appropriate consideration for repromotion and placement in other jobs in accordance with priority placement procedures.

Q. When individuals are downgraded due to job error or classification error will they have saved pay?

A. Yes, provided all other conditions for saved pay are met as outlined below: (1) The employee holds a career or career-conditional appointment in the competitive service or an appointment of equivalent tenure in the excepted service. (2) The employee has served two continuous years immediately before the reduction in grade in the same agency in a grade or grades higher than the grade to which demoted. (3) The employee's work performance during the two year period is satisfactory or better. (4) The reduction in grade is not caused by: (a) Demotion for personal cause. (b) At the employee's request (c) In a RIF due to lack of funds or curtailment of work (d) Termination of a temporary promotion

Q. When will downgrades become effective? We understand some take effect almost immediately, others by summer and still others not until later in the fall. Who decides when that happens and why can't all downgrades take place in the fall?

A. Downgrades processed as RIF actions are proposed to be effective 3 November 1975 as announced in the plan of action distributed 20 January 75. These actions will include those downgrades resulting from erosion of duties or deliberate management changes in the duties assigned. Downgrades to correct erroneous classification without a change in duties will be processed effective 13 April 1975.

Q. Will early-out retirement options be available for individuals who are downgraded throughout the year?



A. CSC has approved an early-out optional retirement period for all employees who meet the requirements for optional retirement for the period 18 February - 25 April 1975. Any employee who is affected by RIF after that date may elect discontinued service retirement provided the following conditions are met: (1) Has attained the age of 50 and has completed 20 years of creditable service including 5 years of civilian service, or (2) Regardless of age has completed 25 years of creditable service including 5 years of civilian service. In either case the employee must have been employed under the retirement system for at least one year within the 2 year period immediately preceding separation. If the employee is under age 55, the basic life annuity rate is reduced by one sixth of 1 percent for each full month (2 percent per year) that the employee is under the age of 55. This annuity rate will not be increased when the employee reaches age 55.

Q. Do individuals who are downgraded have repromotion rights?

A. An employee demoted without personal cause is entitled to special consideration for repromotion. Although the

employee is not guaranteed repromotion, when a vacancy occurs in a position at the former or an intervening grade level for which the employee is well qualified, the employee will be given special consideration for repromotion as an exception to competitive promotion procedures.

Q. Is there any assurance to persons now excess who accept vacancies prior to November



that those positions will not be downgraded? In other words, why don't you audit the job descriptions of the vacant positions and make sure they are solid before they are filled?

A. Civilian Personnel Division cannot assure that persons now excess will not be downgraded in subsequent actions. To the maximum extent possible a review with proper classification of vacant positions will be made.

Q. If individuals who are downgraded get save pay and there is a general cost of living increase for all GS workers, will those who are getting save pay also get the cost of living raise?

A. Section 5537 (a) of Title 5, US Code, provided that a retained rate paid under this section shall include pay increases provided by statute.

Q. If the survey determines an individual should be downgraded for non performance or some other reason, does the individual owe the government money? That is, if you say I have been overpaid for several years do I have to pay the money back?

A. There is no provision in the regulations for requiring the individual to pay back money where they may have been overgraded unless deliberate fraud can be proved.

Q. We believe CPD is downgrading jobs under threat of losing appointing authority. If that's right, how can you be objective about this?

A. There are some conditions under which a commander may lose his appointing authority. Should a commander lose his appointing authority all personnel actions, that is, appointments, promotions, reassignments, change to lower grade, etc., would have to be approved by some other appointing authority, possibly the Army Materiel Command. There is no indication that the commander of MICOM is under threat of losing his appointing authority. It has been made quite clear that program deficiencies found must be corrected. Positive action is being taken to do so. Employees, supervisors, managers and the Civilian Personnel Office must be more attentive to their duty to maintain the integrity of the merit system. A unified approach will assure objectivity.

Q. CPD doesn't really understand what I do and therefore cannot apply the standard objectively. Why not bring in unbiased people who have no axe to grind to conduct this survey?

A. The specialists of the Civilian

Personnel Division are much more knowledgeable about the functions and complexities of the mission of MICOM than some assume. They are professionally trained and can perform their duties in the same sense that other specialists can. Most have several years of experience. They are conscientiously and objectively performing the designated responsibilities assigned by the Commanding General.

Q. Is the command going to have any reorganizations unrelated to this exercise?

A. It is not known whether any reorganization will occur either related to or unrelated to this exercise. MICOM managers are constantly studying ways to improve the efficiency and economy of the Missile Command. Some of these ways could result in reorganization.

Q. Suppose a GS-12 is downgraded to GS-11. If he is a non-veteran and the survey determines that another employee in the same office, same series and job is to be downgraded from GS-11 to GS-9 and the person in that job is a veteran, who gets the GS-11 and who gets the GS-9?

A. If the downgrade is processed under the provisions of FPM 752, i.e., the position is downgraded without change in duties to correct an erroneous classification or to comply with a new classification standard, the GS-12 would be downgraded to the GS-11 and the GS-11 downgraded to the GS-9. If the downgrade is a result of duties gradually drifting away from the position by a slow erosion process or when management deliberately changes the duties assigned to the employee, RIF procedures apply. Under RIF procedures, if only those two employees and these two positions are involved, the GS-11, who is a veteran, would be offered the GS-9 if these were the best offers available. However, when the actions are processed under RIF, the entire competitive area is involved and both employees might be entitled to better offers in positions in other organizations.

Q. FPM 752-1, page 24, says essentially that CPD will work with management to strengthen an individual's job so he or she won't be downgraded. Is this being applied uniformly in all cases? Some managers and CPD people seem to be doing this but others are not.

A. It is believed that FPM 752-1 is being misinterpreted. It is the intention of the Federal Personnel Manual and the Civilian Personnel Division to do all that can be done to prevent an individual from being downgraded; however, this does not infer inflation of job descriptions or grades. It does infer that within appropriate position and grade structures all possible placement effort should be made to place persons whose jobs are in question in available properly graded positions in a manner that results in the least appropriate impact on the individuals. Further during position management surveys appropriate alternative position and grade structures should be explored for best meeting mission need. Impact of alternative structures on individuals is one of the concerns studied during this process but jobs may not be established solely to avoid possible adverse action.

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EVENINGS BY APPOINTMENT

# Hughes And Emerson Are TOW Competition Winners



LATEST IN GUIDANCE—General John R. Deane, Jr. (right), Commanding General of the Army Materiel Command, looks at a new missile seeker under MICOM development during his recent Redstone visit. Explaining the hardware is Colonel John B. Hanby, Jr., Hellfire Project Manager.

Hughes Aircraft and Emerson Electric are winners of Missile Command contracts totaling nearly \$200 million for TOW missiles, launchers and spare parts, according to Colonel Robert Huntzinger, TOW Project Manager.

Hughes got \$32.3 million, the first portion of a multi-year contract worth approximately \$142.5 million while Emerson got \$20.2 million first year funding on a contract valued at \$55.5 million.

Hughes will manufacture missiles at Tucson while Emerson will produce launchers and some spare parts at its St. Louis facility. Hughes, developer of the TOW tank killer, competed against Chrysler for the missile production contract and against Emerson for the launcher award.

It was the second time Chrysler's Huntsville Division had competed against Hughes in a winner take all competition since the company was selected as an alternate missile producer in 1969.

TOW, deployed to Vietnam in 1972, became the first Army guided missile to be fired in combat by American soldiers. Launched from a ground mount or a variety of Army vehicles, including helicopters, TOW can destroy any known enemy armor and can also be used against battlefield fortifications.



OUTSTANDING ENGINEER—Paschal Redding, with the Ballistic Missile Defense Systems Command, has been selected as the Outstanding Engineer by the Alabama Society of Professional Engineers. Redding received the award during National Engineering Week.

## RIF Affects Over 300 Civilians

Formal notices were issued this week to 304 Army civilians affected by a previously announced internal realignment and reduction in manning level at the Army's Ballistic Missile Defense Systems Command (BMDSCOM).

Civil Service reduction-in-force procedures are being used to protect the rights of those involved.

These procedures require written notice be given individuals when actions affecting their job status are taken.

The actions being taken include: 304 individuals will receive notices; 87 will be offered reassignment to another job at the same grade level and rate of pay within BMDSCOM; 83 others will

be offered another job at a lower pay grade within BMDSCOM; 134 will receive notices of separation.

All but 18 of these personnel actions will be effective May 23, 1975. The 18 exceptions are connected with a consolidation of data processing operations and will become effective June 30, 1975 to provide maximum time to complete arrangements for the consolidation.

The total of individuals affected will decline prior to the effective dates as retirements, resignations and transfers open vacancies. Individuals who received notice on Monday will get priority consideration for placement as vacancies occur.

In addition, those eligible will be registered in the Department of Defense Program for Stability of Civilian Employment to provide them the opportunity for priority placement elsewhere in the Defense Department.

These actions reflect a reduction in BMDSCOM's requirements for manpower after May as a result of completion of the Safeguard BMD system in North Dakota.

The Command will continue its mission after the reduction with an authorized civilian manning level of 657. In addition, 84 military personnel will be authorized, bringing the total to 741.

## NCO Wives Set Scholarships

The Non-commissioned Officers' Wives Club will award two \$500 scholarships to qualifying children of enlisted or retired personnel stationed at Redstone or any member transferring from another post who has been an active member in good standing of the NCO Open Mess for at least one year.

Applicants must have evidence of acceptance by an accredited

college or university and must submit a 500-word or less essay on "Why I would like to receive this scholarship."

For information on obtaining applications, contact one of the following numbers: 881-4014, 837-7093, 837-2507 or the NCO Open Mess. Applications will be accepted until April 15. Judging will begin the following day and the awards will be made after April 29.

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## ANSWERS

(Editor's Note: The MICOM Information Office conducts a question and answer program for job-related questions of general interest. Such questions may be telephoned to 876-4161 or 876-4400, or mailed to AMSM-G. Some questions are selected for publication in the Rocket. Names are withheld. It is not intended that this program take the place of the usual supervisor-employee relationship which is the proper channel for specific job-related questions.)

**Question:** Is consideration being given to merging the BMDSCOM and MICOM competitive areas after completion of the forthcoming BMDSCOM RIF?

**Answer:** No.

**Q:** Why is it that we're constantly being bombarded with appeals to save money, conserve utilities, etc., yet just about every building you go into here has leaking faucets—and they've been leaking for months?

**A:** That the faucets are leaking is because the problem hasn't been reported to Facilities Engineer, a spokesman for that organization said. He said that to get a leaking faucet fixed one should call Minor Repair, 876-2801 and it would be fixed as soon as possible, pointing out that there simply are more leaking faucets than there are repair personnel. Some of the leaks result from people not "putting enough power on the handle" when turning the water off, he said.

**Q:** How can they justify unplugging water coolers while leaving coke machines plugged in, which is kind of subsidizing the vendors since they do make money off the machines?

**A:** Because it would breach the contract with the vendor.

**Q:** Why can't MICOM re-instate warm water in at least one restroom on each floor or in one area of each Arsenal building?

**A:** Because post energy officials feel that hot water, except in cases where there is special requirement for it, is not a necessity but rather is a convenience which is not justified at present because of high energy costs and AMC requirements to reduce energy consumption by a fixed percentage. A Facilities Engineer spokesman said that re-instating hot water in even one restroom in each building would result in a significant increase in energy consumption, since heating water requires large amounts of energy.

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## Phone Lines All Tied Up

As often as not, dialing "8" for AUTOVON nowadays brings a busy signal instead of a line out, while the wait for a WATS line has gotten a good bit longer.

Since travel money dried up in January, Redstone's 10,000 telephones have been getting a workout.

Since the restriction on travel went into effect WATS calls have increased by about 400 weekly,

## An Ace On Linda's Mind

Linda Carr knows Ace's secret. She's known it since 1970. Some people might say that's a long time. Not Linda.

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So if you happen to see a lady in the Material Management Directorate wearing a secretive smile, nod and smile back at Linda Carr.

