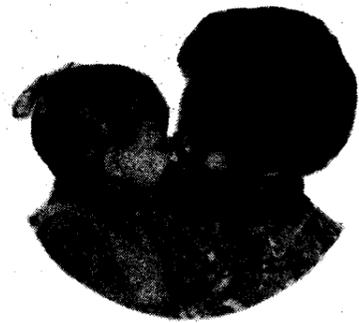


# The Rocket

VOL. XXVI; NO. 50  
MAY 10, 1978

MOTHER'S  
DAY

May 14



## Hughes Delivers MULE Mockup



### MULE MOCKUP

... MIRADCOM developing the laser unit for the Marines

Hughes Aircraft Company has delivered to the Army Missile Research and Development Command the first full-sized mockup of a laser unit the Army is developing for the Marines called Modular Universal Laser Equipment.

Colonel Benjamin J. Pellegrini, Project Manager for MIRADCOM's Ground Laser Designators responsible for tri-service development and initial production of all ground laser equipment, said the Army last year awarded \$5.3 million to Hughes for MULE engineering development.

Major Raymond Burns, Marine liaison officer and Assistant MULE Project Manager, said the mockup goes to the Marine Corps Development Center at Quantico, Va.

"The optics are real although the rest of the mockup only simulates the real system in weight and size," Maj. Burns said. "We'll use the mockup in briefings and demonstrations to show what the equipment looks like until we get the real thing."

MULE is a two-man portable system which when used with the north-finding module, will give the forward observer range and azimuth information, and designate targets with laser energy to guide missiles and munitions. Weighing approximately 37 pounds, the system employs a low power laser beam and a precision tripod-traversing unit.

A night sight will be added to the system for 24-hour operation.

Burns said the MULE would guide laser-guided bombs. Laser Maverick, Copperhead, the Navy's 5 and 8 inch guided projectiles, and Hellfire in addition to increasing the effectiveness of conventional artillery and A-6E radar beacon bombing.

MIRADCOM has two laser guidance program under development for the Army—the Ground Laser Locator Designator and the Laser Target Designator, a hand held unit that weighs 16 pounds and just

See Hughes, page 15

## School Joins In AF Day Salute

The public is invited to attend the Retirement Review on May 18 in observance of Armed Forces Day. Parade time is 4:00 p.m. at the parade field back of the Post Theatre.

The Army commands have combined efforts to place some missile systems at the parade field for viewing by those attending the review.

Other special programs are planned. On May 17 the Missile and Munitions Center and School will host school Guidance Counselors from Madison County for briefing and tour of the Electronics Division, Faculty Development Office, Directorate of Training, School Brigade, and barracks, and will conclude the program with lunch in the Dining Facility.

Open house will also be conducted by Special Troops, RASA on the 18th, 9:00 to 3:00 in the HHC enlisted barracks and dining facility.

Retirees will hear briefings on the latest benefits. The sessions will take place in the Post Theatre throughout the afternoon.

At the Bicentennial Chapel a field chapel will be displayed. The Chaplain will also host a luncheon for the Huntsville Ministerial Association.

Recruiters for all branches of the Armed Forces will have displays in the mall area of the new PX.

During Armed Forces Day in 1963 President John F. Kennedy appeared at Redstone. The lectern from which he spoke is being formerly presented to the Alabama Space and Rocket Center to be displayed with other historical artifacts.

The Redstone Rocket is published in the interest of the personnel at Redstone Arsenal, by the Enquirer Printing Co., a private firm in no way connected with the Department of the Army. Opinions expressed by writers herein are their own and are not to be considered an official expression by the Department of the Army. The appearance of advertisements in this publication does not constitute an endorsement by the Department of the Army of the products or services advertised.

## Await Findings on Drug Raid

Dog teams trained to detect marijuana and other drugs aided Redstone Arsenal authorities during the night of May 4-5 checking vehicles parked on the post.

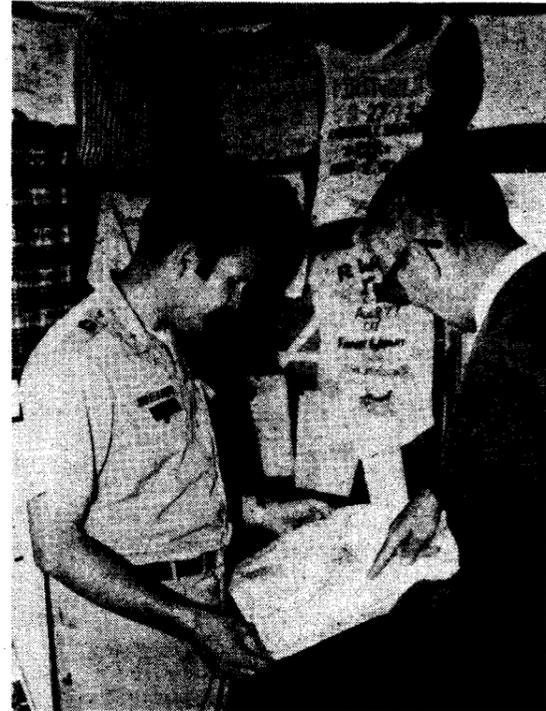
The dogs and their handlers are based at Ft. Benning, Ga., and returned there early May 5. Similar efforts have been made periodically here in the past and at other Army posts as well. Four dogs were used here last week.

The inspections were made by commanders assisted by military police and agents of the Redstone Resident Agency of the Army Criminal Investigation Command. Vehicles checked were parked in lots normally used by soldiers.

Contraband confiscated primarily involved small amounts of marijuana for apparent personal use. The investigation is continuing.

Information developed so far involves about 30 individuals, soldiers assigned to the Missile and Munitions Center and School and the Missile Materiel Readiness Command.

Results of the investigation will be turned over to unit commanders for further action.



Shirt Tail Club LTC John Brannon and Bill Porter look over plans for the Redstone Flying Club's Open House this Saturday. See also page 6.

# Shoplifting Hits Soldier Double Blow

There's something going on at the Redstone Post Exchange that hits soldiers where it hurts the most — in the wallet.

Call it shoplifting. Stealing is another name that fits.

Don Emmons, the Exchange manager, believes that soldiers, and others authorized to use the Exchange, ought to be more concerned about it. Concerned enough to tell a sales clerk or a supervisor when they see anyone ripping off the Exchange.

A thief in the Exchange hurts a soldier and his family two ways. First the loss is made up in higher prices. Second the ripoffs cut into the funds paid by the Exchange into the Army's morale and welfare fund which provides recreation facilities and activities for soldiers and their families.

Last year the PX worldwide estimated it put about \$64 million into morale and welfare funds. That works out to better than \$50 bucks a soldier.

People who work in the Exchange have not been sitting there waiting for someone to finger shoplifters for them. They've caught 30 on their own in the past four months.

"But we don't have enough eyes to detect everyone who shoplifts, and we'd like some help from anyone who sees this happening," Emmons says.

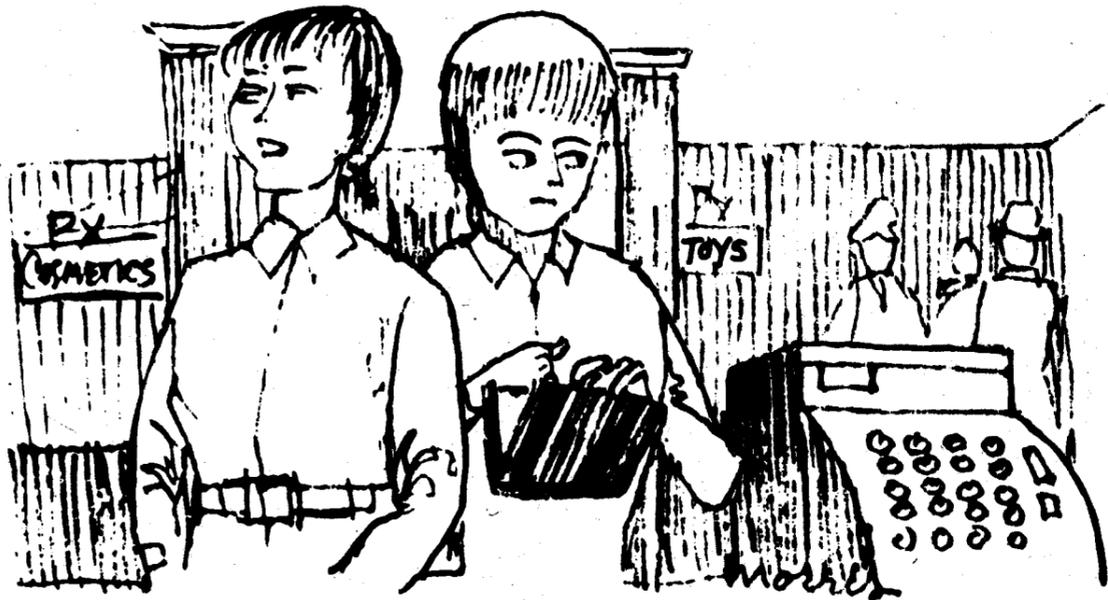
"We know small children are likely to grab a piece of candy and eat it, or take a package of gum and start chewing before it's paid for. But when children get to be 10 or 11 they should know better. It's essential for parents to watch their children in the PX."

Shoplifters attempt mostly to take small items they can put in their pockets or purses, such as pre-recorded tapes, jewelry, candy, cosmetic and pieces of clothing, according to Emmons.

People can be prosecuted for shoplifting no matter what the value of the item taken, whether it's a piece of candy or something worth much more.

When people are caught, they are detained at the PX and the Military Police are called.

When the MPs arrive, the suspect is taken to the PX manager's office or some place out of the public eye, and in the case of a shoplifter who is a juvenile or adult



dependent, their sponsor — the active duty or retired military member of the family — is called.

When the sponsor arrives, shoplifters are read their rights, and the MPs determine whether they do have something that belongs to the PX. If they do, it is confiscated and a receipt given for the item. This becomes a matter of record. A dependent at this point is released to the sponsor. Soldiers go first to the MP station, then are turned over to their commanders. Retired personnel are either released on their own recognizance or to some responsible person.

Emmons points out that shoplifting damages a soldier's career, and in any case, it can be very embarrassing for all concerned.

Attorneys in the Staff Judge Advocate's

office say that civilian shoplifters may be prosecuted through civilian channels — the U. S. Magistrate's court. In appropriate cases they may be ordered not to re-enter the Arsenal. Military personnel go through military justice channels. They can be court martialed.

If taken to the U. S. Magistrate, that official may levy a fine or a jail sentence. Military personnel may be reduced in grade, forfeit pay or be confined.

In all cases, PX privileges can be revoked by the Post Commander as an administrative action.

## The Rocket

The Rocket is published weekly, on Wednesday. The publisher will receive editorial content for publication in the Rocket through the Information Office, Army Missile Command, Redstone Arsenal, Ala. 35809, Bldg. 5250, Room A-134. Extension 876-1400 or 876-1500.

All advertising copy and payments therefore are received by Mrs. Vergie Robinson, P.O. Box 5351, Huntsville, Ala., 35805, telephone 533-2703, as representative of the publisher. The advertising office of The Rocket is located at 2400 Bob Wallace Avenue, Suite 210. Advertising deadline—both display and wanteds—is 10 a.m. Monday before publication.

The Rocket is distributed free of cost to personnel at Redstone Arsenal. Mailing rates off post for The Rocket are \$12.72 a year, or \$7.42 for six months, tax included. Mailing arrangements may be made with the publisher, P.O. Box 930, Hartselle, Ala. 35640.

Everything advertised in this publication must be made available for purchase, use, or patronage without regard to the race, creed, color, sex or national origin of the purchaser, user, or patron. A confirmed violation or rejection of this policy of equal opportunity by an advertiser will result in the refusal to print advertising from that source.

A sign spotted in a Pentagon office reads:

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**Redstone Arsenal Flying Club Picnic**

Redstone Arsenal Flying Club Picnic scheduled for Sunday, May 7, has been postponed until Saturday, May 13.

The military and civil service community of Redstone Arsenal is cordially invited to join us starting at 11:30 for our picnic and flying.

SCHEDULED EVENTS ARE:

- Bomb drop and precision landing contest. Trophies will be awarded.
- Introductory flight lessons and rides over arsenal will be offered to those interested. (This is open only to military DOD civil service dependents, and bonafide guests.)

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# Brown Orders Further Study In To Pay Commission Report

(ARNEWS) — If any of the recommendations made by the President's commission on military compensation actually take effect, it won't be any time soon.

Substantial changes to current compensation and retirement programs require congressional action. And as of now, there are no plans to propose legislation for Congress' consideration until next year. In the meantime, the services have been ordered to study the commission's report in detail so that DOD can make its own recommendations and proposals on future military pay and benefits to President Carter and Congress.

Secretary of Defense Harold Brown ordered the study during a recent meeting with service secretaries and chiefs of staff. Brown directed that each of the commission's proposals be evaluated in terms of its costs, impact on welfare, recruiting, retention, strength, management and readiness.

Defense officials have set a timetable that calls for making recommendations to the President in late July. Proposals will be based on two studies of the commission's report. One was scheduled for presentation by the services to DOD on May 5. It included recommendations on pay and allowances, comparability standards, annual pay raises, special and incentive pays, junior enlisted entitlements, longevity pay raises, health care, and benefits for retirees.

Further topics, not addressed in the Commission's report are expected to be surfaced for consideration.

A second study, scheduled for a May 22 presentation will address retirement, annuity, social security, inflation protection, dual compensation, trust fund credits, severance pay and "grandfathering."

"Grandfathering" has been one of the most important concerns expressed by soldiers to date, according to officials. If the commission recommendations are adopted, a so-called "grandfather clause" would keep the present retirement system in effect for those soldiers serving on a second or subsequent enlistment, or those with more than four years' service.

Officers serving beyond their initial term of obligated service, or entering their fifth year of service would be eligible to retire under current rules.

Congress is not expected to act on any changes in military retirement or compensation this year. Several congressional members have said that any proposed changes would be carefully studied and could even take several years to approve.

DOD expects to have its own version of required legislation concerning military pay and benefits drafted by fall. This will be sent to the President's Office of Management and Budget. Present plans call for OMB to forward the package in time for hearings during the opening session of the new Congress in January.

## MIRCOM Picnic Tickets On Sale

MIRCOM picnic tickets have gone on sale throughout the command. The event, open to all military and civilian employees and families, will occur June 17 at the Civilian Recreation Area.

The ticket will buy a fried chicken dinner, \$3.00 for adults size and \$2.50 for children size. Ticket must be purchased by June 9. Ticket coordinators have been named throughout the organization, see listing elsewhere in Rocket.

The day will feature games for all ages. Special concessions will be set up for soft drinks, 20 and 30 cents; ice cream, 30 cents; and beer, 60 cents. The stands will be open from 10 to 4.

The dinner, to be boxed complete with plastic utensils for faster service, will be served from 11:30 to 2.

Those attending should plan to bring folding tables, chairs, blankets — any items usually used picnicing.

Doris Agnew	6-1127	Sharon Hall	6-2291
Alice Balleu	6-2376	Thomas DeLong	6-1571-1985
Peggy B. Durand	6-2635	H. E. Love, Jr.	6-7216
Patricia T. Bailey	6-2866	Barbara Chandler	6-5859
Sarah B. McNeill	6-3305	Jan Dill, Pat Orr	6-2540-5386
Barbara Reynolds	6-4577	Gay Porter	6-3974
Ralph Perrill	6-1400	Mildred S. Hanby	6-2029
Dianne Wood	6-4905	2LT Lawrence	6-5154
Dean McPherson	6-7333-5610	Wesley Brown	6-3993
Barbara Smallwood	6-3142	Betty Gass	6-2111
SP5 Mire	6-2337	Margie Meyer	6-3591
CPT Albert Chapman		CPT James Fitzpatrick	6-2400-2408
SSG Brewer W. Laggett	6-2186	Marian S. Cjachowski	6-7240
Angie Craig	6-4449	Robert Lipscomb	6-5274
Carlotta Berryhill	6-4678	Roy C. Rogers	6-5185
George Hudson	6-1584	COL Morse	6-3435
Samuel K. Nesbitt	6-5222	Kaye Deck	6-2805
Jo Ann Smith	6-7143	Jean M. Rossman	6-4504
Mr. Robert O. Hunter	6-5604-1430	A. Z. Whitaker	6-2833
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● **EXTRA LARGE LOT** covered w/TREES. Rancher with 3 large bedrooms, 2 baths, HUGE DEN w/ FIREPLACE, spacious living room w/picture window overlooking one of two patios, breakfast room, and inside laundry. Many features including central burglar alarm system, privacy fence, extra insulation, workshop, double carport, and built-in gas grill on patio. VA appraised or finance on FHA or conv. N806.

● **TOP BANANA** — If you are "PICKY PICKY"!! Let us show you this home built by a "PICKY PICKY" builder!! Brick 4 bedrooms (master suite is shopping 12'x20') 2½ glamour baths, formal foyer, formal dining & DEN w/FIREPLACE!! "JOY" equipped kitchen including trash compactor & "corning" range top plus pantry. The "workshop" buff will enjoy the insulated & heated 2-car garage. Just 4 miles west of Research Park & plush!! \$60's. N207.

● **UNDER \$25.00 PER SQ. FT.** for this 3 year old raised basement rancher. Lots of glamour in this roomy home of comfort. Luxurious crown mold, X-large DEN w/FIREPLACE plus X-large RECREATION ROOM on lower level. 5 bedrooms, 3 baths, (ideal for mom-in-law or teens because there are 2 X-large bedrooms and one bath on lower level) . . . Inside laundry—kitchen w/bay window for cozy meals together!! 2-car oversized garage (side entry). Better call now to see this home. "GRISSOM/Whitesburg Schools" — Low \$70's. T-7706.

● **2300 SQUARE FEET OF "MINT CONDITION"** rancher with "townhouse" sized low maintenance grounds!! Walk to golf course and COUNTRY CLUB. X-large foyer, spacious DEN w/WOODBURNING FIREPLACE and "wet bar", roomy 4 bedrooms, 2½ baths, glamorous "rear" formal dining offers much comfortable roominess just the right amount of formality. X-large "family" kitchen w/bay windows for wonderful breakfast together. 2-car garage. W-1603. \$60's.

● **UPPER JONES VALLEY** — 2700 sq. ft. of fine home in a prestigious neighborhood. The Acre grounds of this 3 bedroom home are within walking distance of Jones Valley Elementary or Randolph School. You'll enjoy the family living in the huge DEN. Double garage. High \$80's. G-2906.

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## The Reading Center Announces Its Summer Program

Summertime is an excellent time to do remediation with students who have difficulty in school. The following is a brief description of what The Reading Center is offering this summer:

**Remedial Reading**—Pre and posttesting is used as an indicator of progress. Classes are limited to six students and meet two hours each Monday, Tuesday, Wednesday and Thursday for four weeks. The last day of this period is used for consultation with the parents. The first summer session is June 12 through July 7, the second summer session is July 17 through August 10.

**Math**—A pre and posttest are given. Students are diagnosed by testing and remediation is administered in weak areas. Pretesting is done during the first tutoring hour. Parents are then consulted for discussion of test results.

**Handwriting**—This class includes letter form for upper and lower case letters, spacing, connecting letters (in cursive) and paper organization. Cursive and Manuscript will be taught July 19 through August 12. Classes are limited to ten students.

**Study Skills**—Classes limited to ten students of junior high and high school. These students should be on grade level. Class will be taught July 17 through August 10.

**Rapid and Effective Reading for College Students and Adults**—As a result of this program adults find they can read faster, comprehend more and obtain greater pleasure from both required and leisure-time reading. This course is for ten weeks — pre and posttesting included. Materials provided. Class limited to 12 students and meets every Tuesday evening for two hours.

**Tutoring — Math, English — one to one basis.**

Please call  
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For More Information

The Reading Center is located at 3550 L & N Drive behind the Leo Agency.



**NOTE:** Announcements for "Now Hear This" must be received by noon Friday to appear in Wednesday's "Rocket".

**Friday, May 12**

The Society of Logistics Engineers meets in the Officers' Club at 11:30 a.m.

Charles McKinley of MIRADCOM will speak on "Logistics Considerations in R and D."

Reservations: 876-1901.

**Friday, May 22**

The Women in Action Committee of AUSA meets at noon in the Officers Club.

Dr. Sidney Sandridge, President of Athens College, will speak on "Men and Women — Dare to Be Great Together."

Reservations: Women in Action Team Leaders.



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Raymond A. Kline, Associate Administrator for NASA's Management Operations, will speak on the proposed reorganization of the Civil Service at a joint meeting of the International Personnel Management Association and the American Society for Public Administration in the Officers' Club, 7 p.m., May 16. For reservations call Mary Spears, 876-5586, or Delia Black, 876-5814.



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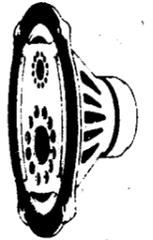
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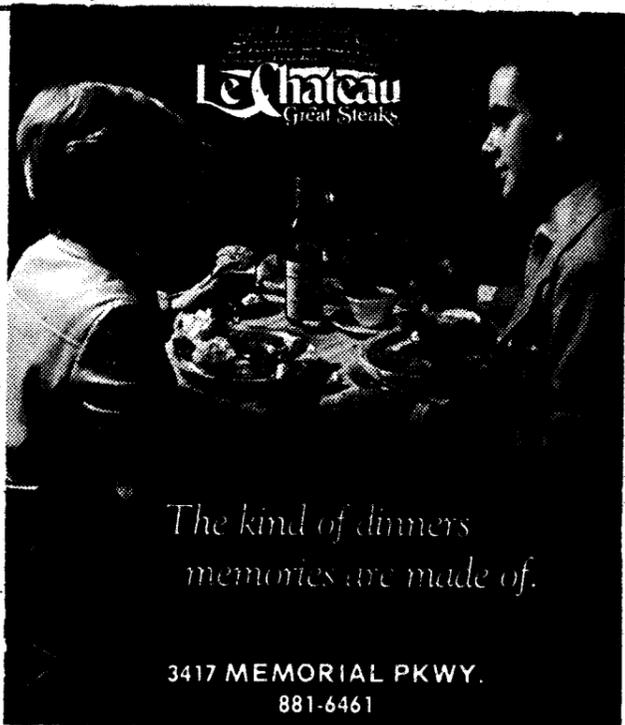
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## Wins Doctorate In On-Post Program

During the past 10 years, William C. Wall, Jr. has been working on advanced degrees, first a masters, then a Ph.D, both from the University of Oklahoma at Norman.

Dr. Wall, Chief of Program Management in the Hawk Project Office, started his career at Redstone in 1955 as an enlisted man under the scientific and professional program for soldiers with degrees in technical fields. His bachelors degree was in Mechanical Engineering earned at Lafayette College, Easton, Pa.

As a soldier he was assigned to the Industrial Division and became the Assistant Resident Ordnance Engineer at a contractor plant in California working on the Dart antitank missile program.

When Wall's Army tour was over, he became a civil service employee still in the Industrial Division, and was sent to Utica, Michigan as the Redstone Resident Ord-



WILLIAM C. WALL, JR.

nance Engineer where a contractor was working on Dart production.

"The Dart program was terminated, and I returned to Redstone to work on the SS-10, SS-11, Entac and Shillelagh programs," he said. "Then in 1963, I became Chief, Direct Support (Free Flight Rocket) Division in the Procurement and Production Directorate. Our systems were the Honest John, Little John and Law." He was later named deputy assistant director for Systems Operation in P&P.

Wall transferred to the Ballistic Missile Defense Systems Command in 1968, and assumed his present position in 1976.

Active in community affairs, Wall is a Babe Ruth baseball coach, has served as the head of numerous community organizations, and on committees and commissions concerned with local civic affairs.

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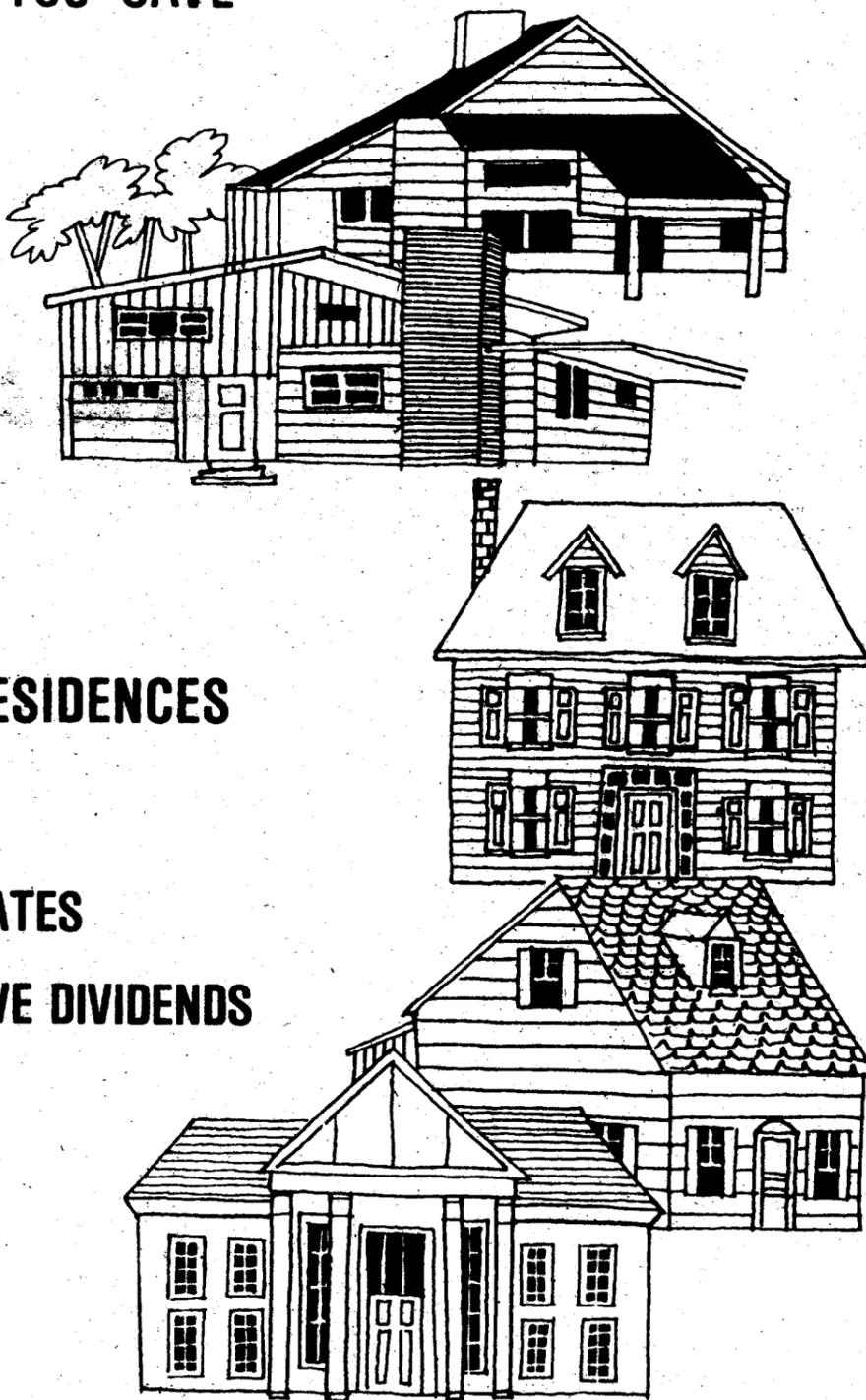
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# Open House

Tastes in trophies vary. Redstone aviators always go for the shirt tail. Shirt tails cover the walls of the headquarters of the Redstone Arsenal Flying Club on Hale Rd. Each marks the first solo flight of a pilot taught in the club.