Because now you know, Ace's Secret is Linda's prize Tennessee Walking Horse.

## ASM Meets On Thursday

The North Alabama Chapter of the American Society for Metals (ASM) will meet tomorrow evening at the Carriage Inn.

Dinner will be served at 6:30, followed by a technical presentation an hour later. Guest speaker Al St. Laurent of United Plating, Inc., will give a talk entitled, "Cleaning, Finishing and Coating of Metals."

For reservations contact Haywood Dedman, 876-3464. All interested persons are invited to attend.

according to Richard W. Parker, Deputy Director of the Army Communications Command Agency-Redstone.

The number of AUTOVON calls is also up substantially, Parker said, adding that even before the travel restrictions AUTOVON circuits here were loaded heavily.

"Efforts are underway to add nine new AUTOVON trunks to handle the increased traffic. They'll probably be ready by late spring", Parker said. More WATS circuits probably will have to be installed also, he added.

A person stands a better chance of getting AUTOVON and WATS calls through without waiting by placing them during off-peak times, which are before 9 a.m., during lunch time and after 3 p.m.

Also since the loss of travel money, utilization of the teletype and facsimile transmission facilities at the Communications Center has gone up.

Parker said these facilities, unlike the telephones, both could accommodate a great deal more utilization than they are getting.

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EXCHANGING THE OLD FOR THE NEW—Private Kim Embleton of the ID card section of COMPACT lends a helping hand to Major Anthony L. Hittner of the Office of Secretary as he fills out forms for his new ID card.

## ID Card Gets Facelift

You can't be paid, receive your paycheck, shop in the PX or commissary or receive medical attention. Actually, you can't even identify yourself without me.

I'm one of the most necessary things in a soldier's possession, your ID card.

After more than 20-years of faithful service to the Armed Forces, the old ID card has received a facelift by the Department of Defense and has become a dual purpose identification document.

By combining the Geneva Convention and military ID cards, DoD has provided the all-volunteer Army with an identification card that satisfies the requirements of both.

The new card has the individual's Geneva Convention category printed on the back and does not show his fingerprints.

Geneva Convention categories one to five are based upon grade. Category one designates E-4 and below; two, E-5 through E-9; three, warrant officer through captain;

four, major through colonel; and five, general officers.

To exchange ID cards, go to the records branch of Consolidated Military Personnel (COMPACT), Bldg 3222, during the times scheduled for your grade, complete the application and report to the ID card section.

Changing the Army to the new ID card will take six months. To keep confusion at a minimum, follow the schedule posted in the daily bulletins and find out what documentation you must have to be issued an ID.

In keeping with COMPACT's one-stop personnel service, the ID card section has photographic and lamination capabilities to facilitate complete service.

"We were issuing between 500 and 600 ID cards per month before the ID card change was initiated. I think the average will go over 1,000 cards a month until the new cards are issued," said Lieutenant Gregory R. Jones, of the Personnel Actions Branch.

"We have really been rushed because some personnel are not following the schedule posted in the ID card section and the daily bulletins," he added.

"The records branch and ID card section can assist in filling out the application but cannot issue ID cards to Air Force or Navy personnel," said Terry L. Heagy of the ID card section.

"However, we can issue their dependents an ID card if the sponsor will check to see what information we need and bring it with him."

Remember, the ID card still remains the property of the U.S. Government and is only loaned to you for identification purposes while you are in the Military Service. Treat it with care.

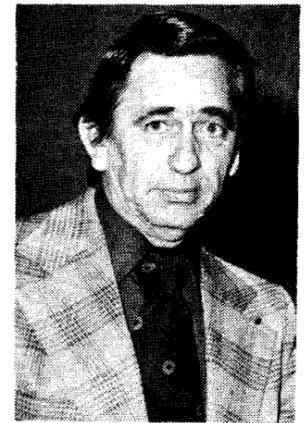
The message also states that personnel sent overseas will be limited to replacements for soldiers released from active duty.

The Army may have reached its 'last resort' in the continuing battle of the travel budget. Thursday, DA announced it will begin extending, involuntarily, the tours of soldiers overseas.

In a previous message in late January, DA's BG J. M. Wroth said that involuntary extensions, "... would be done only as a last resort." Wroth is the Director of Plans, Programs and Budget, Office of the Deputy Chief of Staff for Personnel.

With the exception of those returning stateside for release from active duty, soldiers on long tours scheduled to end in April, May or June will have their tours extended until after July 1.

In addition, soldiers on short tours slated to end in June will also be required to stay on until the first of the fiscal year.



PERFECT SCORE—Melvin V. Kilgore of the Procurement and Production Directorate was the honor graduate on completion of a course on Contract Law given at Redstone. He was one of 86 individuals who graduated during ceremonies last week, and the only one to make 100 on all aspects of the course.

DIAL 112 FOR REDSTONE NEWS

# Landmark Gallery of Homes REALTORS

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**NEW SOUTH LISTING!**—Over 2884 sq. ft. Priced in low \$40's. This home offers 4 big bedrooms, family room plus huge rec room, huge eat in kitchen has all the built-ins plus a pantry. Designed for the family oriented, this home is close to schools, (kindergarten, elementary and Jr. High). Lovely yard, pretty landscaping. C7609

**NEWLY OFFERED!** Brick rancher is in excellent neighborhood. Here's a home with many outstanding features. Recently painted and has new roof. Storm cellar in back yard. The home features 4 bedrooms, 1 1/4 baths, formal living room, paneled family room, eat in kitchen, offers oven and range. A good buy at \$22,600.00. G3907

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**FOUR-BEDROOM — TWO BATHS** — Colonial two-story. Entry foyer, living room, separate dining room, large paneled den, sunny eat in kitchen, with all built-ins, storm windows, new roof, recently painted. Large landscaped yard with many dogwood trees—only \$2,900 and assume loan. 2512B

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Frank Boffola	881-5911
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**NORTH GALLERY**  
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Margo Perry	852-2601
Ray Watford	852-8267
William C. Franklin	852-9556
Judy Schaefer	539-3525
Boyd Edmiston	883-9217

# The Survey:

Continued from Page 1

More to the point, is the rising concern within Congress that legislation intended to raise federal salaries on a par with pay for comparable work in private employment has in reality, gone too far. In short, there is rising Congressional belief that federal employees are over paid. It is an argument that draws instant, hot retort from many federal employees and the federal employee unions which represent them, however, the argument and the belief behind it have not gone away.

One of the more serious charges directed at the administration of the federal job evaluation and pay systems focuses on the phenomenon known as "grade creep". It is alleged that grade escalation that has occurred over the years is in part at least, the result of loose or careless agency classification practices that could threaten the principle of pay comparability that underlies the federal personnel system.

In the absence of facts to prove or disprove that allegation, the Commission during FY74 surveyed 13 occupations in 13 federal agencies including the Army. The resulting report, critical of both managers and civilian personnel

officers at all levels of government, found that in fact there were many overgraded jobs and that a primary reason for the condition appeared to be pressure brought by managers to inflate or distort job descriptions or to pressure classifiers to assign higher grade levels to jobs than federal standards warrant.



These finding probably account, at least in part, for the hard nosed attitude evident in the Commission survey of MICOM, as well as similar findings returned recently in commission surveys at Ft. Bliss and within the State Department.

Couple that with a Commission determined to prove to the President and the Congress that the Federal personnel system is not only in accord with the law and the merit system but contributes to efficient government as well and it

accounts, in part at least, for the increasing emphasis on proper position and pay management at all levels.

Against that background, the Commission survey team came to MICOM last Fall on a regular visit, doing what survey teams have done in the past, discharging a commission responsibility to make recurring surveys on personnel management within federal agencies.

The findings of that survey have triggered the command-wide position and pay management re-examination now in progress. Yesterday, 16 civilian employees, by no means the last, got adverse action notices. Yesterday too, MICOM responded to the Commission report, stating it fully intended to comply with the objectives of the report, but not every specific finding.

The 16 civilian employees who received adverse action notices are in jobs surveyed by the commission, re-examined by MICOM and not reclaimed in the command's reply to the Commission.

The Commission's eventual decisions after considering MICOM's detailed reply will determine the future of several other civilian positions within the command as well as the salaries of

the individuals now occupying those jobs. Downgrades will also result from the command's own position and pay management survey.

What happens here is being watched closely, not only by AMC Headquarters and other commodity commands but by the Department of the Army as well as a portent of things to come. MICOM's salaries are higher than

other AMC commands. In the past, this has always been satisfactorily explained, but those explanations are being questioned now. The outcome of what is happening here could impact not only MICOM employees but many others elsewhere in such "emerging occupations" as cost analysis which do not readily fit within existing federal job standards as well as less esoteric ones.

Page 6

THE ROCKET

MARCH 12, 1975

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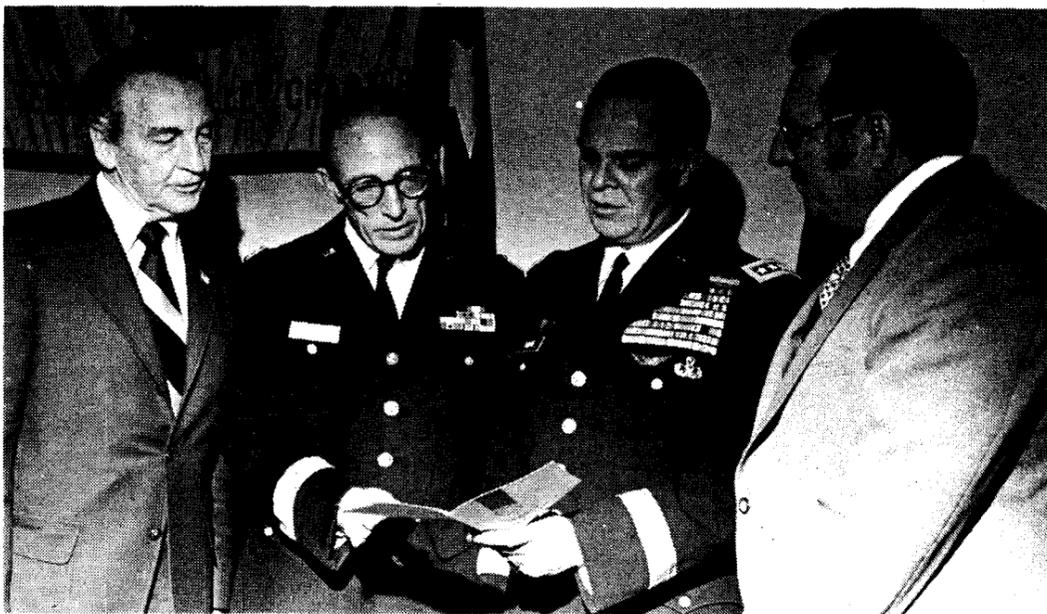
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**CORPORATE MEMBERS**—The Tennessee Valley Chapter of AUSA inducted 42 new corporate members at its meeting last week. Jim Woodruff Jr. (1) AUSA's national president made the presentations. Looking over the list of new members with him are (l-r) MG Vincent H. Ellis, Commander of MICOM; General John Deane, Commander of AMC, who spoke at the meeting; and Avery Roan president of the local chapter. (Photo Courtesy of the Huntsville Times)

## Union Pact Signed For Three Years

A three-year labor-management agreement covering approximately 6,000 non-professional Army civilian employees was signed last week by the U. S. Army Missile Command, the U. S. Army Communications Command Agency, and Local 1858 of the American Federation of Government Employees. The union has had exclusive representation rights at the Army agencies for several years. Prior agreements had covered two years.

MG Vincent H. Ellis signed for MICOM, Earl D. Hicks for the Communications Agency, and George M. Burchfield, Local 1858 president, for the union.

The new agreement, effective

immediately, contains an expanded safety article, an energy article, and promises continued support of Equal Employment Opportunity goals. Other articles in the new agreement represent a continuation and refinement of previous agreements.