Although the new flyer is traditionally greeted with scissoring, horseplay and airplanes don't mix at Redstone's Flying Club.

"We emphasize safety all the way through," Bill Moeller, Maintenance Officer for the flying club, said.

The club runs a Federal Aviation Administration certified, Veterans' Administration approved flight school. It provides the instruction and trainer planes necessary to start a student flying, cross country planes and other facilities to keep the experienced pilot in the air.

"We can train all the way from basic, introductory training for a private license to training for a private-commercial instrument flight instructor and an instrument flight instructor," Moeller said.

Those interested in seeing the training techniques and facilities of the club are invited to an Open House and Picnic this



Student pilot Robbie Toney gets the word from Capt. George Cole, an instructor for the Redstone Flying Club.

Saturday. The Open House will offer introductory flying lessons for \$7, and aerial sightseeing tours of Huntsville for \$3.

"The Redstone Flying Club is here primarily for the military. Only the military

qualify for full, active membership in the club. We do take associate members: retired military, reservists and DOD civilians," Moeller said. He is a civilian working in the Patriot Project Office.

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Roland's second fire unit produced and delivered to the Army made its successful debut this week at White Sands Missile Range, N.M.

The Army's new short range, all-weather air defense system launched, acquired and guided a Roland missile throughout its flight in the first actual test of the new unit. (Fire unit one has completed three months of testing at White Sands).

Brig. Gen. Frank Ragano, U.S. Roland Project Manager, said the launch was completely successful and accomplished all test objectives.

For the initial flight, the Army fired against a simulated moving target. The programmed flight directed the supersonic missile to a predetermined point in the air.

Both fire units 1 and 2 will undergo extensive testing at White Sands during the coming months including crew training, verification of maintenance procedures, road tests, tracking exercises and live firings. Later, equipment will go to Panama and Alaska for hot and cold weather tests.

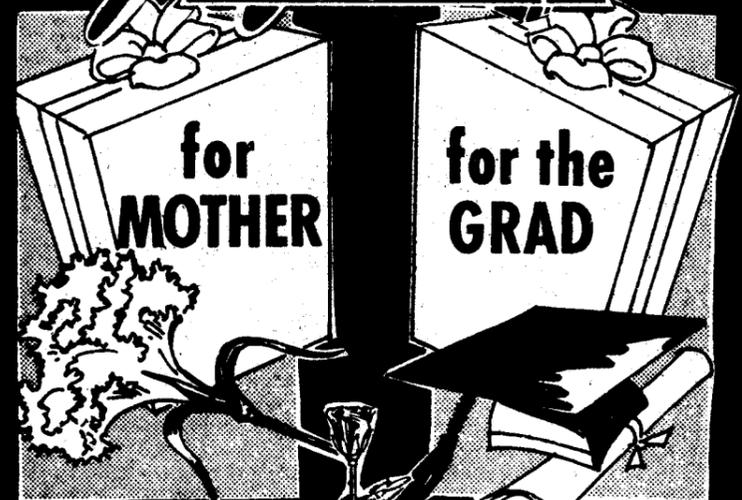
The Army Missile Research and Development Command (MIRADCOM) has ordered four fire units and approximately 100 missiles from Hughes, U.S. Roland prime contractor, and Boeing, principal subcontractor, for testing prior to a production decision.

Roland is the French-German developed system selected for production in the United States and deployment with the Army to defend against low altitude attacks from hostile aircraft. Hughes and Boeing, under license to Euromissile to transfer European technology to the U.S., are building U.S. Roland in this country and mounting it on the M-109R tracked vehicle.

U.S. Roland will engage and destroy low altitude aircraft attacking targets such as air bases, fortifications, and rear area targets.



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This picturesque cattle/crop operation has 3 houses and 3 barns with several outbuildings. The farm has excellent corral and penning operations for livestock along with a lot of new net wire fencing. Offered in tracts and combinations then as a whole, selling by the tract, not by the acre.

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## CSC Reorganization

The proposed reorganization would separate the conflicting functions of the present Civil Service Commission and place them in two separate agencies, one responsible for the management of human resources and the other responsible for enforcement of merit principles and the consideration of employee appeals.

The plan would create the Office of Personnel Management and redesignate the Commission as the Merit Systems Protection Board. It would also establish the independent Federal Labor Relations Authority.

### OPM

The Office of Personnel Management would be the primary agent for management of the federal work force. Both its director and deputy director would be appointed by the President and confirmed by the Senate. They would serve at the pleasure of the President. There would be up to five associate directors appointed by the director.

OPM would develop personnel policies governing civilian employment. It would provide leadership and assistance to Federal agencies in carrying out these policies.

Among its functions would be many of the current responsibilities of the Commission, including central staffing operations, personnel investigations, program evaluation, executive development, and training. OPM would administer federal employee retirement and insurance programs, and would exercise management leadership in labor relations, affirmative action and employee utilization.

When they have the competence and it is cost efficient, OPM would delegate authority and functions to the heads of Federal agencies, under enforceable performance agreements.

### MSPB

The Merit Systems Protection Board would be an independent agency under bipartisan leadership with no more than two of its three members from the same political party.

# Civil Service Reform

Changes necessary to put President Carter's proposed federal service reforms into effect are contained in the "Civil Service Reform Act of 1978."

This is the final article in a series dealing with the major portions of the Act.

The Board would be the successor agency to the Civil Service Commission.

The Board would decide most appeals and complaints of federal employees and applicants for federal employment. Exceptions are appeals involving examination ratings, job gradings and classifications, and decisions by insurance carriers, which would be handled by the OPM.

The Board would conduct special studies of the competitive service, and upon request, of other merit systems. It would report to the President and Congress on the fidelity of those systems' operations in serving the public interest under basic merit principles.

(Passage of the Civil Service Reform Act of 1978 would give the Board power to subpoena witnesses and evidence needed to conduct investigations and decide appeals. The Civil Service Commission does not have those authorities now.)

A Special Counsel located in the Board would be empowered to investigate and prosecute individuals involved in prohibited political activities including Hatch Act violations, and prohibited personnel practices.

The Counsel would also investigate charges of reprisal actions against employees for lawful disclosure of information related to violations of law (whistle-blowing). (Upon enactment of the Reform Act, the Counsel would be able to provide additional protection to bona fide whistle-blowers.)

If a court finds it warranted, the Special Counsel would investigate complaints against Federal officials for improperly. All members would be appointed by the President and confirmed by the Senate for staggered four-year terms.

The General Counsel of the Authority,

withholding information requested under the Freedom of Information Act.

The Special Counsel would have the authority to bring charges based on these investigations against employees and to present them to Board members or to an Administrative Law Judge designated by the Board when the Special Counsel feels that disciplinary action is warranted. The decisions of the Board in such cases would be final and the employing agency would be required to take the action determined by the Board to be necessary. Evidence supporting disciplinary action against a Presidential appointee would be referred by the Special Counsel to the President.

The Counsel would be appointed by the President, subject to Senate confirmation, at the same salary level as Board members.

### FLRA

The Federal Labor Relations Authority would be an independent establishment in the Executive Branch, composed of a full-time chairperson and two other full-time members not more than two of whom shall be members of the same political party. would be appointed and serve on the same basis as its members.

FLRA would assume the functions of the Federal Labor Relations Council and Assistant Secretary of Labor for Labor-Management Relations (except standards of conduct for labor organizations) under Executive Order 11491, as amended, including the function of the Civil Service Commission under sections 4(a) and 6(e) of the Order. The Federal Service Impasses Panel would remain a distinct organizational entity, within the Authority.

The General Counsel would investigate alleged unfair labor practices, making final decisions as to whether to issue unfair labor practice complaints and prosecuting such complaints before the Authority. Decisions of FLRA on any matters within its jurisdiction would be final. Policies, regulations, procedures and decisions under Executive Order 11491, as amended, would continue until revised, revoked or superseded.

The OPM, the MSPB, and the FLRA would be headquartered in Washington and would maintain field offices.

If neither House of Congress rejects the plan, the reorganization will become effective on or before October 1, 1978, at such time as the President specifies.

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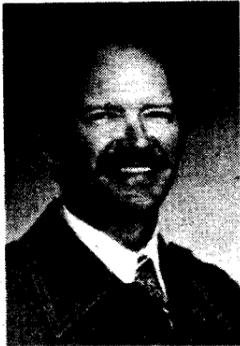
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# A Night Full of "What-ifs"

By SP5 Ray Rowden

For a while, I was just plain scared. After all, when the assistant charge of quarters wakes a soldier up a few minutes before midnight and says, "Get dressed. The C.O. wants to see you in his office," — Well, it's a nerve-racking experience. My first thought was that some tragedy had befallen my family. Next, came the idea that someone I supervised had been in an accident or incident of some kind. Fear replaced anger as these thoughts raced through my mind. So I was a little confused when two other soldiers obviously as hastily dressed and bleary-eyed as I, joined me in a headlong rush to the orderly room. Once there, the captain's first question

freed me and perhaps the others, of the initial concerns for family and friends. "Do you have your car keys?" he asked. In response to our affirmative nods and grunts, he added, "Follow me," and led the way toward the parking lot.

On the way, a new thought twisted my stomach into knots. "I bet some drunken idiot has demolished an entire line of cars! And I've only had this little sports car for three months!"

About then, my eyes focused on what seemed like a platoon of MPs and a whole pack of German shepherd dogs. "Aha!" I thought. "My worries are over."

I kept telling myself that for the next hour and a half. The small group of soldiers assembled in the chill of midnight was informed that the dogs had "alerted" at our cars. The dogs suspected the cars contained marijuana and other dangerous drugs.

With a relieved sigh, I decided that no amount of searching could uncover contraband that wasn't there. And no contraband of any kind had approached my car since I bought it.

But what about the previous owner? Had he or she left a hidden stash of illegal organic or chemical happiness in it? This unwelcomed thought tied a knot or two in my previously peaceful stomach. And the rest of the "What ifs" that started flooding my mind didn't help matters either. These doubts continued to nag me while MPs climbed over, under, around and through other cars.

The first sergeant explained that we were out in the cold, damp gloom because the dogs had "alerted" when led near our cars. All we had to do was stay out of the way until the MPs called us to search our cars.

So we waited. We shivered. We gossiped. We dreaded the morning. We cursed the cold, the dogs, the MPs (in whispers), the Army, the luck and the dopers.

One by one, we were called to sign a form giving our consent to the search and watched as MPs went over, under, around and through each vehicle.

You know, it's hard to act unworried while two MPs are marking a quick but thorough search over, under, around and through one's car. Especially when positive results on their part can spell disaster for one's career. I must not have managed it.

When the search was completed, the investigator in charge returned my I.D. card and released me with a stern warning. "Well, Raymond, we didn't find anything. But if there is any stuff in there, you'd better get it out. There's going to be more of this."

Does that mean I'm still a suspected drug trafficker user? Am I targeted for surveillance? I'm not going to worry about it. But I do wonder what the dogs found so attractive about my car. I would like to get rid of that attraction as soon as possible.

I'm thinking of drugs now — and the things that go with them. MPs, dogs, commanders, article 15s, — I don't think drugs are worth it.

## WO Boards

(ARNEWS) — Permanent promotions to CW2, 3 and 4 will be considered by selection boards in early July, according to MILPERCEN officials. Regular Warrant Officers on active duty and with permanent dates of rank will be considered for promotion to the next higher grade. CW4 promotion consideration will be given to CW3 candidates with a DOR of September 1973 or earlier. CW3 selection will be for eligible CW2s who also have a DOR of September 1973, or earlier. CW2 selection will be for eligible WO1s with a DOR of September 1976 or earlier. Eligible Warrant Officers should consult personnel offices to update and verify records.

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What the world is coming to. CVCC

# Software Center Growing Rapidly

In a time when designers of Army weapons systems increasingly rely on computers to make the systems go, computer software is becoming all important. What is software? Why is it important?

"Software is the programming that runs the computer. It is the computer tape with all the information embedded on it," said Don Ciliax, chief of MIRADCOM's Missile System Software Center.

"Software is a very abstract thing," continued Ciliax. "The only physical thing you see is the tape cartridge. But it's what makes the system run. The software interconnects the hardware and makes it perform certain tasks in a certain sequence. The whole of a modern missile system depends on software."

An indication of the increasing significance of computer software is the growth of the Missile System Software Center. The Center was established in July, 1975 to centralize management of computer software and hardware used in Army missile systems. Now MSSC is seeking new facilities, equipment and personnel in order to meet its ever growing responsibilities.

MSSC has submitted the requirements for a Military Construction Authority project in fiscal year 1981. The project calls for construction of a new two-story laboratory with a high-bay area and a tactical radar. The proposed site of the laboratory is an area adjacent to Test Range 3, just west of Redstone Arsenal Airport. Provided funding comes, the new building could be in use by early 1983.

The Software Center is now housed in four buildings on different parts of the arsenal, with its main laboratory in Bldg. 4373 and its offices in Bldg. 4373A. A phased transfer of all MSSC activities to the new facility would be completed by mid 1984.

When the new facility becomes fully operational, plans call for MSSC to be staffed by approximately 250 workers, 124 government and 126 contractor. The Center now has 89 people, 66 government and 23 contractor.

"Our job is becoming bigger, more complex and more important because modern missile systems are relying more and more on embedded computers to provide flexibility and enhanced performance," said Ciliax.

For example, he said, the new Patriot System's embedded computers have ten times more software than any other fielded missile system. And upgrading of the Hawk and Pershing Systems entails increased reliance on their embedded computers.

As missile systems have begun to rely more heavily on embedded computers, said Ciliax, DARCOM has placed more emphasis on software management. "Without improved management," he said, "software development cost will increase dramatically and missile system effectiveness will be adversely affected. Software has become a large dollar part of missile systems, yet there is limited historical data on software cost. We are now trying to identify it more accurately."

Ciliax said that a DOD tri-service committee, of which he was a member, recently completed a study of software management. After examining software expenditures and identifying past mistakes, said Ciliax, the committee concluded that more emphasis must be placed on software management, and that managers in both government and industry must gain a better understanding of software. Directives from DOD requiring greater emphasis on software management and improved visibility with software development and costs have been published.

MSSC exists primarily to give the Army in-house capability to establish software performance goals and to evaluate performance, said Ciliax.

MSSC supports missile systems software throughout the life-cycle of the serviced system, from research and development through acquisition to deployment and maintenance.

In the research and development stage, MSSC establishes software requirements and specifications for the missile system. The Center also monitors all new developments in the computer field and determines the applicability of new technology to Army missile systems.

MSSC then validates delivered computer hardware and software. "We identify and correct problems early in a systems development cycle when the cost of changes are minimal," said Ciliax.

"In the old days, when we were dealing with 1,000-word programs, we validated 'bv hand,'" said Ciliax. "Now that we're



Facilities Manager Bruce Hagerdon checks equipment in the Missile System Software Center.

doing programs with hundreds of thousands of words, we have to test the software automatically in order to perform many functions in a short time. What we're doing is using a computer to check other computers."

According to Ciliax, the Center uses a Univac 1108 Digital Computer to validate tactical computer hardware and software. The Univac 1108 is a massive computer

which simulates the external world while sending a tactical computer through its operations and testing its performance.

"For example, let's say we're testing computer software from the AN TSQ-73 (Missile Minder Command and Control System)," said Ciliax. "This control system looks at weapons systems on the

See Next Page

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battlefield and tells them when to fire. It has to know where weapons are on the battlefield, their status, positions of attackers, etc. All this information appears on a situation display map, and it's all embedded on computer software. Using the Univac 1108 we can determine if the software is doing its job. Does the control system panel display the right things? It does only if the software is functioning properly."

Now the Univac 1108 can interface with only one computer at a time, but MSSC expansion plans include augmenting the 1108 to enable it to handle three or four weapons system computers at once, said Ciliax.

MSSC also is responsible for post deployment software management. In addition to maintaining software of missile systems in the field, MSSC establishes requirements for and evaluates necessary modifications.

"Changes are inevitable when a weapons system is in the field," said Ciliax. "We need a technical organization here in MIRADCOM to direct those changes, because they may ripple back through and impact on other weapons systems. Interoperability is one of our

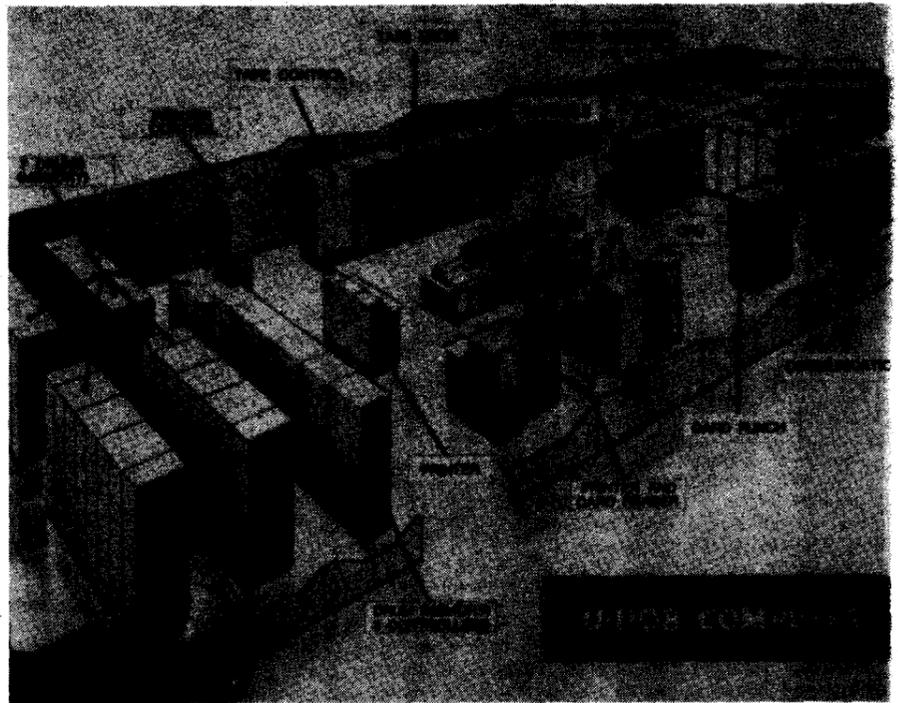
goals. We don't change one system without knowing how it will affect another."

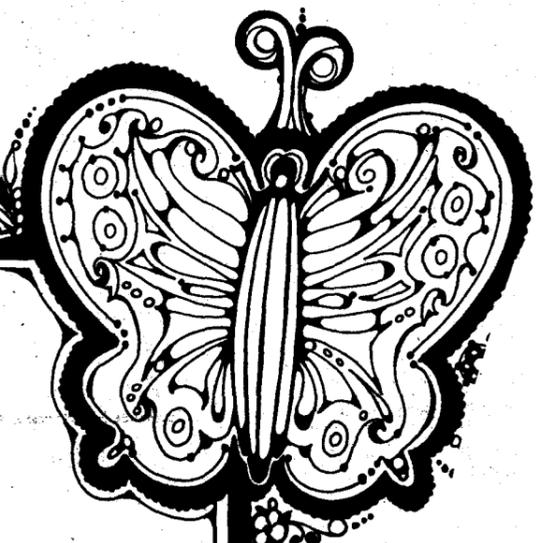
Ciliax said that one of MSSC's most important jobs is to insure that Army missile system computers can "talk" to one another. He cited the AN TSQ-73 as an example. "Hooked up in the field, the Command and Control System is part of a large computer network of from 60 to 80 computers trying to talk to one another. They have to do so intelligently."

All Army missile systems computers must be able to communicate, said Ciliax. Computers within a particular system must interface with other computers within the system, and also with computers in other systems.

"It's important that hardware and software for missile systems be standardized as much as possible," said Ciliax. "It's difficult, if not impossible, to bring about such standardization if each project independently selects its embedded computer. The MSSC, by supporting all project offices, promotes software standardization as well as a sharing of embedded computer technology between projects."

Perhaps most important of all, said Ciliax, MSSC interfaces with the soldier in the field, the final user. "The ultimate question is 'Does it really work?'" he said.





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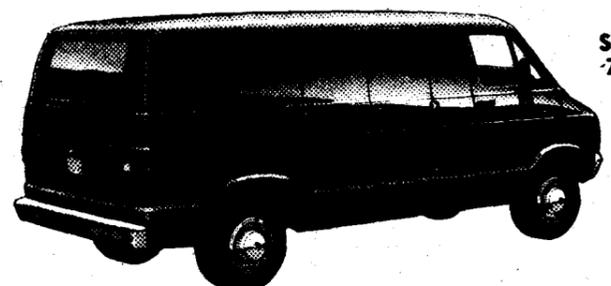
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# Project Conserve Due In Huntsville

## Glimpses From The Gallery



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**IF YOU DESPISE** homes with unique floor plans, loads of glass, vaulted ceilings, stone fireplaces, over-sized decks, heavily wooded lots with great views, gourmet kitchens, and over 3700 sq. ft. of space, don't bother reading this ad. \$71,900. BM12025. Evenings call Rosemary Nicastro 881-3079. LANDMARK GALLERY OF HOMES, 539-0643.

**HEY! COUNTRY DREAMERS!** Here is the home you've been waiting for. Cited brick rancher with all the conveniences including 3 king-size bedrooms, 2 baths, and the bonus of a 12 x 15 rec or office home. Just 10 minutes from downtown with room to roam. Raise horses or kids; or just relax on your own front porch in the fresh country air. Mid \$40's. OCR. Evenings call Joyce David 883-7313. LANDMARK GALLERY OF HOMES 881-4900.

**THEY GO TOGETHER** — a fine home, nice neighborhood, and you! This 2-story home in Fagan Springs offers all the space you've always wanted: 2 fireplaces, a secluded well-landscaped lot with mature trees. Priced at \$77,500. 0412. Evenings call Jonnie Pewitt 536-9230. LANDMARK GALLERY OF HOMES 881-4900.

**COUNTRY CONTEMPORARY JUST MINUTES FROM THE CITY.** This western cedar beauty has over an acre lot, cathedral ceilings with balcony overlooking the living room. A stone fireplace, deck off king-size master bedroom, central heat and air, modern built-in kitchen. Must be seen. Low \$50's. M. Evenings call Dick Mitchell 881-2973. LANDMARK GALLERY OF HOMES 881-4900.

**THE PLACE** that has everything — Riverbend on Gunterville Lake. Living at Riverbend is like owning your own resort. The best in recreational facilities are provided, plus Riverbend is a perfect starting point for excursions through Alabama, Tennessee, and Georgia. New homes are available. Choose your colors now. Mid \$40's to mid \$50's. RB-G. Evenings call Shirley Wall 881-6214. LANDMARK GALLERY OF HOMES 881-4900.

**JUST LIKE NEW** and made for you! This newly listed brick rancher has not only been completely remodeled and decorated, but all of its appliances — heating, air, and plumbing — carry a one-year protection plan-free parts and maintenance. 3 bedrooms, 2 baths, living, den with fireplace and 5/8 acre lot. Call before it is sold at \$36,900. Evenings call Donna Bishop 539-6361. LANDMARK GALLERY OF HOMES 859-4660.

**LADY LUCK HAS STRUCK!** Spic and span 3 bedroom brick ranch with single car garage. Central heat and air, eat-in kitchen and many more exciting features for only \$24,900. Start packing and start living! C4814. Evenings call Gene Arvin 533-6973. LANDMARK GALLERY OF HOMES 859-4660.

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**WILLOWBROOK GALLERY**  
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881-4900

Project Conserve, a program to educate Alabama homeowners in simple ways to conserve energy, will begin in Huntsville this June.

Pamphlets, containing questionnaires and suggestions for energy conservation in the home, will be mailed to the 50,000 homes served by Huntsville Utilities June 1.

Information from the questionnaires will be analyzed at the Johnson Environmental and Energy Center at UAH.

Based upon the answers, the Center will calculate the costs and savings for each individual's home if he installs storm windows, storm doors, ceiling insulation, caulking or weather stripping, or changes the thermostat setting in his home. Each

participating homeowner will receive a report on the analysis of his home.

In September, the Center will conduct a telephone survey to determine how many individuals took action after receiving their analysis, and how effective those improvements were.

The second mailings in the North Alabama Project Conserve program will go out to homeowners in the Shoals area. Other mailings will follow.

Project Conserve is a free, voluntary program developed by the Federal Energy Administration. The program is funded by the Alabama Energy Management Board as part of the State Conservation Plan. The program works for all dwellings except apartments and mobile homes.



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# Hard Work, But So Necessary

The Annual General Inspection "Blues" . . . Almost every soldier gets that melancholy feeling when preparing for the inspector general's yearly examination of his duty section or unit. The extra work a soldier does before an IG Inspection, such as checking files, reading regulations, waxing floors, spit-shining shoes, etc., seems endless. It's doubtful that the Maytag repairman ever felt as glum as a soldier scrubbing floors after a regular working day.

unseen problems, the IG team will probably uncover them.

"If a unit is not operating under Army regulations, the IG team will find the deficiencies and present them to the company commander to be corrected," said Sergeant Major Franconio Zalasar, a member of the MMCS IG Inspection team. Sixth Student Company commander, Captain Charles Vann, whose unit was recently inspected, agreed. "The IG Inspections show where a company is doing

*" . . . To Determine the Discipline, Efficiency, and Morale of the Soldiers."*

It was two weeks ago when the 6th Student Company was inspected by Major Henderson, and his three man team consisting of Sergeant Major Franconio Zalasar, Master Sergeant Everett Brooks, and Captain Hubert Neal. The team spent nearly two days examining the unit, covering every possible area to determine how well it was operating. The atmosphere at the company was tense as they waited for the IG team to start.

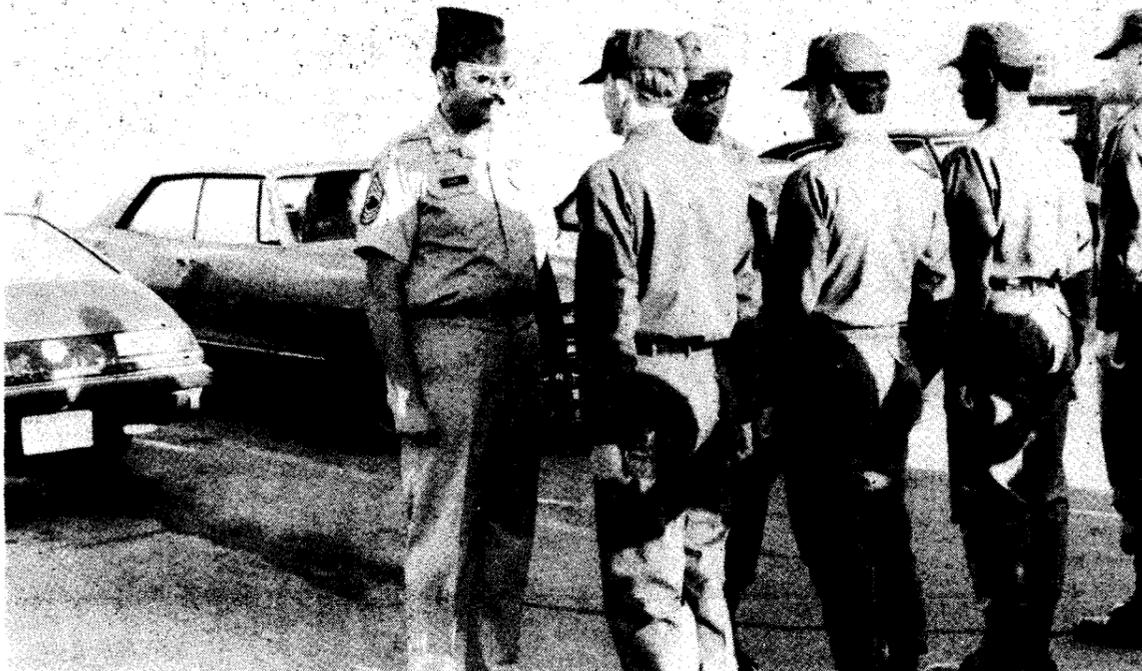
The inspection began with a briefing by 6th SC Commander, Captain Charles Vann, who explained the operation of the company to the team. After the briefing, the team broke off into individual sections, carefully inspecting supply, personnel, property, and funding records. When the long and tedious job of checking the records and files was completed, individual rooms in the barracks were inspected.