Three issues brought up during the negotiations and considered not appropriate by management for settlement at the local level are being submitted to the Federal Services Impasse Panel of the Federal Labor Relations Council for action. Two issues cover merit promotion practices, and the third, re-employment rights of missile maintenance technicians.

Signing for management, in addition to Ellis and Hicks, were John G. Makitish, chief of the Labor Relations Branch in the MICOM Civilian Personnel Division, chief negotiator; Arnold M. Kohn; G. Richard Wright; George Rudd, Ashley S. Tyson; and Luther F. Adams. Union signers other than Burchfield were Rembert W. Chastain, chief negotiator; Peter Lazar; Glyn E.

Rosenblum and Robert L. Fletcher.

### Bloodmobile

The Red Cross bloodmobile will visit Redstone next week and will be at the Recreation Center, building 3711, from 8:30 until 3 to accept all prospective donors.

Publicity material may be obtained by calling 876-7738.

## Sharp Selected As Soldier Of The Month

Private First Class Donald G. Sharp was recently named Post Soldier of the Month for March at Redstone Arsenal.

A former parachute rigger for Special Forces in the Canal Zone, he has returned to the Army after a two and half year break in service to become a Pershing Guidance and Control specialist.

Assigned to the 4th SC, he is attending the Pershing course at RSA.

A native of Portland, Ore., he attended both the Florida Extension University in the Canal Zone

and Portland Community College, and was a furnace assembly plant foreman before reenlisting in the Army last year.

He was selected for the award based on his knowledge of military subjects and current events, military bearing and personal appearance.

**MEDDAC News**  
Dial  
876-6617

MARCH 12, 1975

Page 7

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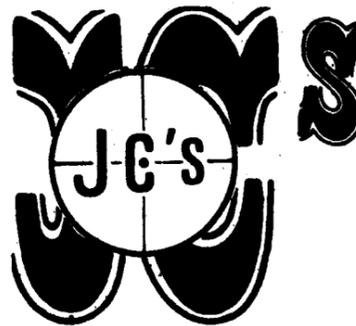
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# Why Complain?

## Do It Yourself

Some folks complain of high prices, poor workmanship, and value for services rendered, but there are some people who do something about it.

William S. Porter, a general engineer with the Ballistic Missile Defense System Command, has been doing woodworking and furniture making for his family for the past 15 years . . . and saved a lot of money too.

Most newlyweds find that the cost of furnishing a house can be one of the most expensive problems they face. When Bill Porter and his wife, Alice, married 15 years ago, they faced the same problem. However, Porter believed he could make some of his own furniture in his spare time and

it was the beginning of an interesting and profitable hobby.

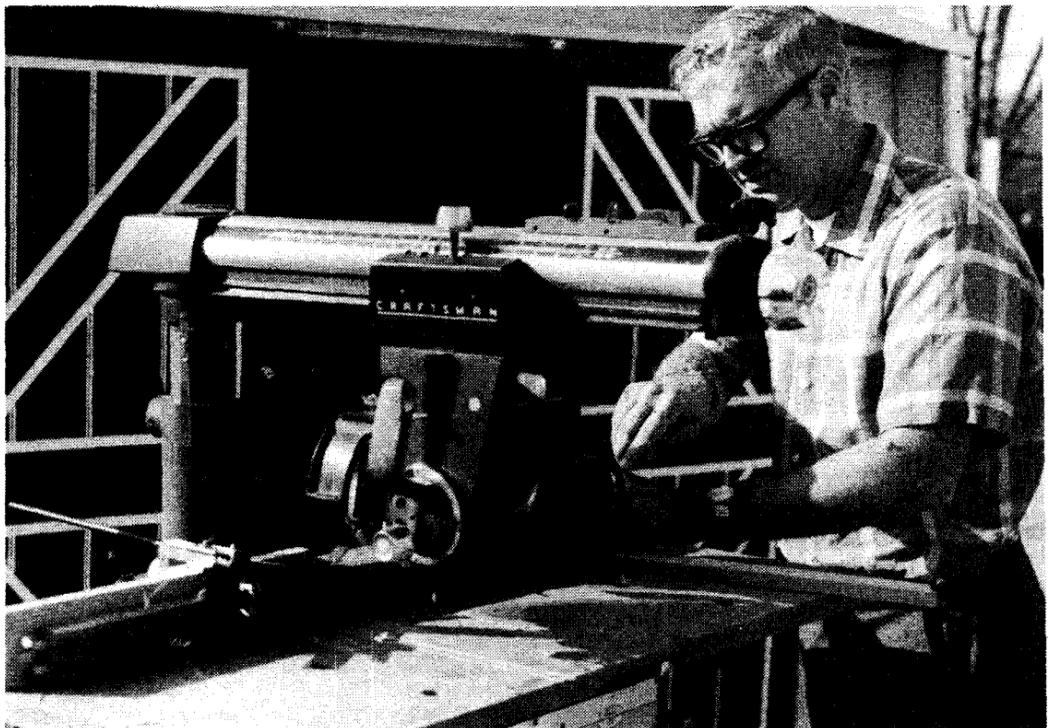
Now when his wife wants a new piece of furniture, Porter goes out to his work shop, checks out his equipment, and gets into production. Many times he and his wife get together and design the type of furniture they want and as a result they have an exclusive design all their own.

With such equipment as a radial arm saw, homemade drill press, jointer-planer, router, sabre saw and sanders, Porter has been able to build virtually anything his wife desires.

Some of his projects include a dining table, desk, dressing table, chest of drawers, coffee table, stereo and TV cabinets and a kitchen table.

Even though he has a separate workshop behind the house, Porter has his equipment mounted on wheels so he rolls it outside where he has the advantage of better light and more comfortable working conditions . . . and it saves making a mess inside too.

Though woodworking has been his main hobby, Porter has branched out into other areas. He does most of the minor tuneups and repairs on his automobiles which is a big saving with today's prices. In addition to his home hobbies, Porter has a commercial pilot's license and will soon get his instrument license. He has discovered that by flying on many of his trips he saves time and money for himself and the family.



Make it yourself, and save . . . Porter

### CIVILIAN BRIEFS

The following is a list of new hires, retirements, and promotions for the period February 28 through March 6.

#### NEW HIRES

Butler, Fleming G., GS-12, Field Service  
Clemons, Paul E., GS-3, RDE Lab  
Folz, James F., GS-4, RDE Lab  
Williams, Claire G., GS-3, Maintenance

#### RETIREMENTS

Beck, Russell C. N., GS-13, Dragon  
Carroll, James O., WG-6, Management Information Systems  
Mintz, Sidney, GS-14, RASA  
Ricketts, Lillie B., GS-2, Management Information Systems  
Russell, James E., GS-12, Materiel Management  
Smith, Lenward L., GS-12, Procurement & Production

#### PROMOTIONS

Byrd, James C., Jr., GS-3, Field Services  
Cole, Frederick H., GS-14, Maintenance  
Dunlap, Reuben E., GS-13, SHORADS  
Jones, Walter E., GS-2, Maintenance  
Milton, Addie P., GS-2, Maintenance

### Extra Allowances For Catch-up Vets

Veterans and military service personnel who dropped out of high school will benefit from recent GI Bill increases when they enroll in "catch up" training programs according to the Veterans Administration.

Educational allowances averaging 23 per cent higher are now payable to Vietnam-era veterans who take advantage of a unique provision permitting them to complete high school or refresher courses and not have the payments charged against their basic GI Bill entitlement. Nearly 650,000 educationally disadvantaged veterans have used the GI Bill of whom 390,000 have used "free" time, according to VA.

A single veteran enrolled in the program full time receives \$270 monthly. Rates are higher with dependents.

Persons eligible for "catch up" benefits include anyone who did not complete four years of high school or who does not have an equivalency certificate.

High school graduates may also use the program if they need additional courses to qualify for higher education.

### Wives Tour MICOM

The MICOM Officers' Wives have scheduled a tour of the Missile Command for Tuesday, March 25, followed by luncheon in the Hawk Room of the Officers Open Mess.

The ladies are asked to meet at the Open Mess at 8:45 and the buses will depart sharply at nine.

Reservations will be accepted until noon on Wednesday, March 19, by Pat Huntzinger (881-8072) or Carole Worsham (881-1236). Cancellations will be accepted by Betty Cochran (837-6146) until noon on Friday.

### CWF Softball

Civilian slo-pitch softball players will get together again on Tuesday with newly elected Bruce Coker presiding over an organizational meeting at one in conference room N-2, Building 5678.

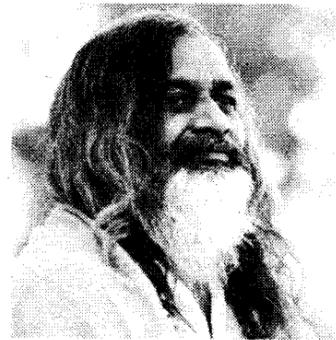
Persons desiring additional information on the league may call Coker at 876-7724.

### Officials Meet

The Redstone Officials' Association will hold a general membership meeting at 10 a.m., March 15 at the Post Theater, bldg. 3712.

Officers and softball officials will be elected. For further information, call MSG Dinkel at 876-7485 or 837-5745.

## TRANSCENDENTAL MEDITATION



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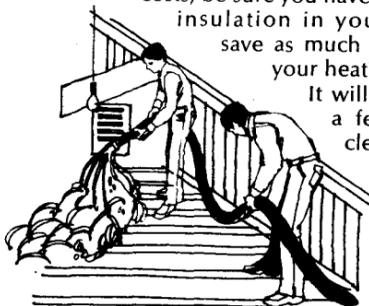
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# Formation By Dawn's Early Eight

For the past few weeks, First Battalion soldiers at the Missile and Munitions Center and School here have gathered in pre-dawn darkness for once-a-week formations.

"The main purpose of the formations is to get information out to the troops directly," said Captain W. John Davis, battalion commander.

"The formations are also helping us improve the appearance and general accountability of personnel," he said.

School letter companies form up on different mornings for about 15 minutes.

Before the formations, Davis said, soldiers of the battalion were missing scheduled dental, finance and counseling appoint-

ments.

"Now, we're able to reach them directly with the general administrative announcements that affect their everyday lives," he said.

Battalion staff members—and others—had recently been noticing soldiers who weren't adhering to Army hair length, uniform and weight standards.

By having soldiers in the formation each week, the units are better able to keep track of their people, Davis added.

The unit knows when a man is on leave or present for duty through daily reports, but companies may not always be advised of other actions in all cases, he said.

For instance, soldiers assigned to temporary duty away from Redstone Arsenal or whose jobs are moved to another work section may be administratively "lost" for a short time.

Now units can get a weekly update from the work sections on the status of each soldier assigned.

Reaction from First Battalion soldiers has been mixed.

"I thought they (the Army)

had done away with such foolishness," said one specialist five.

A master sergeant said he thought more "useful" information would improve the formations.

At least one sergeant whose subordinates work in diverse locations around the training facility holds a brief "mini-formation" after the big one to communicate with his people, Davis said.

While sergeants major are exempt from the battalion formation, many show up anyway, he added.

Weather for the first few formations was far from ideal, Davis admitted, but plans are for the morning musters to continue.

And soldiers of the First Battalion will probably be out on the quadrangle again next week, standing in line by the dawn's early light.