"We are involved with inspecting leadership and management in all areas of unit operation," said Sergeant Major Raymond Vance, a regular member of the MMCS IG Inspection team. "Checking into property accountability for government property is a major area we emphasize."

With the inspection of the company area completed, the inspection team spent the early morning hours on the next day inspecting the troops. Each soldier was carefully inspected for appearance and questioned on their opinions of military life and any problems they might have. The inspectors listened intently to any problems mentioned.

"We inspect the soldiers to determine the discipline, efficiency, and morale," said MSG Brooks. We then inform the superior commanders and directorates with an independent appraisal of those matters."

With the troops inspected, the IG Inspection at the 6th was completed and assessments were made. The last step, the real climax of the inspection came at the end of the second day, when the results were announced at the exit briefing for the unit leaders. The unit had passed with flying colors and it was a time for celebrating.



Standing Tall — MSgt. Everett Brooks inspects troops in recent IG Inspection at 6th SC.

The reasoning behind an IG Inspection sometimes seems obscure, especially to the new soldier who only knows that it's causing him to work when he could be relaxing. But the purpose of an IG Inspection is not harassment, it is an inspection designed to benefit the Army as a whole, as well as the individual soldier. Officially, the mission of the IG is to inquire into and report on matters that pertain to the performance of mission and the state of discipline, efficiency, and economy of a command or installation. He does this through inspections. It could be said that the IG has the responsibility of assisting the chain of command in getting their mission done.

"The IG has a two faceted role," explained Major James Henderson, Inspector General for the Missile and Munitions Center and School. "First, he is there to check into mission efficiency. Second, he is there to check into the welfare of the people.

The command IG works for the local commander, furthering his mission through inspections and helping people with problems. He believes that the chain of command works best, and that the IG's basic job is to help make sure that the chain of command does work. The inspections determine how well a unit is working. We try to be thorough, to turn every stone. We try to be as fair as if we on the team were on the receiving end of the inspection."

Although IG Inspections are thorough, many company commanders welcome them as a means of proving just how good their units are. If the company has any

well, and where they are not operating according to Army regulations. If there are areas in which improvement is needed, the IG team can point them out so the necessary improvements can be made. They also point out the outstanding areas. We welcome the opportunity to show how good we are."

The concept of improving the Army is the reason the IG Office was originated. Congress created the office in 1777 on a recommendation from General George Washington, who felt the office was necessary to keep a close eye on the condition of troops and equipment. In those early days, the duties of the IG were to "muster the troops monthly, noting the number and condition of the men, their discipline and drill, state of arms and equipment, clothing ration; to reject all unserviceable recruits and to discharge or transfer to the invalid corps all men disabled in the service, and to report all deficiencies and abuses" . . . The basic purpose of the modern IG is much the same now.

Besides looking into matters about the performance and the state of discipline, efficiency and economy of the Army as a whole, the office of the IG is there to protect the rights of the soldier. If a soldier is faced with a problem he cannot solve through his chain of command, he is encouraged to present his problem to the inspector general of his command. This can be done at a company inspection.

Since the IG Office was created, it has been a soldier's good friend. So next time the Annual General Inspection Blues strike, remember the good parts and "shine on!"

## MMCS IG Team

Office of Inspector General

Maj. James Henderson, IG  
Bldg. 3210, Ph. 876-1092

SFC S. R. Watson, NCOIC  
Ph. 876-3794

### IG ASSISTANTS

MSG Glen Fisher  
MSG Everett Brooks  
SSG R. C. Garrett  
Mr. J. A. Knight  
Mr. Vaughn Davison  
Cpt. Hubert Neal  
SGM Raymond Vance  
SGM Franconio Zalasar  
SSG Julius Manning  
SFC H. L. Dean

It Takes Time . . .

# Evaluation of Suggestions Must Be Complete and Fair

When was the last time you heard from your suggestion? Sometimes it seems to take Civilian Personnel 20 years to decide on the simplest suggestion.

But, according to two spokesmen for Redstone's Incentive Awards Program, Mary Grimes and James Temple, suggestions are usually processed within 90 days. Though they are quick to add the 90 day figure is only an average.

The number of steps and procedures required to evaluate a suggestion make it difficult to generalize on the length of time the evaluation will take.

Before anyone can evaluate the suggestion it must be logged in the Incentive Awards office, assigned a number and title and acknowledged. A check of Incentive Awards, files is run to make sure the suggestion has not already been submitted.

If the suggestion is original it is sent to the organization most affected by its recommendations. If it is not original it is sent back to its author with a note of explanation. Unoriginal suggestions take very little time to process.

"We have an incentive awards contact in each organization. That person knows the organization better than we do, and he determines where in that organization the suggestion should go," Temple said.

Suspense dates are placed on the suggestions, and the Incentive Awards Committee periodically checks the progress. But evaluation can be slow.

"There can be many reasons for a lengthy evaluation. The organization may have to make a study of the suggestion. The timing could be bad," Temple said.

He added, "Or rather than turn down a suggestion, an evaluator will say we need a period of time to evaluate this suggestion."

One difficulty in evaluation is the lack of information provided on some suggestions.

In the interest of fairness evaluators are not given the suggestors' names. Evaluators cannot approach suggestors directly for more information.

Evaluators must request suggestors for more information through the Incentive Awards Committee. Suggestors may deny this request.

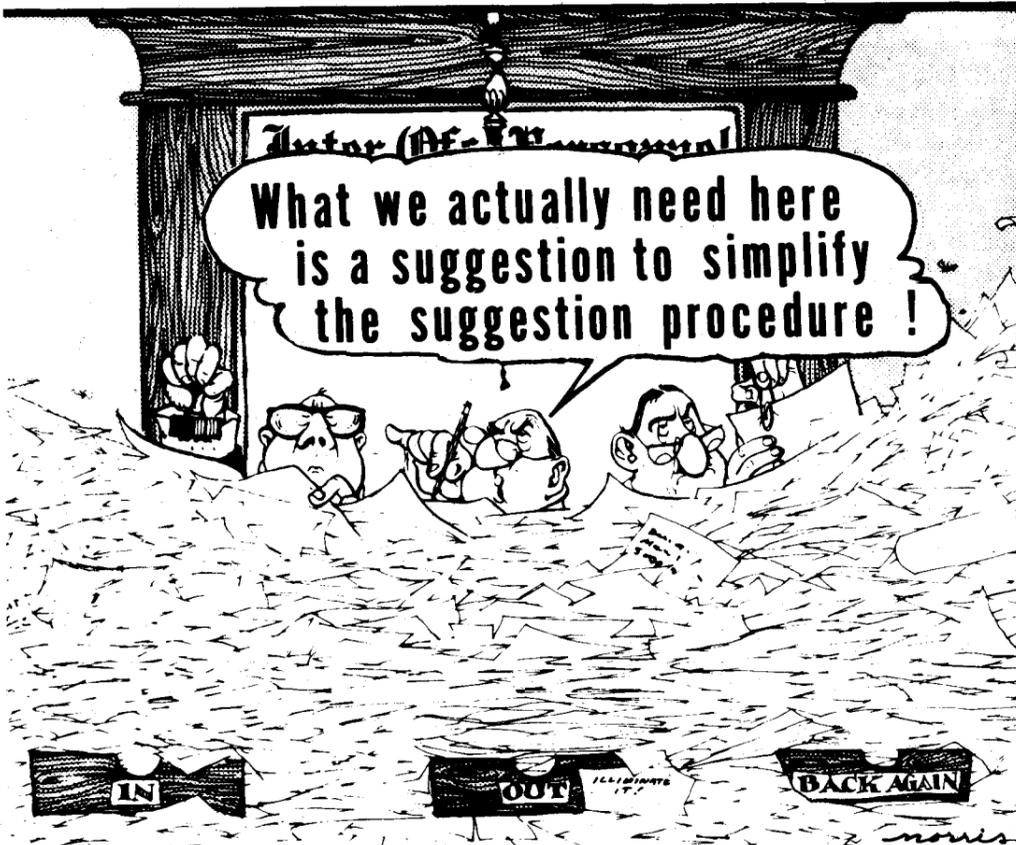
The evaluator files another form with the committee to report his evaluation of the suggestion.

Temple said, "We then review the suggestion to determine if it has been satisfactorily evaluated, and if the evaluation answers all the pertinent questions. If not, it is returned to the evaluator for further work."

When the Incentive Awards office is satisfied with the evaluation the suggestor is notified on the status of his suggestion.

If the evaluation is in order and favorable the Incentive Awards Committee further evaluates the proposal, and determines whether the Army gains from the suggestions from the suggestion

If the evaluation is in order and



favorable the Incentive Awards Committee further evaluates the proposal, and determines whether the Army gains from the suggestion are tangible or intangible.

Certificates are given to mark all suggestions the Army adopts. But money is only awarded for suggestions with tangible benefits for the Army. The Incentive Awards Committee must also decide how large an award is due.

"We have to determine whether the suggestion is within the job responsibility of the suggestor, or whether it exceeds his job's requirements.

"If the suggestion is part of the person's job he can't get paid. But if it is outside his job responsibility or on a higher level he can get paid," Temple said.

The suggestor's supervisor helps with this decision. The supervisor also approves the evaluation before the suggestor is given the decision.

"But the suggestor doesn't get paid until the suggestion is adopted," Temple said. "The reason for that is the organization involved may change their minds, and decide not to adopt a suggestion even after it is approved."

Grimes added, "Sometimes it takes as much as a year for a suggestion to be implemented after it is approved."

Even after a suggestion is applied there can be delays in its reward.

Grimes can sign for awards of less than \$50., but larger awards must be approved by the organizations concerned. Certain

awards must also be approved by the Commanding General before they can be forwarded to the suggestor.

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# Judo Regional

The Redstone Judo Club sent 10 members to the regional Junior Olympic Judo Meet held at Fort Jackson, South Carolina last weekend.

Entered in the competition were: Tim Atkinson, Nels Benson, Alan Chaffee, Steve Kemp, Mark Lacanne, Jeff Morgan, Duane Nuby, David Powell, Chris Schultz, and Helen-Mae Smith. Smith took first place in her division, Atkinson second and Kemp third. Sergeant Mike Brown is the club's instructor.

## Company Volleyball

### Final Standings

	W	L	GB
German AF/C Co.	14	0	—
291st MP/Meddac	10	4	4
B Co./Mircom	9	5	5
Marines/95th SVC	8	6	6
A Co./7th SC	8	6	6
902 MI/SSO	5	9	9
6th SC/5th SC	2	12	12
8th SC/4th SC	0	14	14

## Hughes Delivers

Continued from front

recently was ordered into production. Army and Marine units are being developed with as much commonality as possible and many of the system components will be interchangeable.

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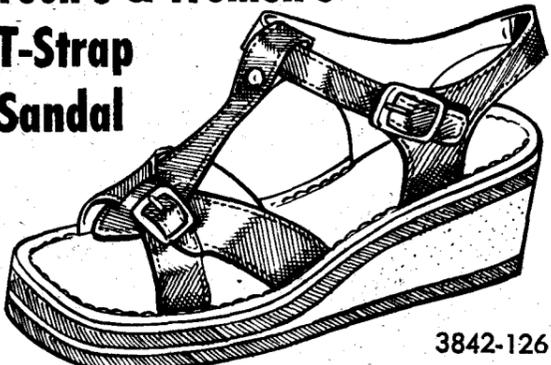
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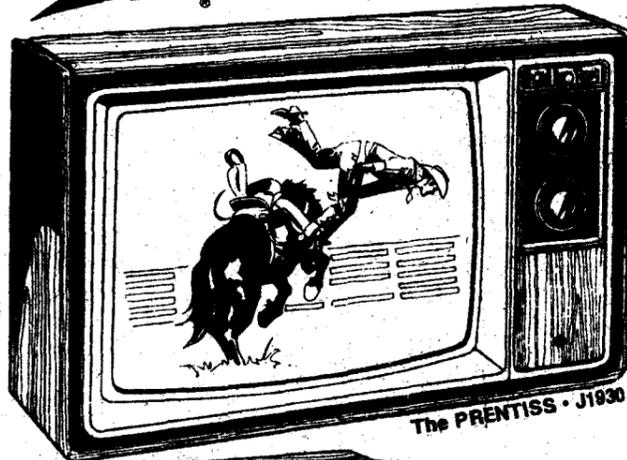


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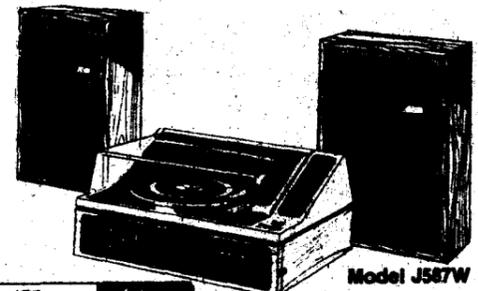


The DRYDEN • J192W

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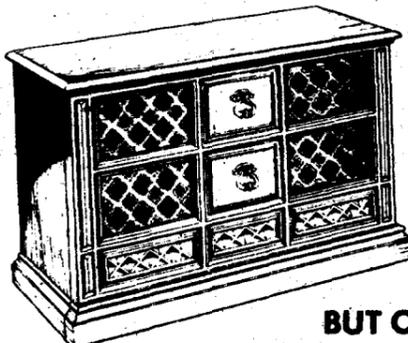
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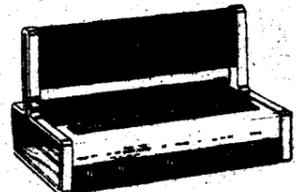
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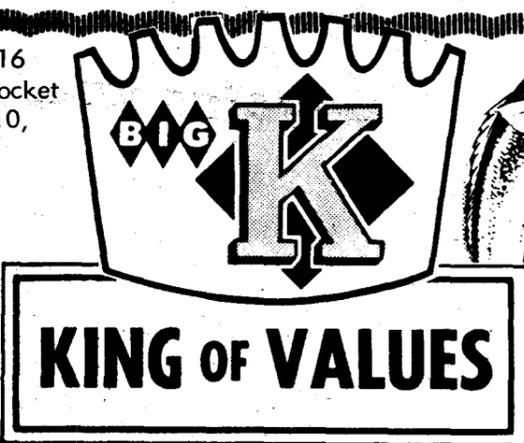
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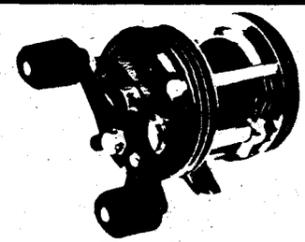
# FISHING SPECIALS

## PRESENTS Daiwa

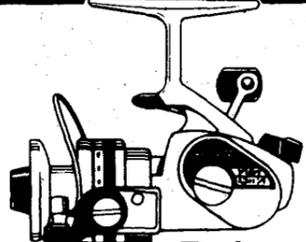
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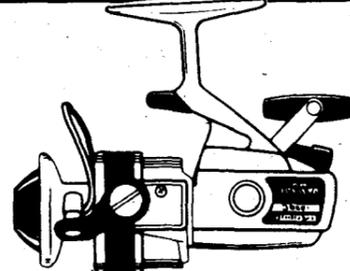
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Ultra-light spinning reel. Gear ratio: 5.4 to 1. Spool line capacity: 200 yds. 4 lb.



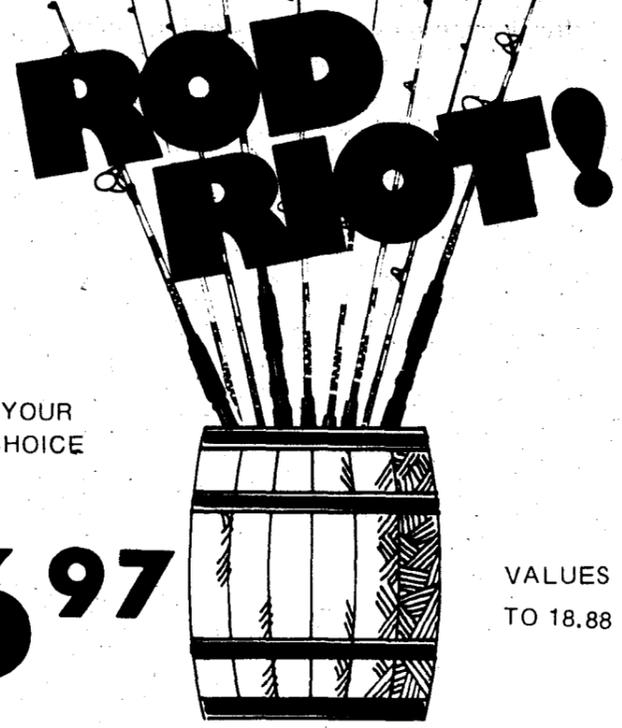
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Light spinning reel. Gear ratio: 4.9 to 1. Spool line capacity: 270 yds. 6 lb.



**Daiwa 210RL REEL**  
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**ULTRA LIGHT**  
**Daiwa MINICAST SYSTEM** MODEL MC138  
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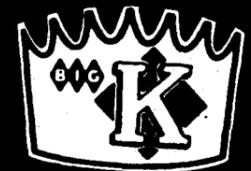


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## An Attitude and An Art

Karate and chemistry have at least one thing in common: Marjorie Cucksee.

Cucksee, a research chemist in MIRADCOM and a black belt of the first degree, has studied karate for over six years.

On evenings and weekends she teaches karate in Len Strickler's Quiet Storm Karate Studio in the Huntsville YMCA. This summer she will also teach a course in Self-Defense at UAH.

"I got into karate for the exercise," Cucksee said. "As far as I'm concerned the only other exercise that compares to it as for as total fitness goes is swimming."

She added, "But one of the biggest benefits is that after you've developed body tone you don't easily get tired."

"I used to go home from work and all I wanted to do was flop down on the couch. Now I come to the club at the YMCA and work out for 2 or 3 hours, and I feel like I could go for another 12 hours at least."

But physical conditioning is not the only benefit karate has given Cucksee.

For her karate is an attitude as well as an exercise. Karate's traditions and etiquette give a student a sense of place, and goals to strive for in both mind and body.

The training and testing procedures for the various degrees emphasize this. Cucksee notes that many students acquire technical proficiency more easily than they acquire the proper attitude.

"Karate is also an art," Cucksee said. "And it's easy to fall in love with karate as an art. The Kata, the pre-set movements in which you defend yourself against an imaginary opponent, is often compared to a dance."



Cucksee feels the mental and physical benefits she's derived from karate have helped her give more of her best to her work, her family and her community.

Cucksee said, "Working with Len Strickler, I helped teach karate to several retarded children. The children had terrible problems with motor-reflex co-ordination, and we had to work very hard with them."

"But within a year you wouldn't have known them for the same children."

Many of the children had not even been able to attend public schools before. But after karate most of them were enrolled."

That is success for both the black belt and the scientist.

## Director Wins 3M

Colonel Maury Jones was the overall winner when the 12th annual 3M Spring golf tournament was played on April 21 over the Arab Country Club fairways.

Materiel Management golfers walked away with most of the honors behind the lead of Jones who became the first MM Director to capture the title when he turned in a net 67 over the 18-hole route.

Billy East fired the best round of the tournament, a 75, and teamed with Aubie Latham for the best scratch team count, a 69.

George Street turned in a net 69 to top the championship flight and Jones was best in the first flight. The second flight winner was Ross Vinson and John Nipper posted the low net total in the third flight.

The team low net ended in a deadlock with Tom Lindsay and D. B. Smith equalling the effort of Ross Vinson and Bobby Bayer.

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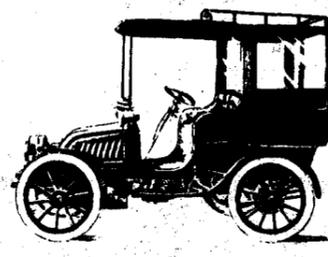
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# Savings Exceed Goal, Could Be Higher

Value Engineering saved MIRCOM and MIRADCOM over \$12 million in 1977, more than double the goal.

So why aren't the Program Managers for Value Engineering smiling?

Both Dr. Charles Garrison, of MIRCOM, and Robert James, MIRADCOM, feel their programs could be saving more.

Value Engineering saves money by analyzing designs, equipment and procedures to determine the least expensive way to get the job done without sacrificing performance.

It may be debated whether VE saves "hard dollars" or merely avoids unnecessary costs, but the bottom line is the commands spend less when they use Value Engineering.

VE savings often come from substituting parts in missile systems.

One switch designed for Chaparral cost \$167 to make and install. Engineers discovered an off-the-shelf switch costing \$6.64 was more efficient in the system.

VE is not restricted to hardware. Any costly item or procedure is subject to study.

"One of the savings previously recorded here was in a form used in contracting," Garrison said. "The form was larger than standard size paper."

"The people studying the form determined they could get all the information needed on that form on regular size paper and save special printing costs."

The new form saved \$1100 here the first year it was used, \$65 thousand the first year the Department of Defense adopted the form.

Workers can also benefit from VE savings. Many VE proposals are eligible for incentive awards.

"In MIRADCOM a person can submit a VE proposal for an incentive award just by attaching DA Form 1045 to the VE proposal," James said.

In 1977 Capt. Howard E. Miller, and Earle J. Smaltz were awarded over \$6 thousand. Their VE proposals saved MIRCOM over \$800 thousand.

Because the proposals of Miller and Smaltz originate within the command, all the money MIRCOM saves through their proposals will add to MIRCOM's resources.

However, many savings originate in



VE Directors ... Robert James and Dr. Charles Garrison

contractor sponsored VE projects. By law contractors may keep up to 50 percent of their VE savings, depending on the VE program they participate in.

MIRCOM relied on contractor VE for most of the \$10 million the command saved in 1977. Garrison hopes MIRCOM will increase its actual savings in 1978 by conducting more in-house projects.

"We could be saving 100 percent of that money, instead of just half," Garrison said.

Most of MIRADCOM's VE is done in-house. But James believes MIRADCOM should be doing more.

Although MIRADCOM exceeded its 1977 savings goal, the number goal for projects was not met.

Both James and Garrison feel education is the key to more and better VE.

MIRADCOM ran three VE seminars in the last nine months. More are scheduled.

"The seminar is a 40 hours VE workshop where we train people in the task team

technique of VE study," James said.

He added, "At MIRADCOM we are trying to emphasize training, and get people thinking about VE."

According to Garrison, MIRCOM also needs more people trained in VE techniques.

Garrison said, "We are getting together with Personnel Training and Force Development, and trying to come up with a command approved VE training program."

"There are many good courses being offered, here and elsewhere. But so far people here haven't taken advantage of them."

Both program managers also believe an active VE program is the key to significant real savings, a thought shared by the leaders of both commands who have put new emphasis on VE.

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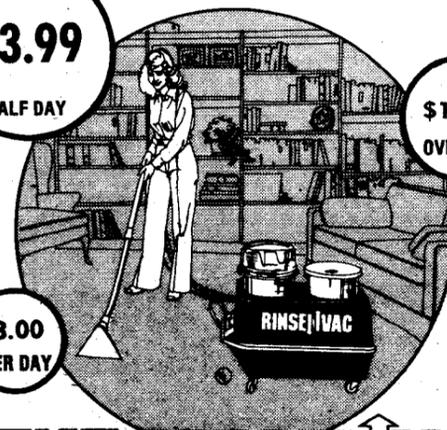
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**3. Miscellaneous**

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EXECUTIVE SUITE

This elegant home in the newer part of Jones Valley is just broken in and ready for real use by a family. Dad will enjoy the den with its own wet bar and built-in bookshelves and door to a covered patio. The youngsters will enjoy the lovely carpeted rec room with space for a pool table and great storage. Mom and the whole family will love the guest bedroom and bathroom. The large living room, separate dining room, kitchen with roomy breakfast area. Some of the extras include a big utility room with sink and exit to the yard, custom drapes throughout, three additional bedrooms with extra large study off the master, laundry chute to the utility room from the master bedroom, closets galore and an oversized yard on a quiet cul-de-sac. On the lot for Dad and the boys there is a two-car garage with custom-built workbench. \$139,900. MC6006. 883-1200.

2213 GILL ST. - This charming home located on a huge, beautifully landscaped lot close to medical center offers 4 bedrooms, study, 2 baths, den with fireplace, living room, large formal dining area. Also a kidney shaped pool. Priced in the \$80's. (2121G)

MARSHALL COUNTY - ARAB, AL. Look at this - 77 beautiful rolling acres with: 1 1/2 story brick "Farm House" - 3448 sq. ft. of finished floor space plus 957 sq. ft. basement plus, over sized double garage. Home features 2 master bedrooms, 2 other large bedrooms, living room, dining room, large family room with hearth or later fireplace, fully equipped eat-in kitchen with inside bar-b-q grill. Home is fully carpeted, lots of wall paper, intercom system. All this plus - 40 acres, pasture, fenced - cross fenced, plus 4-35x350' automatic broiler houses, 2 large ponds and much more. 1-753-2295.

APPALACHEE DR. - The most beautiful 4 bedroom rancher in Southeast Huntsville. That's what you will say if you call for an appointment. This immaculate home features formal living room & dining room, spacious kitchen with breakfast area, large den with fireplace, 2 1/2 baths. Rec room with wet bar, double car side entry garage, and beautiful 20 x 40 inground pool. Many extras. (1104A) 883-1490.

TWICKENHAM'S COUNTRY COMFORTABLE - A must if you're interested in the Twickenham area. This home makes you feel at home and comfortable when you step in the door. Home is situated on lovely lot with sunshine through every window. Home features beautiful hardwood floor, lovely decor, gorgeous window treatments, garden room, full basement for your every need, 3 lovely bedrooms, 2 baths, huge living room with fireplace, huge dining room overlooking garden room, eat-in kitchen offered at \$125,000. (7CA) 883-1200.

4000 SQUARE FEET OF LUXURY - in this basement rancher. Completely maintenance free exterior. 5 bedrooms, 4 luxury baths, 2 equipped kitchens. Extra large den with rock fireplace. Master suite with sitting area, walk-in closet and huge bath-dressing area. Total price \$84,900. Arab. 533-1490.

MONROVIA ACRES - Beautiful built Tri-level home with lots of room (6 1/2 acres) 4 bedrooms, 3 baths, basement & fireplace. Big machine shed & Barn with stalls. Extra land available. (NRMAID) 533-1490.