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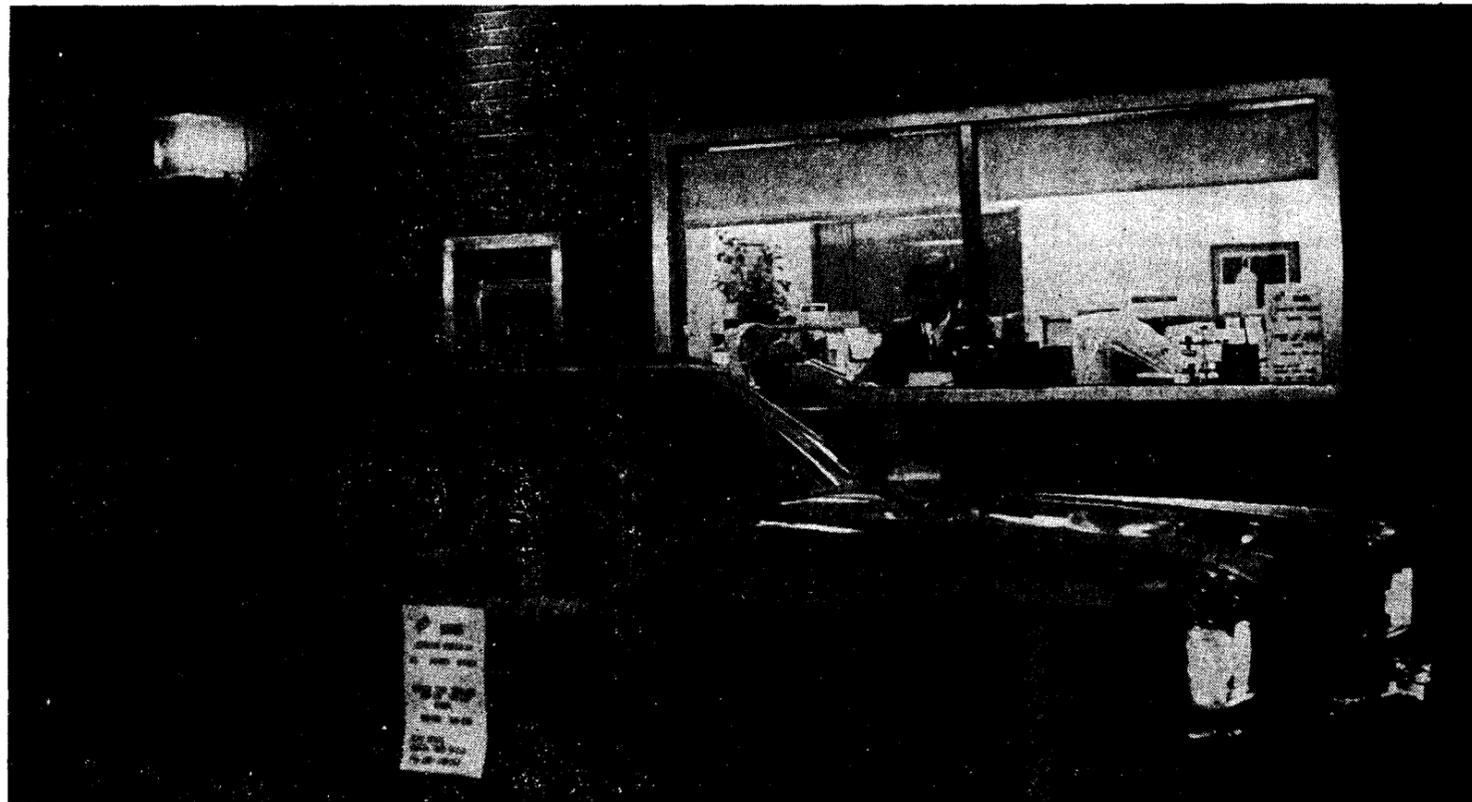
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# Bare Feet Raise Clouds Of Dust

Some of the American soldiers who compelled the British surrender at Yorktown did not share the judgement of historians who have called that event the climax of the American Revolution.

Had they been asked, those soldiers might well have said the ultimate triumph of the American cause was assured, not in the siege line, but in the pay line.

Six weeks before the 6,000 officers and men of Lord Charles Cornwallis' army laid down their arms on October 19, 1781, there had been a briefer but perhaps more significant ceremony at a place called Head of Elk in Maryland.

Footsore, hungry, some units at the point of mutiny, American soldiers had been mustered there on September 7. Small wooden kegs were placed on the ground before the ranks, the ends were knocked out and the contents, silver coins, dumped on the ground.

The soldiers cheered the sight, their first pay in months.

One of them wrote in his diary: "This day will be famous in the annals of History for being the first in which the troops of the United States received one month's pay in specie."

George Washington, who knew his soldiers as well as an American general ever would, had been frantically begging bankers and the Congress to send money to pay his troops in fear that they would refuse to continue the march south he had begun on August 21. The commander the men in the ranks sometimes called "Ole Hoss" had before him the supreme opportunity to end the war, but he had to move fast.

The British had two main armies based on the East Coast of America in the summer of 1781. Sir Henry Clinton held New York with 17,000 soldiers. Far to the south, Lord Charles Cornwallis, commander of the second force, had moved into Virginia in May after a series of inconclusive battles and a prolonged chase through the Carolinas after a small American army lead by Nathanael Greene. Cornwallis abandoned the Carolinas without consulting Clinton. The two men never quite managed to convince one another just what they should try to do. When Clinton learned his subordinate had marched off into the back country of Virginia, he or-

dered him to move to the coast, seize a port and await further orders. Cornwallis and his 6,000 men, accordingly had holed up in Yorktown on August 1 with the

admiral that he planned to bring a fleet to the Chesapeake in late August and remain there until mid October.

A French fleet bottling up the



THE AMERICAN SOLDIER, 1781

Artilleryman, New York or New Jersey Infantry Officer.  
New England and Middle Atlantic States Infantry Lines.

Chesapeake Bay at their backs. They were being watched, but not overly bothered by a few thousand Americans lead by the Marquis de Lafayette.

Washington had originally planned an attack on New York in combination with a 4,000 man force France had sent to aid its American allies. He and the French generals had about concluded that attempt would not succeed, however, when they received news from a French

Chesapeake meant that if Washington could get his army down to Virginia in a hurry, he might be able to defeat Cornwallis before Clinton and the British fleet could help him. While Clinton and Cornwallis kept up a long distance argument on what to do next, Washington and the French slipped into New Jersey, made a show of getting ready to attack Staten Island that kept the British wondering, then took off for Yorktown.

The continental army soldiers whose shoeless feet raised clouds of dust on the roads leading south carried with them the best wishes of some but not all of their countrymen and little else except the ragged clothes on their backs and the muskets on their shoulders. Their shaggy appearance had astonished their French-allies, who would have been even more astounded if they had known that some of the weapons these tattered soldiers carried were empty.

The officers in at least one American regiment refused to issue powder and lead to their soldiers, fearing men with loaded weapons might be less willing to obey the orders that had them moving further from their homes and families with every step.

The shaky supply system for the continental army had broken down entirely the previous winter. Huddled in hovels scattered through Northern New Jersey, the soldiers had endured a winter worse than Valley Forge. Pennsylvania regiments mutined on January 1, 1781. Some were allowed to go home, others stayed on when given back pay. Three weeks later three New Jersey regiments mutined. That one was put down, a few of the leaders executed. Some of the unsuccessful mutiners were in the ranks going south now, grumbling increased and morale fell with every mile.

On September 1, the continental army marched grim and silent through the streets of Philadelphia. The sight of prosperous citizens lining the streets enraged the troops. Their officers wisely kept the men marching until they were well outside the city.

A few days later the army reached Head of Elk where it was to board boats that would take the men down the bay to Yorktown. It was then the paymaster arrived. The coins were quickly distributed among the troops - a soldier noted in his diary that the pay "raised spirits to the proper level" - and the men went on south.

By the time Washington's Army got to Yorktown on September 28, the French held firm control of the bay. A British fleet showed up off the Virginia capes the first week in September and the French ships went out to fight. The fleets maneuvered and fought for several days, then the British limped off to

New York and the French ships returned to the Chesapeake, their blockade of Cornwallis unbroken.

The Continentals made the last part of the march, a short hike from Williamsburg, where they had joined Lafayette's men, to Yorktown, doing their best to look the part of conquerors. Washington, determined that his men not be outdone by the French in their splendid uniforms, wanted it that way. On the night before they marched, orders read to one brigade said:

"... every officer will be anxious to have his men look as neat and respectable as possible . . .

The Commissary will issue 12 pounds of flour to each regiment for the purpose of powdering their hair; the men will take care to be well shaven."

The siege of Yorktown by these "neat and respectable" soldiers who outnumbered the defenders by 2-1 lasted 18 days, its outcome never really in doubt. American and French artillery knocked the town of Yorktown to fragments, infantry took two outlying forts with the bayonet in night attacks, and the engineers set about the methodical digging of approach trenches preliminary to a final assault.

On the morning of October 17 - four years to the day after Burgoyne's surrender at Saratoga, a drummer boy mounted the British parapets and began to beat for a parlay. It took two days of haggling to arrange the terms, Washington would not be lenient, then Cornwallis' soldiers marched out and laid down their arms.

News of the events at Yorktown reached England late in November. The prime minister received it "as he would have taken a ball in his breast" crying out wildly "Oh God! It is all over." It was, although almost two years passed before the signing of the formal treaty recognizing the independence of the United States of America.



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# Inflation Poses Greatest Challenge

Shortly after General John R. Deane Jr. assumed command of the Army Materiel Command, the Huntsville Times sent him several questions requesting his replies. The questions and the general's answers, subsequently released to the newspaper, are reprinted below in their entirety for the information of all MICOM personnel with the permission of the Huntsville Times.

**Q.** What do you see as the biggest challenge, confronting you and AMC today?

**A.** The biggest challenge is common to all the military services—to do the job in the face of declining resources and fiscal constraints. For example, personnel costs represent the major portion of the Army's budget and they are continually going up. This puts intense pressure on all of us to utilize employees as effectively as possible and to reduce strength wherever we can. Substantial reductions already have been made in AMC over the past 10 years through refined management techniques and reorganizations. Inflation is posing new problems and we must continue to look for areas in which to economize in order to get the optimum product at the best price.

**Q.** What are the overall long and short term objectives or goals you have in mind as you assume command?

**A.** In the short term we must continue to implement the AMARC (Army Materiel Acquisition Review Committee) recommendations. This outside look at our operations promises excellent returns in terms of improvements to our materiel acquisition process, so we must proceed as rapidly as practicable. Next, we must carry forward the big five program, because the Army will need these weapons for the 1980's. The big five will continue to absorb a very heavy percentage of research and development funds and will be funded at the expense of other systems if need be.

**Q.** Have you been given any specific or general goals or objectives by the Chief of Staff or Secretary of the Army that they want you to accomplish at AMC . . . ?

**A.** General goals, yes. In addition to those already discussed, the Secretary of the Army recently identified other top objectives. The first two address military personnel. One would reduce the officer corps strength to the minimum essential. This will not only insure that every officer has job responsibilities commensurate with his rank, but will enable us to weed out the least productive officers, both Regular Army and Reserve as well. Also recruiting will focus on quality soldiers who will be representative of a cross section of the population.

Next, increasing the combat capability in Europe and attaining

a 16 division active Army while maintaining the overall readiness status of both active and reserve forces will place heavy demands on AMC.

Finally, we must view the Congress as a partner in shaping the Army. This means that members of Congress will be informed of Army proposals and Congressional views solicited before decisions are made.

**Q.** The AMARC report was largely critical of the Army's track record in materiel acquisition and made specific suggestions to improve the process. Some of these I know have already been put in motion. Others have not. How and when will AMC move to accomplish what remains to be done? When can we expect decision on whether or not development centers will be established and where they will go?

**A.** Of the 71 AMARC recommendations assigned to AMC for implementation, approximately 54 have been completed. The majority of these deal primarily with policy and procedural changes dealing with the materiel acquisition process. With respect to the Major Development Center studies, most of them have been completed. The three remaining studies dealing with Air Mobility Development Center, Communications-ADP Development Center, and Missile Development Center are in process and are scheduled for completion and forwarding to Department of Army by 1 May 75. Of those completed, in line with Secretary Callaway's goal of a partnership with Congress, the Army is in the process of briefing interested members on the proposals. To allow time for Congressional input, decisions in some instances will not come until later this year.

**Q.** What can AMC do to prevent false starts on programs like the Cheyenne attack helicopter, which involved years of effort and millions of dollars and then were cancelled?