DREAM HOME IN NORTHEAST - That's the best way to describe this beautiful 3 bedroom home in every part of NE Huntsville. This home features a formal entry, formal living room and dining room. Spacious eat-in kitchen with bay window, cozy den with raised hearth fireplace, 2 1/2 baths, large double car garage, deck with nice view and a very nicely landscaped lot. (02015) 533-1490.

A 1/2-ACRE SHOWPLACE - Custom built brick home with 4 or 5 or 6 Bedrooms, formal living room, separate dining room, 2 parlors, huge den with rock fireplace, 3 baths, covered patio plus deck, beautiful hardwood floors plus carpet and many other features too numerous to mention. This home has substantial road frontage on quiet country road just a few minutes drive from southeast Huntsville. Get back to that comfortable living and call for an appointment now. A real buy for \$120,000. HIR 883-1200.

MT. CHARON - You can be a winner with this beautiful brick rancher with cedar trim, which is truly one of the nicest homes around. Located on a small landscaped lot, this home consists of large entrance foyer w/slate floor; family room w/fireplace; thermoglass full length windows; sliding glass doors that lead to the covered patio and a lovely view of the nature back yard; kitchen with all built-ins and lots of storage; large inside laundry room; separate living room and dining room; 4 bedrooms and 2 1/2 baths. Dad will love the private master bedroom w/cathedral ceilings which has its own entrance to patio area. \$73,900 - (V11009) 533-1490.

BROWNS CREEK: On the Water - This 3100 sq. ft. cedar and brick A-Frame offers den w/stone fireplace plus rec room and study. Formal living, very large formal dining, built-in kitchen, sunny breakfast room, huge loft master suite with circular staircase, 2 other bedrooms. Situated on 2 1/2 lovely acres. Boat house with electric lift. Large cedar 2-car garage and separate cedar workshop. 883-1200.

ONE OF A KIND - A truly unique contemporary, two level home with an open informal living arrangement. Custom kitchen on each level. Three fireplaces. 5 cedar decks, in-ground heated pool, lighted tennis court, all on twelve beautiful wooded acres. Exclusive listing. Shown by appointment only. \$325,000. 883-1200.

PRETTIEST ON THE PLAINS very definitely describes this "eye catcher." Beautiful two-story home convenient to main highways and minutes from Huntsville. The floor plan is also very convenient and livable - 5 bedrooms, 3 1/2 baths, walk-in closet, rec room with fireplace den (and much more). Pasture with barn and ponds surrounded by attractive white fence (approx 9 acres). If you like to go first class, this could be the place. Priced to sell for less than appraised price. (Hwy 53) 899,900.

NEW, NEW, NEW SOUTHEAST DEVELOPMENT Located close to YMCA, schools, churches, shopping. This new home features all the musts. Foyer, separate formal living, dining, decorator GE kitchen, den w/corner fireplace, 4 bedrooms including kingsize master, 2 baths, double car garage and more. \$74,900. (10027B)

OLD NEW ORLEANS - 2 story on a lovely wooded lot overlooking Fagan Springs and Monte Sano. Beautifully decorated, 5 bedrooms 3 baths. Huge den w/fireplace, 4 wide deck runs the full length of the house. Enormous living and formal dining & breakfast room. \$79,900. (Z204) 883-1200.

UNDER CONSTRUCTION - On a lovely S.E. wooded lot. Two story home offers 4 BR, 2 1/2 baths, den w/fireplace, 2775 sq. ft. of living + 2 car garage. Beautifully decorated. \$77,900. (C10003) 883-1200

NEW LISTING - GLEN ECHO S/D... You can see the extra thought and attention this builder has given in design, room arrangements and choice of materials in this new home. This 2-story home is nestled on a large wooded lot in a cul-de-sac. Large formal living room, separate dining room, den with fireplace, 4 large bedrooms and 2 1/2 baths. Near completion. Only \$74,900 (10306A) 883-1200

NEW LISTING NORTHEAST - This lovely home offers 2280 sq. ft. of living area which includes formal living room and dining room, 4 bedrooms, paneled study and playroom, spacious eat-in kitchen, cozy den with raised hearth, 2 1/2 baths and lovely landscaped lot. Priced \$71,500. (2017 S)

SCENIC HOMES has selected us to represent them in marketing their new homes in the Weatherly Heights 6th Addition Subdivision just off Todd Mill Road. We have one level, two story and tri-level homes ranging from \$73,900 to \$77,900 with a range of 2100 to 2275 sq. ft. of living area. All have 4 bedrooms and 2 1/2 baths, with the exception of the rancher which has 2 baths. The homes are all on pretty well covered lots. (10022C) 883-1200.

PRESTIGIOUS LOCUST CIRCLE IN SE HUNTSVILLE. Large 3 bedroom home with many quality features. Beautifully decorated and maintained. Offering living room, dining room, eat-in kitchen, 2 baths, inside laundry, double carport. Priced high \$70's. Call to see. (1517L)

3013 COOPER ST. (MONTE SANO) - You're invited to visit this lovely & rustic log cabin located high atop Monte Sano. Huge Great room with fireplace, five super large bedrooms, study, country kitchen, large dining room, 3 baths and more. Plus you may register for a Black & Decker Power Saw & 2000 lbs. of Southern Sash. Building Materials. (3813C) 533-1490.

BEAUTIFUL TWO STORY, just listed, less than two years old on an acre lot. Five bedrooms (four up, master down), three baths, huge kitchen and laundry room. Lovely wallpaper, carpet and drapes. Thirty year vinyl siding. Many, many extras. Approx. 2900 square feet of living area. 1275. \$105,000

\$60's

COUNTRY FRENCH CLASSIC - Just listed, on 1 acre lot. Walk to Monrovia School. Double garage, rear entrance. Super nice, eat-in kitchen w/plenty of cabinets. The great room features a stone fireplace. Moving down hallway one finds plenty of closets, full down stairs for a 1st floor den, 4 bedrooms, 2 1/2 baths. Entering foyer from one finds twin parlors, one a formal dining room, the other a reception room. Tomorrow's plans capturing yesterday's style & flavor. (JR) \$63,500. 533-1490.

DEN & REC ROOM... Tri-level, 2050 sq. ft. nearing completion. Beautifully decorated and wallpapered in shades of rust and dusty gold. Four bedrooms, 2 1/2 baths, fireplace in den + rec room, paneled in planked English Oak. Large corner lot with fantastic view of the mountains. \$43,900 (12105) 883-1200.

FIVE UNIT EFFICIENCY APARTMENT COMPLEX - Brick, one level, nice corner lot. Each unit has large LR/BR combination, nice kitchen eat-in area, large ceramic bath. Fully carpeted. All furniture & appliances & drapes remain. Fully occupied. Returns \$120.00 each unit per month. (\$7,200 annual). Total price \$45,000. (28009th) 533-1490.

CONTEMPORARY RANCHER - Unusual floor plan offering 4 bedrooms (Master suite is isolated), living room, dining room, large den with fireplace, efficiently arranged built-in kitchen with pantry, double garage with attached pletely floored attic storage, nicely decorated & situated on well-landscaped lot with private back yard. (10205AM)

SOUTHEAST SECLUSION - Wooded hillside surrounds you with a feeling of spacious living in this brick and woodrains. "Ludor house" w/cedar roof, large w/ patio and large wood back yard. Also located on cul-de-sac street to insure your privacy and peace. The specialty of this house is the large living area it affords one with a large great room and adjoining big kitchen. Other features include four bedrooms, 2 baths, and formal areas, with large two car garage. \$68,900. (10309A) 533-1490.

APPROXIMATELY 2 ACRES and a beautiful new home in the country. Only 15-20 minutes from University Dr., this lovely home has a foyer, formal living room, dining room, sparkling built-in kitchen, three large bedrooms, three baths, a huge comfortable den, inside laundry and a garage with extra space for storage. Plenty of closets and cabinets! Enjoy the peaceful beauty of the surrounding countryside from the large deck. Low \$60's. (HGMR) 533-1490.

TRIBE SIZED... Regardless of the size of your tribe, they'll have plenty of room to romp at 2520 Excalibur Dr., SE. Features include 850 square foot rec room, 4 large bedrooms, 2 1/2 baths, large living and dining room, eat-in kitchen, oak paneled den with bookcases and a fireplace, double garage, and its only 6 years old. Priced below the market for this area at \$69,900. Available now. 883-1200.

JOE STEELE EXCLUSIVE - Contemporary rancher in choice SE location. Great room concept with wide expanse vaulted ceiling. Three bedrooms, 2 baths, fenced yard, double garage. Call today. \$61,500. (2411A) 883-1200. FEEL CROWDED? Then you should see the floor plan of this attractive 1 1/2 story Cap-Cod in Bailey Cove Estates! Three large bedrooms. Formal size living and dining room. Full wall of stone flanks the fireplace in the den which also boasts beamed ceilings. Modern kitchen and breakfast area as bright as sunshine. There's room for further expansion if you desire. Only \$66,500 in equity only \$17,244. Why miss this one? Call now. (SR1016) 883-1200.

ROCKMONT-ON-CARDESSA High above lake Guntersville rests a home of unique dimensions and character. A modified A-Frame, its three levels feature 4 bedrooms, 3 baths 2x24 Great Room with A massive full masonry fireplace, luxurious, fully equipped eat-in kitchen, and loads of storage. A full width deck perfectly complements the 2 1/2 acre lot. The home features 600' of ground featuring 600' of road frontage and intensely natural landscaping. It is pleasantly close (but not too close) to schools, shopping, Turner's Marina, Public docks, Guntersville and Huntsville. Asking \$66,900. We'll throw in its "Million Dollar View" of the lake below for absolutely nothing. (CL) 883-1200

\$50's

IMPRESSIVE SPLIT-LEVEL under construction in Fox Run one of Huntsville's newest and nicest neighborhoods. Located on a corner lot with a great view of the mountains. Features 3 good-sized bedrooms, 2 baths, foyer, living and dining, den with fireplace, hobby room, inside laundry, central heating and cooling, double side entry garage. \$55,900. (SC14001) 533-1490.

QUARRY TILE... everywhere in this lovely custom built brick 2179 sq. ft. rancher situated on a very private lot high on Russell Hill. Large living room w/fireplace. The most inviting kitchen/family room offers a full wall of natural landscaping. It is pleasantly close (but not too close) to schools, shopping, Turner's Marina, Public docks, Guntersville and Huntsville. Asking \$66,900. We'll throw in its "Million Dollar View" of the lake below for absolutely nothing. (CL) 883-1200

HAYSLAND ESTATES - Tri-level featuring 4 bedrooms, 2 1/2 baths, foyer, living room, separate dining room, huge den w/wet bar PLUS POOL TABLE REMAINS, fully carpeted, central heat/air, double garage, large covered patio, lovely yard, children can walk to Chaffee School. (Q1002) 533-1490.

QUIET CUL-DE-SAC - Move into this beautiful new split level home in Fox Run. Features 3 bedrooms, 1 1/2 baths, foyer, living room, formal dining room with chair rail, den with fireplace & deck with a view of Green Mountain. (1203AL) 533-1490.

WALK TO SCHOOL... from this new beautiful 3 bedroom rancher located on quiet cul-de-sac. Features: 1 1/2 baths, large living room/dining room combination, a beautiful den with a 4' fireplace and beamed ceilings, double car garage & beautiful view. (1205AL) 533-1490.

RAINBOW DR. - MADISON - Immaculate 4 bedroom, 2 bath custom built home on beautiful street. Living, dining rooms, spacious family room, nice eat-in kitchen, garage (plus 3-car separate). Situated on beautiful lot (approx. 1 acre). \$59,500. (198RD)

CONTEMPORARY RANCHER - In beautiful Fox Run. Uniquely different on its generous lot with many mature trees and features a full wall of stone fireplace, dining room, large, fully equipped eat-in kitchen, impressive master suite and two other bedrooms with bath. Inside laundry and double garage. Within walking distance to 8 years of school. (2305W) 883-1200.

VESTAVIA - Immaculate 4 br. 1 1/2 bath rancher on a beautiful landscaped free-shaded lot. Boasts living room, separate formal dining room, den with fireplace, fireplace with raised hearth, nice eat-in kitchen, inside laundry and double garage. Just listed and priced for quick sale. Whitesburg and Grissom school areas. (819H) 883-1200.

BEAUTIFUL VIEW - Under construction in one of Huntsville's most desirable neighborhoods, "FOX RUN". This tri-level features foyer, living room, dining room, den w/fireplace, 4 bedrooms, 2 1/2 baths, eat-in kitchen w/built-ins, central heat/air, carpet throughout, double garage. \$50,500. (14003AM) 533-1490

OUTSIDE CITY - STOP! Just one step outside the city next door to Riverton School. LOOK! View this new 3/BR rancher, LR/DR combo, large sunken den w/wet bar, 2 1/2 baths w/vanities, large kit. w/breakfast area. LISTEN: situated on 1.7 acres, app. 8 miles from North Parkway out Winchester Road. \$56,500. 883-1200.

HICKORY HILL - JUST LISTED - Real Nice 3 bedroom, 1 1/2 bath, separate dining, eat-in kitchen, double side entry garage, beautiful yard. \$53,000. (8502HH)

COMPARE!! - Compare quality, price and planning in these two new homes! This 3 BR home is situated on Cul-de-sac w/it formal living room, dining room, den with fireplace, crown molding, eat-in kitchen, and Master Bedroom suite with spacious bath and many other features. Priced at only \$51,900. If you do not have the need for a Living Room and den, then we have the GREAT ROOM home! This home also features 3 BR, 2 baths, and large kitchen. Decorated to perfection. Offered at only \$47,800. Compare these two homes and you'll agree that buying a new home can be fun. 1204/1207 A 883-1200.

"DOLL" OF A HOUSE - on a beautiful acre plus lot. This charming rancher features a large opening room, separate formal dining room, large... just past rooming tile floor, self-cleaning ovens, den with fireplace, 3 bedrooms, 2 baths, triple car carport and fenced back yard. Mint condition. \$53,900. (C7600) 883-1200.