**A.** I believe the rapid inflation and cost associated with high technology programs have made us more aware of the necessity to do a better and tougher job of, first, defining our requirements and second of proving critical technical solutions before proceeding to the next step in development. However, the development of the weapons systems we need to keep abreast of our potential enemies contains the risk of technical problems that may cause schedule and cost overruns. When programs are terminated though, they aren't a total loss. The bases of technology have been transferable to later systems.

**Q.** The AMARC Report said AMC generally does a good job supporting operational Army units, may in fact concentrate so hard on that that it neglects the materiel acquisition business. Do you agree with that observation and how can



GENERAL JOHN R. DEANE

you make sure that you won't improve materiel acquisition at the expense of supporting combat forces assuming, if we can, that you are not apt to get additional people?

**A.** I think that is a fair observation and it stems partially from the fact that AMC was busy supporting the Vietnam War over the past decade. The war created a sense of urgency for delivering the goods where needed on time and according to priority. At the same time it was difficult to see the same urgency for a system that may not be developed for another 5 to 10 years. Causes aside, the AMARC committee found that the technology base effort in the Army had shrunk by 20 to 25 per cent even though there was level funding. We will attempt to turn that around, but the Army faces tough choices. How much can it afford to spend on R&D as a component of its total budget when of the total dollars available more than 60 per cent is going to manpower costs alone? The balancing of priorities to see that both long term materiel acquisition and on going programs are supported will be a continuing challenge in the years ahead.

**Q.** From your initial review, do you believe the FY 76 budget request is adequate for AMC to meet its responsibilities?

**A.** As a developer and procurer of Army equipment we're seldom satisfied, but we must be realistic. Because of inflation alone more than 830 million dollars is added to FY 76 procurement and R&D costs. So while totals may appear to be higher than in FY 75, the dollars will buy less. We must use our resources in the most effective way possible, continuing our efforts to limit cost escalation, to increase technology, to increase automation, and to do anything else which will hold procurement costs down.

**Q.** The Army seems to be putting ever increasing emphasis on high energy lasers in projects such as the MTU being managed at MICOM. Do you foresee that is a trend that will continue and does this appear to be promising technology?

**A.** The trend will continue. Each service has systems under development and large dollar programs projected for future years. This is an extremely promising technology.

**Q.** Assuming a stable or declining work force in AMC in the present Congressional climate, can AMC continue to manage an increasing volume of foreign military sales efficiently and still fulfill all its obligations to the U. S. Army?

**A.** The answer is "Yes", but I'd like to explain some factors. Managing the growth in military sales already has caused some personnel augmentation and when unprogrammed deliveries are made from Army inventories, we naturally feel the pinch. But there are some very positive aspects to the foreign military sales program. Foreign orders for wheeled and tracked vehicles, for example, help keep our production base warm and since they are ordered along with our own requirements we can get a better unit price from the producer. Also foreign military sales don't impinge significantly upon our budget, because recent changes require that the price of items sold must be based on replacement costs. It is the delay in getting new items that sometimes hurts us.

**Q.** On a scale of 10, how would you rate MICOM today?

**A.** MICOM has earned and deserves I am sure the reputation for being a fairly professional organization. However, I could not assign a rating for MICOM vis a vis the other Army Materiel Command Organizations with any validity.

**Q.** The AMARC report had generally good things to say about MICOM. Can I infer from this that as you move to implement AMARC recommendations that MICOM may get additional major responsibilities?

**A.** I don't believe you should conclude from the AMARC recommendation that MICOM is slated for additional responsibilities. There are too many other factors, some of which I covered earlier, which will determine the future of major Army programs.

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# Not Easy, But Proud

A woman employed in MICOM's Procurement and Production Directorate who says she is usually too modest to talk about honors that come her way, recently received one of which she is especially proud.

Mamie Thureson, a procurement analyst, has been congratulated by national officials and local officers of the National Contract Management Association for her outstanding work as chair person of the Southeastern Regional Education Symposium sponsored by the local chapter of the association and held in Huntsville last month.

"I feel particularly honored that I was selected to chair the symposium and that they wanted a woman to do it," she said.

"The job wasn't easy. We faced inflation, recession and curtailment of training and travel funds in trying to get the program together. It took several months of preparation, and it was necessary at the last minute to substitute speakers due to the cut back of



MAMIE THURESON

funds. In spite of this the Symposium was considered a great success."

**Read The Wantads**

## Contract Managers Set Monthly Meet

The Huntsville Chapter of the National Contract Management Association will hold its monthly dinner meeting March 20, in the main ballroom of the Officers' Open Mess.

Guest speaker will be Robert Kennedy, federal customer executive instructor for IBM in Washington, D. C., whose topic will be "Effective Control of the Present and Future Data Costs and Processing."

Jerry Townsend, local branch manager for IBM's data proces-

sing division, will briefly discuss evolution, productivity and future management issues.

The slate of nominees for new chapter officers will be announced. Nominations may be made from the floor and ballots will be mailed to the members following the meeting.

Reservations may be made by contacting Louise Cooksey, 876-4414/5646. Deadline for reservations is noon on March 19. Non-members are welcome.

## Rec Center Sets Tours

Two tours are featured by the Recreation Center this week end.

Saturday at 8:30 a.m. a bus departs for Rocket City at Chattanooga, Tennessee. The trip is open to military personnel and their families and friends. Reservations must be made with the Center at 876-4531. Tickets are \$2.25.

On Sunday a visit to the new VonBraun Civic Center is scheduled. The bus will depart at 1:30 p.m. from the Recreation Center.

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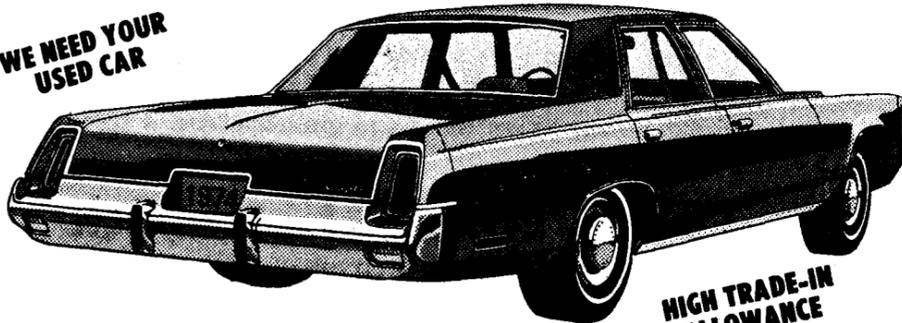
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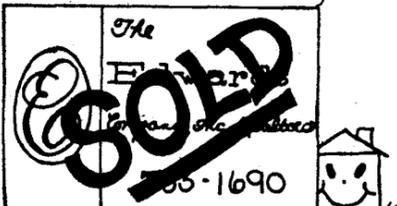
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Linda Edwards . . . . . President

## New Arrivals

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PV2 George Buchanan  
PV2 Robert L. Cook  
SP5 Harry G. Hunter  
PV2 Rebecca G. Thomas  
PFC Shelia Swain  
SP4 Joseph E. McKee  
SP5 Dennis J. Blair  
PV2 Roger Sniquefield  
SP5 Patrick Alward  
RASA  
SP5 Larry D. Moreland  
SP4 Allen Williams Jr.  
SP4 Bobby D. Bowman  
PV2 Terry L. Bates  
SP5 Clyde W. Murphy  
PFC Stanley M. Dean  
PV2 Jasper R. Chambers  
SGM Theodore Smith  
CSM Rodriguez Vazquez  
MEDDAC  
SP5 Rober B. Crossen

PV2 Leonard C. Sexton  
SP5 Larry J. Beckham  
SPA Sylvia Lopez  
USACC  
PFC Christopher Korte  
PV2 Michael Hollweck  
SSG Teddy C. Lewis  
291ST MP CO.  
PV2 Larry J. Stewart  
PV2 Terry L. Cardwell  
PV2 Larry S. Wonble  
PV2 James Newton  
PV2 Charles D. Rholon  
SP4 Michael J. Paterson  
PFC Christine Padermos  
PV2 Vicki Brockway  
SP4 Robert N. Branaman  
SP4 James Fomby  
SP4 James A. Yearty  
PV1 Randy J. Barrett  
PFC Kim F. Fitzgerald

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SFC Donald C. Paul  
PV2 Eugene V. Macey  
MMCS  
MSG Garrett Beverly  
MSG Edgar M. Ellsworth  
SFC Timothy M. Doherty  
SSG Walter D. Luck  
SSG Jack W. Foster  
SP5 Ralph E. Dulaney  
SGT Charles L. Thrasher  
SP4 Mickey W. Pence  
SP4 Ricky Kenney  
SP4 Steven J. Feuerbach  
SP4 Jon E. Pauley  
PVT Paul A. Hendershot  
PVT Julio W. Joubert

## Promotions

TO SFC: Thomas K. Wright, MMCS

TO E-7:  
Charles W. Horton, 95th SC  
Ernest W. Owens, 95th SC  
TO E-6:  
Harry J. Keller, MICOM  
Joseph L. Bolick, MICOM  
David T. Craft, 291st MP  
TO E-5:  
Douglas E. Starkey, MICOM  
Kenneth M. White, MICOM  
Margaret S. Cagle, MICOM  
Carolyn R. Kneibler, 55th Band  
Rycke A. Fisch, RASA  
Melvin J. Miller, RASA

Robert J. Beaulieu, RASA  
William E. Dupal, 291st MP  
Alfred Story, 291st MP  
TO E-4:  
Maurice C. Drake, RASA  
Kerry L. Bell, RASA  
Jeffrey L. Perrin, RASA  
Gerry Mitchell, 291st MP  
Bobby J. Horton, 291st MP  
TO E-3:  
Steven D. Yates, RASA  
Charles Fillingham, RASA  
Donald Batson, RASA  
Michael Richardson, RASA  
Delridge L. Hayes, MEDDAC  
Rollie R. Humphrey, MEDDAC

## Reenlistments

SP5 Thomas S. Molaski  
SFC William B. Howard  
SP5 Martin Kirby  
SP5 David M. Thornell  
SGT James C. Russell  
SGT Arthur E. Riley  
SGT Robert D. Whritenour  
SGT Bobby W. Zehner  
SFC Alfred J. Carson  
SP6 Michael D. Nagel  
SP5 William Vanden Hoogen  
SP4 David A. Sweet

## Retirements

LTC Fernando Espana Jr.  
LTC Virgil Wilson  
MAJ John D. Foster  
MAJ William Turner Jr.  
CW4 William H. Little, Jr.  
CW4 Arnold V. Long  
CW3 Vernon H. Love  
SGM Ralph E. McCampbell  
MSG Douglas A. Johnson  
MSG Jeremlah Rodgers  
SFC Fred B. Clem  
SFC Lester L. Collins  
SFC George H. Dana Jr.  
SFC Joseph D. Jarowski  
SSG Franklin D. Singleton

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The future here is unlimited. Rio Grande Ranchos are located in the heart of Colorado's beautiful San Luis Valley, surrounded by ranges of the Rocky Mountains. This is good land, level to rolling. The air is clean; the climate healthy. This is a great place for raising children, retirement or as a vacation paradise.

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Every outdoor recreation is here. Hunting for duck, elk, deer and bear. Camping and exploring in the Rio Grande National Forest. You'll find great fishing, boating. Wolf Creek Pass. Red River and Taos offer wonderful skiing and winter sports. Yes, the San Luis Valley is truly a scenic and recreation wonderland.

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### OUR REFUND PLAN

With the Rio Grande Ranchos Refund Plan, you have a one year opportunity to make a personal, on site inspection of your property. If you do not like what you see, every cent will be refunded to you.

### THE PRICE IS LOW - NO DOWN PAYMENT!

Just \$595 per acre in 5 acre parcels. Your total monthly payment is only \$20. There is no down payment, no interest, no salesman commissions, no carrying charges of any kind. Every cent you pay is applied to the purchase of your land.

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As you might imagine, property at this price and these terms is going fast. Return the Reservation Form and a 5 acre ranch will be reserved in your name. NO obligation, NO salesman will call on you, so ACT NOW. Mail to Rio Grande Ranchos, Box 724, Alamosa, Colorado 81101.

Obtain the HUD property report from developer and read it before signing anything. HUD neither approves the merits of the offering nor the value, if any, of the property.

### RIO GRANDE RANCHOS / BOX 724 / ALAMOSA, COLORADO 81101

YES, RESERVE a 5 acre Ranch for me. I understand the price is \$595 per acre (total price \$2975; 148 payments of \$20 and one payment of \$15) and my total monthly payment for the 5 acres will be \$20...no down payment...no interest nor carrying charges. Please rush complete details, purchase contract and map showing the exact location of my property, along with my HUD property report.

Reservations subject to prior sale.

THIS OFFER IS SUBJECT TO ALL LOCAL, STATE AND FEDERAL REGULATIONS.

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_

STATE & ZIP \_\_\_\_\_

# Forest Floor Burns For Planting

A program of selective burning and forage planting presently underway here is expected to give a good boost to Redstone's sagging quail population.

Local boy scouts working with volunteers from the Redstone Rod and Gun Club set out 1,000 lespedeza plants on the Arsenal Saturday, while a program of burning to improve the wildlife habitat is scheduled to wind up in a week or so.

This combination should result in increased numbers of quail here by fall, according to Dave

Bryant, post forester.

The lespedeza was planted in plots of one-eighth to one-fourth acre, in selected areas on the north end of the Arsenal where the natural food for quail needs supplementing.

By fall the plants will be bearing the tough-coated seeds which provide a year-round source of quail food.

The plants mature in about two years, have purple and white flowers and grow to heights of seven to eight feet. Lespedeza, a legume, is a member of the bean

family.

In recent years the quail population has declined here as everywhere.

A principal reason for the decline, said Bryant, is a buildup of vegetation in their habitats. "At Redstone we have potentially a very good habitat — well-interspersed and adequate food, cover and water—but it is being choked out. We are burning selected areas to reduce this choking effect", Bryant said.

He explained that as vegetation in the forest builds up, the

cover gets so thick that quail can't walk through it nor can they find food, for example lespedeza seeds, hidden under it.

"At this time of year and all through the winter months 85 per cent of a quail's diet is seed", he went on, "so by burning we're exposing the seed at the time they need it most."

Also, for nesting, quail prefer hedgerows and thickets which are not overgrown and offer a quick and easy route of escape from predators.

The burning, called "prescribed" burning in the vernacular of forestry, is being handled by the post fire department as a training exercise. "Prescribed" burning involves burning within the forest, as differentiated from the ritual spring burning of fields and pastures to control vegetation.

"For a long time forest burning of any kind was taboo", Bryant noted, but "prescribed" burning executed properly is now recognized as an effective, in some cases necessary, forest and game management practice.

It is done primarily to make openings in the forest for wildlife, Bryant said, but also it exposes food hidden under vegetation on the forest floor and cracks open the hard covers on the seeds of lespedeza and some other legumes so that they are more easily eaten.

In addition to improving the game habitat, "prescribed" burning makes the area more accessible to both game and people, reduces the prospect of fire and plant disease and improves forest appearance in the long run, according to Bryant.



WILDLIFE CONSERVATION—Boy Scouts of Troop 176 and volunteers from the Redstone Rod and Gun Club set out lespedeza plants on the Arsenal Saturday as forage for quail. Examining the plants are, from left, Dave Bryant, post forester, Scouts Bill Fisher and Gary Hunter and Jim Offutt, scoutmaster of Troop 176.

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Green, leather, radio, 4 speed, stripe kit, nice car.
- '73 VW BEETLE  
Blue, auto., chrome wheels, new tires, radio, one owner, local car.

- '73 SUPER BEETLE  
Blue, 4 speed, am tape, mag wheels, fog lights, sunroof, radial tires, very sharp.
- '73 VW BEETLE  
Blue, automatic, radio, tape, low miles, one owner-local car.
- '72 VW FASTBACK  
Blue, fabric seats, 4 speed, low mileage lots of storage space, clean
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# Army Volunteers In Action

One day shortly after her husband was assigned to Redstone, Mrs. George E. Turnmeyer came to an Army Community Services, ACS, meeting wearing the crisp green uniform of an ACS volunteer.

Now she has accepted an appointment as the first honorary supervisor of ACS volunteers at Redstone.

"I intend to take an active part in ACS," she said, "and help out with whatever problems come up. It is run by volunteers, and is an authorized Army activity. I

feel the young wives who volunteer are acting in that proud tradition we have in the Army... we help one another.

Mrs. Turnmeyer served as an ACS volunteer when her husband was stationed in Zweibrucken, Germany. She says there's the same enthusiasm for ACS overseas as she sees at Redstone.

She describes the organization as a central point where military families can call or come to find out about services available to them on the post and in the community.

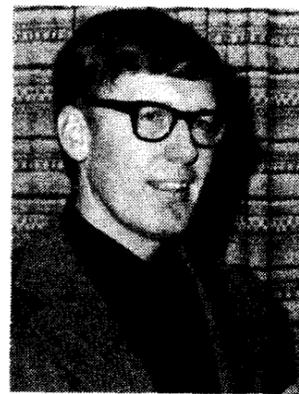
"ACS volunteers know where the services are so when someone has a problem, a volunteer can refer that individual to the proper activity or military element to get help," she pointed out.

"Volunteers spend time in the office answering phone calls and greeting people who drop in. Many are working on various committees such as visiting newcomers on post, or working in the Lending Closet stocked with items which may be borrowed to tide people over until their household goods arrive.

"I worked in the Lending Closet in Germany, for instance.

"Being an ACS volunteer is a personally gratifying experience—it brings you into contact with the community and you can help people.

"I recommend it."



**COMMENDED—**Pat H. McIngvale has received the Army decoration for Meritorious Civilian Service for his performance as technical director of the Airborne Laser Locator Designator (ALLD) advanced development program in the MICOM Army Missile Research, Development and Engineering Laboratory.

# Pershing

The Army Missile Command last Friday awarded approximately \$1.5 million, to Martin Marietta Aerospace at Orlando, Fla., to begin advanced development of Pershing II.

The major objective of the advanced development program is to demonstrate technology necessary to provide a major increase in Pershing accuracy. That will make possible the use of smaller warheads and increase Army employment options.

Pershing is a 400-mile-range surface-to-surface missile system first deployed with troops in 1962. The mobile battlefield missile was sent to Europe in 1964 and is now a major part of the NATO nuclear shield.

Colonel Samuel C. Skemp, Jr., is Pershing Project Manager at the Missile Command.

## Arsenal Drivers Lead In Fines

A summary report of fines collected on federal installations in northern Alabama during 1974 shows that a majority of citations were written at Redstone Arsenal.

Included in the summary were tickets issued at Fort McClellan,

### FEW Meeting

The North Alabama Chapter of Federally Employed Women (FEW) will meet tomorrow at 6:30 p.m., in the Hawk Room of the Officers' Open Mess.

Guest speakers will be Alabama State Senators Bill B. King and Albert McDonald. Their topic will be "Effective Lobbying Techniques."

All members are encouraged to attend and visitors are welcome. For information and reservations, call Osie Neblett, 881-2012 or Joanne Bloom, 876-7325 or 772-9039 by noon today.

along the Natchez Trace Parkway, and at other federally controlled areas. The summary is not a comparison to the number of tickets issued to the general population in the state.

The "Summary of Forfeiture of Collateral System" reflects the collection of fines that were mailed to the Birmingham office of the United States District Court, Northern District of Alabama.

From a total of 2,550 tickets amounting to fines of \$40,151, violators at Redstone accounted of 1,844 tickets with fines of \$28,875.

Fines collected during the year at the Federal Magistrate's Court in Huntsville totaled \$13,160. Of the 388 cases, 123 were dismissed or acquitted and 265 persons were convicted. Most of the cases, but not all, involved incidents that took place on Redstone.

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Dependable low maintenance Kubotas offer features you'd expect to find only on much larger equipment.

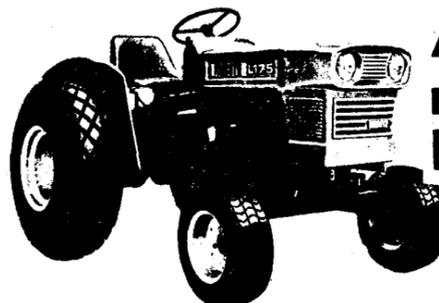
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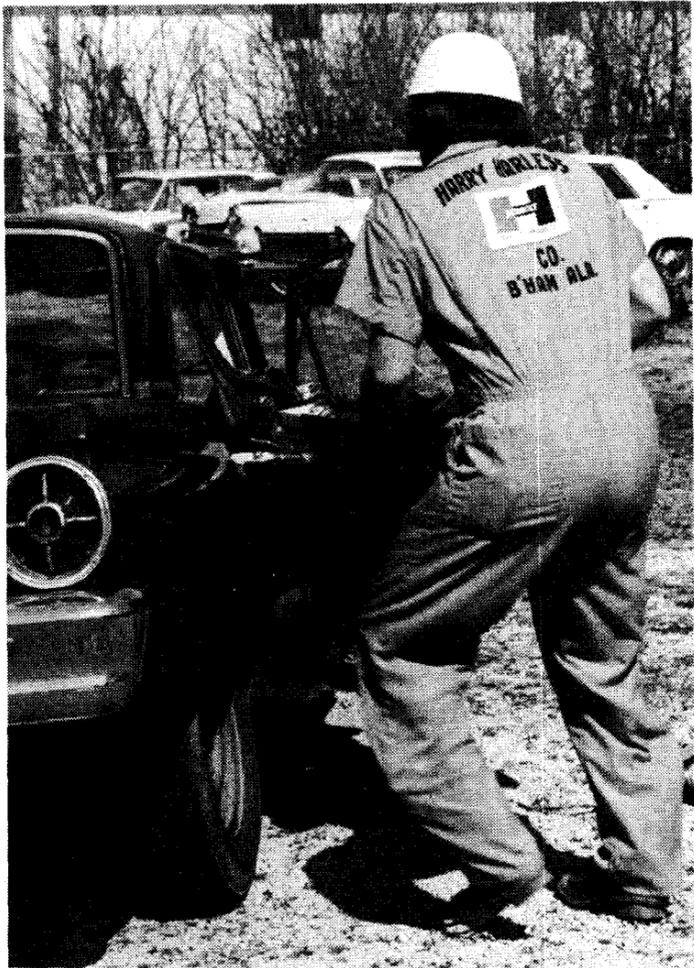
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It's full of big tractor features!

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MEMORIAL PARKWAY  
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**JAWS OF LIFE**—Ripping apart crushed metal, the proto-power tool is designed to speed-up rescue operations. The new piece of equipment was recently donated to the Redstone Fire Department by the Marshall Space Flight Center. Dr. Leslie W. Ball, Director of Safety and Manned Flight Awareness, MSFC, made the presentation to Redstone Fire Chief, D.M. Doyle.

## Simple Test Can Save You Money

A simple test will tell most home owners if they have enough attic-floor insulation to keep excessive amounts of heat from escaping and running up winter fuel bills.

Use a ruler to measure the thickness of insulation where it seems to be of average depth. Insulation should reach the top of the joists, the horizontal forming members to which the ceiling below is nailed. In most homes, those built by standard methods, at least a six-inch thickness is desirable.

Insulation standards often were lower before gas, oil and electricity prices began to rise sharply.

Consequently, many builders did not install as much insulation as required today by the Federal

### Wives Honor Mrs. Egbert

BMDSCOM wives of officers and civilians will honor Mrs. John S. Egbert, at a farewell luncheon at the Elegant Steak Room, March 21.

Information can be obtained from Mrs. Felix Liveoak (837-5456) or Mrs. Ralph Fleishman (881-8671). The permanent reservation list is not in effect for this event.