TRADE IN... your old house on this new, 3 bedroom home in Fox Run. Professionally decorated to please even the most discriminating lady. Foyer, living room, dining room, cheerful eat-in kitchen with bay window, den with fireplace, inside laundry, large side-entry garage. Almost ready for occupancy. (12055) 883-1200.

BEAUTIFUL HOME - Beautiful view - this super nice English Tudor is located on the Lake in Arab's Pine Lake Village subdivision. Home features 3 or 4 bedrooms, 2 full baths, large den with fireplace, living room, dining room, and eat-in kitchen. Fully carpeted, tastefully decorated. Choice location - low equity - swimming, fishing, tennis, or boating. \$54,000. Call 1-753-2295. (20G)

MADISON - 809 Selma Vista - Very stylish contemporary in excellent location. Super Great room w/massive stone fireplace. Three BR's (MBR - Large & secluded) nice carpets. Separate dining room. Deck over double garage. Very comfortable and livable atmosphere, yet modern in design - Total Price \$54,900. 533-1490.

GUNTERSVILLE LAKE - Holiday Shores - Authentic reconstructed 170 yr. old log house on 3 water front lots - 270 ft. Two hand-cut limestone fireplaces and foundation. Cedar roof, hardwood floors, mature pine trees. Sand sandy beach. \$53,900. 883-1200

GOOD COMMERCIAL INVESTMENT on Oakwood Ave. Large home, 3 bedroom, in good condition suitable for renovation to office use. Lot is 60 x 331 and would be suitable for use to build office complex, retail store ETC. (0-306) 533-1490

\$40's

TRACTOR FEVER - If you've got the itch to get on a garden tractor and Mow, Mow, Mow, we've got just the place for you. Just listed a nice 3 bedroom rancher on an acre lot with all the grass you can say grace over. Other features include living room, dining room, den, kitchen, inside utility room, single rear entry garage. Low equity of \$13,388 and payments of \$270.63 plus taxes and insurance. Call me, Russ Boom at 881-6591 home at the office 883-1200. Let's look at the house and then you can go home and get the tractor ready.

RUTLEDGE HEIGHTS - All brick, 3 bedroom colonial home on a pretty corner lot. Great room with exposed beam and brick fireplace, paneled kitchen and dining room, 2 bathrooms, central heat and air, large finished double car garage, covered patio and fenced yard. Excellent Northwest location. \$44,500. (R4812) 533-1490.

MONTE SANO... on a large wooded lot. This Contemporary rancher offers 3 large bedrooms, formal living and dining room, 2 full baths, over-lasting vinyl siding and storm windows. (H3416) 883-1200.

LOVELY CORNER LOT... is the first thing you'll notice about this pretty tri-level home we've just listed. Features include 3 bedrooms, living room, cherry kitchen with kitchen-Aide dishwasher and self-cleaning oven, breakfast room, 2 baths, large den, 2 patios, large utility building plus many other nice features. This one won't last long. (11318 AM) 883-1200.

GROWING FAMILY? Then here's a home geared to large family living. Four generous bedrooms, 2 1/2 baths, paneled den, inside laundry, separate LR and DR, oversized single garage, 16x10 patio. Situated on a corner lot with large trees. (R311) \$47,500 - Quick possession/will trade. Call 533-1490.

PRIDE OF OWNERSHIP - When you drive up to this beautiful brick rancher, you can tell the owner takes pride in their home. First, see the beautiful corner lot which has been landscaped to a tee, with a newly added privacy hedge now in back. This 3 bedroom, 1 1/2 bath home has a storm door & windows, extra insulation in attic, and a heat pump for energy conservation. Other features are a separate living room, dining room, a den/kitchen breakfast room combo, and a double garage. (2208R) 533-1490.

MONTE SANO - Appealing ranch home on beautiful wooded lot. Over 2100 sq. ft. of comfortable living area. Large den and living room with fireplace in each, 3 bedrooms, 1 1/2 baths, foyer, dining room, eat-in kitchen, covered rear porch, fenced yard. \$48,900. (3412HP)

EXPERIENCED HOME WANTS FAMILY TO LOVE - I have lots to offer the family who will take me & love me like my present owners have. My large spacious rooms are what all homeowners want and ideal for a growing family. My master bedroom is kingsize and has direct access to my balcony. My yard is fenced. I have two nice baths and a formal dining room. The living room is traffic free and I have a large kitchen/den combination. There's a garage. The Williams hate to leave me, and I would go with them but I don't want to leave this nice, quiet dignified street so close to school and churches. Bring the family to see me. They are asking only \$43,700. "signed" A HOME. (302M) 883-1200

GARDEN SPOT ready for planting in this beautifully landscaped backyard with utility bldg. Attractive 4 BR home included, featuring large den, carpets throughout, large patio, and garage. Walking distance to Johnson High School. in the \$40's. (PP6032) 533-1490.

CONDOMINIUM... Sumptuous decoration and exciting floor plan are prime features in this unit. Home offers living room w/fireplace, separate dining, separate breakfast area, masterful kitchen, 2 1/2 decorator baths, private master suite, balcony or study overlooking fireplace and lot much more to mention here. \$41,900; \$7,900 equity. (1425) 883-1200.

WHY NOT change your life for something better? Never again will you have to house hunt as this one has everything. Three bedrooms (master has walk in closet); 2 full baths, large eat-in kitchen with island stove and all built-ins, living/dining room; big den w/fireplace, storm shelter; burglar system; custom drapes; fully carpeted. Central heat/air. Payments only \$226.66. Equity \$23,000. \$40's. (1813N) 533-1490.

BUILDER SAYS "REDUCE IT!" - Reduced from \$43,900 to \$42,750 on this smartly designed NEW HOME featuring Great Room, dining room, fireplace, 3 bedrooms, 2 baths and garage. This home has an extra large master suite with rock fireplace. "Decorated in 'Earthtones'" for easy living. (10445) 883-1200.

BUILDER SAYS "REDUCE IT!" - Reduced from \$43,200 to \$42,350. This new home is nearing completion. Great Room concept with rock fireplace, 3 bedrooms, 2 full baths and garage. Decorated in "Golden Ale" for a more formal look. (10465) 883-1200.

\$30's

LOW EQUITY - only \$4,900 Equity will move you into this beautiful 3 bedroom home. Study (with Bed and bath), 1 1/2 baths, fireplace, den. Large fenced in backyard with fruit trees (bearing) & room for garden. Carport & utility bldg. (2114N) 533-1490.

200 10TH AVENUE ARAB, AL. - Extra nice 4 bedroom brick and frame tri-level located convenient to shopping and schools. Home features 4 large bedrooms, 2 baths, living room, den, rec room, eat-in kitchen. \$39,500. 1-753-2295.

FOR THE GROWING FAMILY - A spacious two-story home with four bedrooms, living room, dining room and good-sized den, this home has had plenty of loving care, from the fresh paint and new vinyl kitchen floor inside to the well-maintained outside. It also boasts pretty wallpaper, an inside laundry, storm windows and a garage. Comfortable living for only \$36,000. (4702D) 533-1490.

BEST BUY IN GUNTERSVILLE for those who love serenity and relaxation. Best fishing in area approx. length of football field behind this gorgeous newly decorated 3 BR., 2 Bath A-Frame - featuring standing FP, large rustic chandelier in greatroom, tinted sliding glass doors into upstairs and downstairs deck. Owners leaving town - Approx. 1 1/2 acre lot. Make offer. (CG) 533-1490.

HOLIDAY SHORES - Two-story brick home ideal for week-end or year around, living room, with stone fireplace, 2 bedrooms, 1 1/2 baths, large screened porch, over 1 acre with a stocked fish pond, lots of fruit trees, excellent garden spot. Water access and use of barn and pasture for horses. \$31,000. (HS) 533-1490

BRAND-NEW START... in this adorable home under construction. 3 BR, 1 1/2 baths. Fully built-in kitchen. Pick your colors. \$31,650. (G1402C) 883-1200

THE HOME TEAM 3125 UNIVERSITY DR., NW. PH. 533-1490

110 LILY FLAGG RD. SE REALTOR PH. 883-1200

MULTIPLE LISTING SERVICE REALTOR

SANDHURST PARK... New rancher almost completed in nice S.W. neighborhood. Beautifully decorated with 3 bedrooms, 1 1/2 baths, living & dining rooms, built-in kitchen single garage. \$31,650. (14014G) 883-1200

DECORATE YOUR OWN new home in Sandhurst Park, 3 bedrooms, living room, built-in kitchen, 1 1/2 baths, single finished garage. Central heat & air. All for only \$31,650. (14022 G)

NEARING COMPLETION - But you could still select your own colors in this lovely quality built rancher with 3 bedrooms, 1 1/2 baths. This one has partial brick front. There are also others to choose from in this nice fast-growing neighborhood. (14018G) 883-1200

SANDHURST PARK is a growing area of young families. Many have purchased in the last month. Our newest listing features 3 bedrooms, 1 1/2 baths, GE kitchen, central heat and air, complete decorator package of carpets, wall coverings and vinyl and much more. You can't buy more anywhere else. \$31,650. (14023G)

If you're serious about getting a lot for your money, this 3 bedroom brick rancher has 1686 sq. ft. of great living area. Features include a huge den with brick fireplace; inside laundry; eat-in kitchen; dining room; living room; 1 1/2 baths; central heat/air. Storm windows/doors. This fine home sits on a large lot big enough for a garden. Mature trees. Walking distance to elem. and high school. (A4005) 533-1490.

CUSTOM BUILT - All brick rancher on large lot with mature trees. Many outstanding features. 3 bedrooms, 2 are kingsize, 2 1/2 x 14 1/2 den, 1 1/2 baths, large living room, fireplace, eat-in kitchen with new built-ins, inside utility, central heat and air, roof 2 yr. old, thermopane windows. Excellent condition. \$36,500. (3617GR)

NEW LISTING in excellent condition in a very desirable location. Unique features not found in most homes - extra storage space above good disappearing stairway and huge separate work shop. PLUS carpeted living/dining room den, kitchen with bar, 3 (king) bedrooms, 2 baths, central heat & air. Nice lot with fenced back yard. (52611) \$34,500.

COUNTRY LIVING - 2 acres right out side city 3 BR, separate LR, DR, Den 1 1/2 Baths - All for \$38,500. Call 533-1490. (RT-2 B261-A Toney's)

ARAB - Brick rancher features large living room, cozy den, 3 large bedrooms, 2 full baths, large laundry room. Single garage. \$37,000. Extra finished bldg. 621 sq. ft. could be office. 1-753-2295.

COUNTRY CLUB ESTATES - new paint & new carpet has made this beautiful 4 bedroom tri-level, a dream come true. Located on a lovely wooded lot, this home features 4 bedrooms, 2 1/2 baths, living room, a large eat-in kitchen with a fireplace, and a single car garage. Only \$36,500. (La52110) 533-1490.

S.W. RANCHER \$31,650 - This lovely home is almost complete & you'll love the color co-ordinated carpets & wallpaper that has been selected. Featuring 3 bedrooms, 1 1/2 baths, living & dining room & nice eat-in kitchen with built-ins. Plus single garage. (14012 G) 883-1200.

DAHLIA DELIGHT... very nice & cozy 4 bedroom home located conveniently to shopping & schools. Features include entry foyer, large LR, kitchen. Downstairs den, single car garage, fully carpeted over hardwood. (D4702) 533-1490.

COUNTRY LIVING at its best, 3 bedroom, 1710 sq. ft. frame rancher on 1 acre, just minutes from Huntsville city limits. Home features 3 huge bedrooms, 1 bath, living room with real fireplace, country kitchen, detached garage with breezeway. Nice 1 acre lot on Highway 231. 1-753-2295. (124AYG)

SECLUSION, SECLUSION, SECLUSION - 1 1/2 acres, heavily wooded carresses this 3 bedroom stone & cedar rancher. Complete with central air, large eat-in kitchen, wallpaper, custom window coverings, foyer, stone fireplace, vanity baths, king size master with walk-in closet. \$9,150 Equity, payments \$255.00. He who hesitates may be too late! (DCR) \$37,500. 883-1200.

\$20's & BELOW

SHERBROOK PARK - Double wide Mobile Home with more than 1300 sq. ft. 4 bedrooms and more. Great lot. Excellent neighborhood (R4) 883-1200.

MOBILE HOME on a large lot, not in crowded parking place. Features two bedrooms, large eat-in kitchen complete with stove and refrigerator and a covered patio. 533-1490.

FIX IT UP and reap the benefits of living on beautiful Monte Sano. A lovely lot, and this three or four bedroom stucco home could be a duplex. A good investment at only \$18,900 (3926N) 533-1490.

STATE LINE ROAD... 1 bedroom country home with living room, kitchen, bath/laundry on 1/2 acre. \$12,000. Additional acreage is available up to 40 acres of prime cleared tillable farm land. 883-1200.

"COUNTRY LIVING" - 3 bedroom bungalow, living room, large country kitchen, 1 bath, inside laundry, storm windows, 2 Out Bldgs. Garden area, shade trees, storm shelter, 1/2 acre lot, all fenced. \$16,900. (R1-3-B170T) 533-1490

DELIGHTFUL & IMMACULATE - describes this charming two-bedroom home located near schools and shopping. What a perfect place for the small family! Tastefully decorated and in move-in condition. And guess what, there will be no more "rent" to pay. \$23,500. (91N) 533-1490

STOP LOOKING! if you need a neat, attractive brick home with garage priced in the 20's. This one has living/dining room, eat-in kitchen, two bedrooms, den, 1 1/2 baths and professional landscaping. OWNER WILL PAY 1/2 OF CLOSING. (B 4304)

MAYBE YOU COULD OWN A HOME if you would let us help you qualify for a 235 loan. We have some FHA-approved homes under construction for \$25,050. You pay