Housing Administration for homes whose mortgages it insures and recommended for all homes by the Federal Energy Administration.

In a typical house, the attic floor joists are exposed so that more insulation can be installed on top of whatever amount already exists. The work usually can be done by the home owner himself.

Fuel savings from insulating an attic floor can be as high as 50 percent, though the percentage will vary according to the amount of previously existing insulation and whether a house has storm windows, storm doors and weatherstripping.

# Super Boat Show '75

EXTENDED FOR 1 WEEK AT



Due to the tremendous response of the "Heart of Huntsville Super Boat Show '75, we are extending the opportunity to those who failed to take advantage of the low Boat Show prices, by having an in store Boat Show with all our boats priced at the same discounts prices. Our manufacturers have agreed to extend their discounts to us for an extra week so we are passing this special savings on to you.



- Fishing Rigs
- Jet Boats
- Low Profiles
- Jon Boats
- Outboard Boats
- Inboard Boats
- Canoes
- Inboard, outboard



15% discount on all accessories in our store to get your boat ready now for the 1975 boating season.

Discounts good March 10th thru March 16th

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Highway 231, 2 miles south of Tennessee River Bridge at Lacy's Springs

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Changes and innovations in the beauty industry have brought

about a more professional and scientific approach in all beauty services. Style hair cutting interprets many fashionable needs through the length of the hair, variable textures and personalizing the fashionable "Style Cut" to suit the individual clients needs.

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NEW ISSUE FEB. 1, 1975

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Due January 1, 1985

Copies of the information brochure may be obtained from the following members of the Board of Directors listed below:  
 NORMAN L. HOLLAND — Phone 881-4488  
 SHERRI NAFF, Secretary — Phone 539-3866  
 RICHARD A. HUTZLER, Treasurer — Phone 539-1264

This is neither an offer to sell nor a solicitation of an offer to buy these bonds. The offer is made only by the members of the Board of Directors.

# Smith Burns Through RSA Tourney Final

Willie Rice of the 291st MP's and Jim Smith of the 4th Stu-

dent Company, scoring lumina-ries throughout the regular sea-

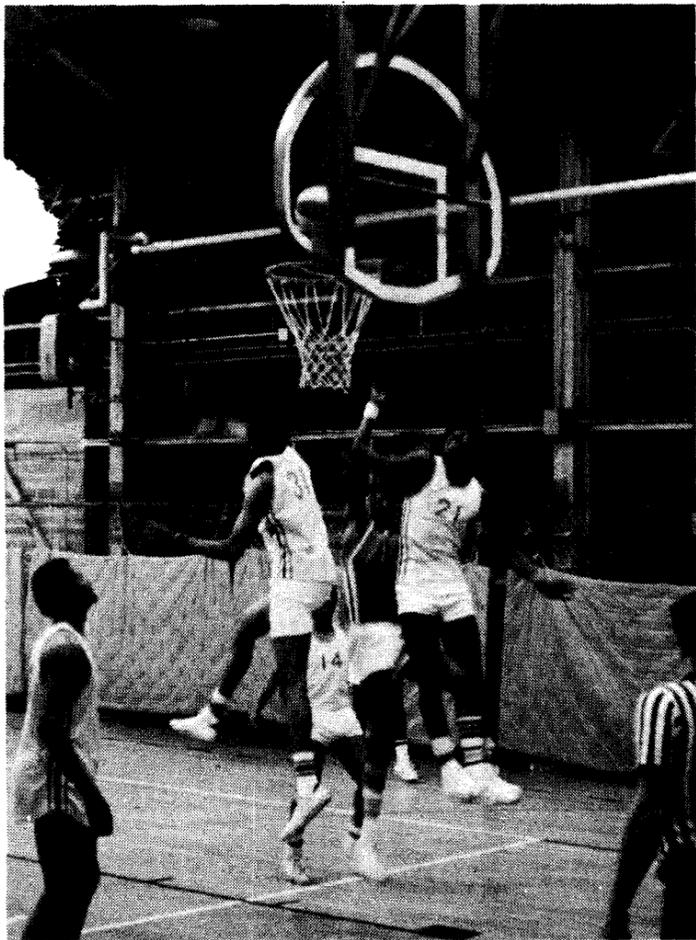
son, locked horns and between them compiled 106 points in the blistering RSA League double-elimination championships last week at the old post gym.

Smith spurred the powerful 4th to the win in the final contest, 69-57, amassing 25 points. He was named the tourney's most valuable player.

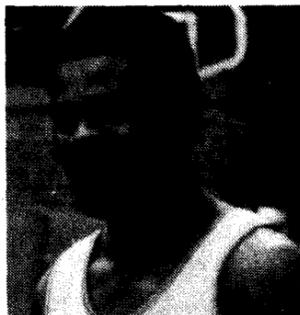
An overwhelming 37-point blitz by Rice failed to trip up the students, who had bowed to the cops in the opener, 66-62.

Underrepresented on the bench, the cops leaned to heavily on the supercharged Rice. The only support came from Charles Dickerson and Richard Mitchell, both of whom scored seven, and Eddie Bryant, who got six.

Both Smith and Rice exploded in the first quarter. The energetic policeman ran up 14 points, while Smith tallied eight with an additional two on extra points.



**BLOCKING THAT BASKET**—Two 4th SC players leap toward an MP's layup in the RSA tourney last week. The cops scored here, but the 4th raced past them, winning 69-57 to capture the post championship.



SMITH

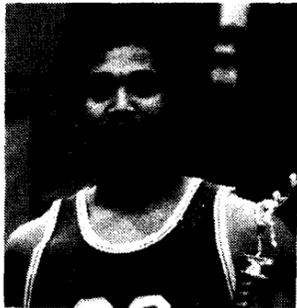
As Smith slacked off in the second and third segments, Al Williamson and Jim Barnes sustained the students' drive. Williamson netted a game total of 21 and Barnes 13.

In the fourth, Rice—who also took it easy in the middle quarters, but wasn't backed up like Smith—awoke and poured in 12. Meanwhile, Smith sprung back with five, which was all the students needed to propel them to victory.

Others making their mark on the scorebook for the 4th were Cornelius Williams with eight and Otis May with two.

Rice easily captured the tourney scoring trophy. His total for the two games was 58.

In the game that drove the championship into a second deciding contest, Rice was at the



RICE

MP helm, collecting 21 and urging the scrappy cops to the win. Dickerson's 18 and Mitchell's 13 helped wrap up the game.

Other MP scorers were Bryant with six and Bobby Zehner and Brady Pitts, both with four.

Smith led the unsuccessful students with a well-proportioned 23-point showing. Behind him were Myron Hailey with 12 and Williamson with 11.

Barnes and Williams netted five each, Jim Barmore got four and May two.

Colonel John White, RASA Commander, awarded trophies following the contest.

Art Perrin of MICOM was named the eastern division scoring champ. In the west, the champ was Rice of the 291st MP's.

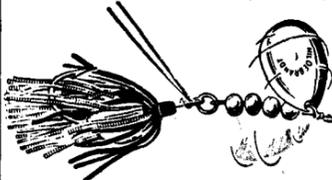


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Spinning LURES



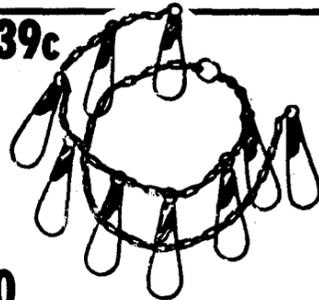
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2400, 5-lb. keg, reg. 17.95	15.00
Reloads No. 21, 1 lb. can, reg. 3.30	2.90

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	NOW
700X, 5-lb. keg, reg. 22.15	19.23
700X, 12 lb. keg reg. 45.25	36.20
SR7625, 1/2 lb. can, reg. 2.75	2.25
IMR 3031, 1 lb. can, reg. 5.65	4.65
IMR 4320, 1 lb. can, reg. 5.65	4.65
IMR 4350, 1 lb. can, reg. 5.65	4.65
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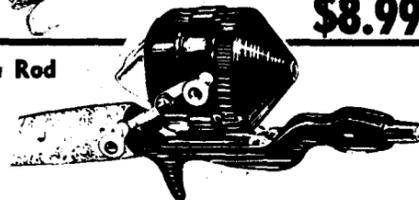
ZEBCO 33

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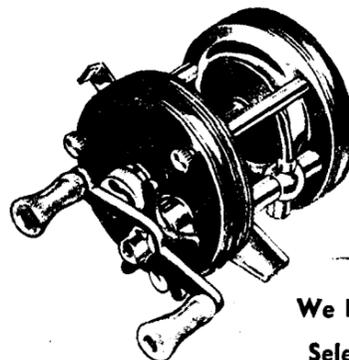


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## RSA Cagers In Benning Meet

A 12-man Arsenal contingent made up of members of five RSA League teams is at Ft. Benning this week competing in the Central Conference TRADOC basketball championships.

Representing RSA will be Jim Smith, Myron Hailey and Cornelius Williams of the first-place 4th Student Company; Willie Rice, Richard Mitchell and Char-

les Dickerson of the runner-up 291st MP's; Ray Smith, Art Perrin, Kerry Bell and Benny Gordon of MICOM; Morris Rooker of Meddac; and Mike Fields of Company B.

Teams from eight southeastern and midwestern TRADOC posts will battle at Benning for team, winner, runner-up and individual trophies. Eastern Conference games will be at Ft. Belvoir, Va., and Western Conference contests at Ft. Sill, Okla.

### CVF Basketball (Final Standings)

	Pts	G	PPG
Love, MISD	262	13	20.0
Springfield, PAD 1	214	11	19.4
Lewis, MMM	218	12	18.2
Smith, MMM	193	11	17.6
Upshaw, PAD 2	194	12	16.2
Tippins, COE	177	11	16.1
Hall, MIA	218	14	15.6
Steele, COE	186	12	15.5
Dean, MISD	201	13	15.4
Sumner, RD&E	161	11	14.7
Shepherd, MIA	178	13	13.7
Brooks, RD&E	169	13	13.0



## Bowling Results

### S&M League STANDINGS

Team	Points
Three & Two	23
Reba's	22
Misfits	20
Strikers	20
Pickups (*)	19
Parkway Lanes	17
Outcasts	17
Interns	16
Barber-Coleman	16
Clowns	10

\*First Half Winners  
LAST WEEK  
Barber-Coleman 4, Three-Two 0  
Strikers 4, Clowns 0  
Pickups 3, Reba's 1  
Misfits 3, Parkway 1  
Outcasts 3, Interns 1

HIGH SCORES  
Ray Bailey, 558; Norm Fischer, 533; Pat Lynch, 547; Earl Moore, 533; Tom Reid, 524.

### Friday Mixed STANDINGS

Team	Won
Three & One	65
B.V.'s	64
Wieners	63 1/2
Ham-Macs	61 1/2
Eight Balls	60 1/2
Outhouse Gang	59
Odd Couples	59
Barb. O Ranch	57
Ha Ha's	56
Bee's Nest	54 1/2

RESULTS  
Team series: (scratch) Odd Couples, 1877; with hdc., Odd Couples, 2315.  
Team Game: (scratch) Odd Couples, 687; with hdc., Odd Couples, 833.

IND. HONORS  
High series: McAdams, 541; Helmer, 542; Schnack, 526; (women) Wilson, 526; Doss, 498.

High game: Phillips, 209; Schnack, 208; McAdams, 204; (women) Schleimer, 201; Wilson, 190; Doss, 189.  
Sub's: J. Lobbano, 563 series, 246 game; C. Bean, 539 series, 200 game.

### AMC League STANDINGS

Team	Points
Spares	59
Bombers	57 1/2
Lily Flagg	53
Fat Cats	53
T-Birds	51 1/2
Alley Cats	49
Hughes TOW	44
Sprinters	41
Sheraton	37 1/2
Untouchables	34 1/2

LAST WEDNESDAY  
Sprinters 4, Hughes 0  
Fat Cats 4, Untouchables 0  
Alley Cats 4, Sheraton 0  
T-Birds 3, Spares 1  
Lily Flagg 2, Bombers 2  
HIGH ROLLERS  
Ray Bailey, 558; Norm Fischer, 535; Pat Reggie McLaney, 534; Lee Keim, 533; Bob Brock, 522.

### Wednesday Officers STANDINGS

Team	Won
Strikeouts	44
Gimlets	44
Bee M's	40
Swingers	36
Lucky Strikes	35
ExASPRators	33
Black Jacks	32
Readiness Group	28
Widgets	27
Redrock Engineers	26
Halo's	23
Sch. Bde. B's	12

RESULTS  
Gimlets 8, Black Jacks 0  
Redrock Engineers 8, ExASPRators 0  
Strikeouts 6; Widgets 2  
Readiness Group 6, Sch. Bde. B's 2  
Bee M's 6; Lucky Strikes 2  
Swingers 4, Halo's 4

IND. RESULTS  
High series: Hopper, 534; Aldrup, 523

High Games: Ivy, 233; Nix, 225; Sevey, 213; Hopper, 211; Jones, 204  
High Average: Townley, 176.  
164 Triplicate: C. Johnson.

## TRAVEL GROUP CHARTER

Huntsville-to-Frankfurt Germany

**\$360.00\***

**May 28 to July 2, 1975**

Bank Financing Available  
Optional Land Tours Offered  
No Changes in Planes  
Direct Flight

DC-8 JET Operated by World Airways  
... Largest Charter Airline

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250 GOVERNORS DRIVE  
HUNTSVILLE, ALABAMA

Passenger List Closes March 25th

\*Minimum price based on all seats being sold.

Max. Price \$420.00

\$3.00 U.S. Tax  
\$2.05 German Tax

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**1974 DODGE** Only \$3495.

VAN. 6 cyl., automatic, 12,000 miles. Like new.

**1973 CHEVY FORDOR** Only \$1995.

Air and power. Tape.

**1972 DODGE DEMON** Only \$2695.

2 door, air and power and sunroof. Very sharp.

**1973 CHEVY LAGUNA STA. WAG.** Only \$3195.

One owner. Nice.

**1973 CHRYSLER New Yorker** Only \$3695.

2 door, (Loaded). Local ladies car. Mint condition. Cost \$8,000 new.

**1973 MUSTANG** Only \$2795.

2 door, one owner, low miles.

**1973 DODGE 1/2 TON** Only \$3195.

CLUB CAB TRUCK. Air and power.

**1972 DODGE SWINGER** Only \$2395.

2 door, air and automatic. One owner.

**1972 DATSUN 510 Sta. Wag.** Only \$2199.

Air and automatic, one owner.

**1972 CAMARO Rally Sport** Only \$2995.

Automatic. Very nice.

**1972 MERCURY CAPRI** Only \$1995.

2 door, 4-speed, 28 miles per gal.

**1972 CHEVY IMPALA** Only \$2195.

2 door, air and power. Nice.

**1971 CHEVY 1/2 TON PICKUP** Only \$2195.

Nice camper. One owner.

**1971 CHEVY MALIBU 2-door** 2 to Choose From

Air too.

**1971 T-BIRD** Only \$2295

2 door, new radials and all extras. Nice

**1971 PLYMOUTH ROAD RUNNER** Only \$1995.

Automatic and air. Nice.

**1971 BUICK SKYLARK** Only \$2195.

2 door, air and power. Very clean.

**1971 FORD COBRA** Only \$1795.

Automatic, 2 door, sharp!

**1970 BUICK SKYLARK** Only \$1995.

2 door, air and power.

**1970 OPEL WAGON, 2-dr., good gas.**

**1970 DODGE 4-DR. CORNET**

Air and small engine. Local.

**1970 TOYOTA** Only \$1595.

4 door, local ladies car. Great gas!

**1970 CAMARO** Only \$1995.

Automatic, (Red), Real sharp!

**1970 OLDS CUTLASS 442** Only \$2195.

Loaded! Like new.

**1970 GTO** Only \$1895.

2 TO CHOOSE FROM — Air and power.

**1970 BUICK Estate Wagon** Only \$1995..

One owner. Hurry!

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Huntsville

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WANT AD RATES—\$2.50 minimum per weekly insertion, covering first 25 words. 5 cents per word for all over 25 words. Cash with copy, except where open account basis is previously established. 25c service charge added for credit. Mail copy with payment to Mrs. Vergie Robinson Menefee, P. O. Box 5351, Huntsville, Ala. 35805. Deadline is Friday noon, before Wednesday publication.

## 1. FOR RENT

**APARTMENTS FOR RENT**—One bedroom furnished. Two bedroom unfurnished. Carpet, draperies, stove, refrigerator in all. Convenient to Arsenal S.E., off Drake. Ph. 883-1735. 3-19p

## 3. Miscellaneous

### INCOME TAX

**\$4.00 & UP.** Located East of Wall-Triana Hwy. on Capshaw Road, Madison area. 837-0310 day or night. tfc

### INTERNATIONAL HEALTH CLUB

Massages, Steam Baths. For appointment call 536-9204. tfc

**SAVE \$\$\$**—Let us re-upholster your furniture. Auto Center Seat Covers and Upholstery Co. 2008 Clinton Ave., West. Phone 539-0382. tfc

**1974 ZIG-ZAG SEWING MACHINE.** Sews on buttons, button holes, monograms, all built-in. New guarantee. Total payoff \$44.50 cash or finance \$5.00 per month. Call Credit Manager. 539-3064. tfc

### FOR SALE

Lowery Holiday Deluxe Organ, Model TLO-K with Rhythm Section and Cassette Recorder. \$600.00 equity and take up payments or \$1600.00 cash. Call 881-5684. 3-19c

**FREE ESTIMATES**—No Service Charge. We do painting, appliance repair, install plumbing & elect. and many home repairs. Call Larry & Eugene at C&E Home Repair. 881-4718. tfc

**ANY SIZE ALUMINUM & WOOD Truck Covers.** Custom made, and Rentals. **CAROUSEL MFG. & SALES** Hwy. 72 W. - Madison, Ala. Phone 837-5321 3-12c

**THOMAS ROAD LAUNDOMAT & BEAUTY SHOP** — Behind Foodtown on Drake Ave. near Arsenal Gates 8 & 10. 881-9873 or 533-0298 (home) for appointment. 3-26p

**1975 ZIG ZAG** in new cabinet—Sews buttons, button holes, monograms, decorative stitches. Reg. \$358.00. Only \$204. Terms available. 536-1804. 1tc

**1974 SINGER ZIG-ZAG** — Sews buttons, button holes, monograms, etc. \$49.95 cash or finance \$5.60 mo. 536-1804. tfc

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**LOCAL OR LONG DISTANCE**—Use your Bank Charge. Off season rates.

**REPUBLIC VAN LINES** Phone 837-3240 4-2c

**NEED FIVE CAREER** professionals with Master's Degree, or equivalent, to teach three nights a week at Alabama Christian College, Huntsville Extension. Call 534-7385 for appointment. 1tc

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## TV Rentals

**RCA LATE MODELS—UHF-VHF**  
\$1.00 a Day—\$5.00 a Week—\$13.50 a Month  
**BANNER TV AND APPLIANCE CO., INC.**  
501 NW Memorial Pkwy.  
3 Blocks South of The Mall  
**SALES & SERVICE**  
PHONE 539-3411  
● RCA, WHIRLPOOL APPLIANCES  
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**M R & A MASSEY REALTY**  
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A Full Service Realtor & Auctioneer SL 103

## Random Test For Drug Use

Selective urinalysis testing for the military was reinstated in February by direction of Secretary of Defense James R. Schlesinger. Soldiers under 25 years of age are required to take the test when selected. At Redstone they are chosen at random by social security number.

The Department of Defense started the program in 1971 as a

counteroffensive against drug abuse.

It was suspended in 1974 when the U.S. Court of Military Appeals ruled that the result of an involuntary urinalysis test could not be used as evidence in an adverse administrative action, in this case as evidence leading to a general discharge.

DoD had discovered that the number of soldiers volunteering for assistance for drug problems steadily declined as a result of the testing. It was hoped that the problem would eventually be brought under control.

Although an individual may still be separated from the Army, the new ruling specifically states that he will be given an honorable discharge if the only available evidence in whole or part is the result of urinalysis testing.

An advantage of the program is that drug abusers and drug experimenters are identified prior to the point of drug dependence and serious addiction. The program will also deter the would-be drug experimenter and provide an effective measure of rehabilitation programs.

Laboratory urinalysis can now detect traces of opiates, amphetamines, barbiturates and methaqualone.

## Gallery Antiques

### PRESENTS SECOND BIG SALE!

	Reg.	SALE
Ladies Chippendale claw & ball secretary	\$285	\$242.25
Brass bed	\$375	\$318.75
Primitive hall tree with beveled mirror (2 pc.)	\$150	\$127.50
Walnut gateleg table (solid)	\$130	\$110.50
Walnut merchandise reduced 15% and more.		

2010 BOB WALLACE (Firestone Building)  
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(Across From Post Office).  
**SERVING THE RENOWNED**  
Terry's Pizza — Italian Dishes — Sandwiches  
CONVENIENT TO RESEARCH PARK AND ARSENAL!!

**UNIROYAL TIRES**  
STEEL RADIALS  
Ask about our 40,000 mile Conditional Guarantee

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**\$12.00**

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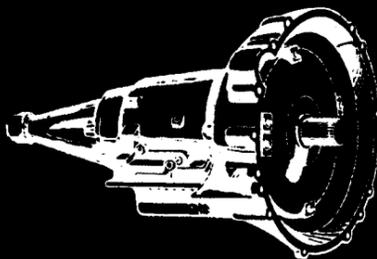
**COMPLETE FRONT END ALIGNMENT ADJUST CAMBER, CASTER, & TOE-IN**

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these men represent the finest professional sales standards.

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ALL OF THESE MEN SELL BOTH NEW AND USED CARS . . . . CALL ANY ONE OF THEM FOR PERSONAL AND PROFESSIONAL ATTENTION.

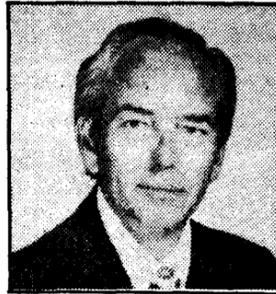
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By and  
Let's  
Get  
Acquainted.**



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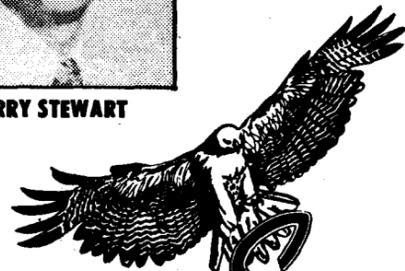
Down a few inches in wheel base from the Electra. Down considerably in price and still with the finest quality that you will find in any Buick.

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A standard of mid car excellence. Definitely the leader in this field. Buick quality control. Buick pride. Buick performance. All of the luxury features are available on this line of cars and also all of the economy features may be combined to give you a fantastic automobile.

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This car is in a class all by itself. Built by General Motors in Germany it has the quality of Buick plus the workmanship of the old country. A compact with the authority of a sports car and a very miserly appetite. The Opel is available now in both a two door and a station wagon. There is no way to beat this little car and you will just w w w at the big car luxury features that come with this car at no extra cost.



*Stockton*

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PHONE 539-9651

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**\$3,890<sup>00</sup>**

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The Century line of cars actually includes three different cars. All built on the same wheel base and with the same options but slightly different in price. The least expensive one has been listed here for you. This car is now in stock but often we are out of them as it has become one of the most popular cars in our line. Don't miss this one in your search for that perfect and economical new car.



Just a touch smaller than the Century line and with all the similar options. You will find this car will fill that need for a small car without sacrifice. Excellent on performance with economy.

**HAWK "S"**

**\$3775.00**

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STOCKTON HAS THE FINEST SELECTION  
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