

The Redstone Rocket

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MIRADCOM plans realignment

BY BOB HUBBARD

The Army Missile Research and Development Command (MIRADCOM) plans to realign and streamline existing manpower and resources to make the command more effective and efficient in the face of austere budgets and manpower shortages.

Brig. Gen. (P) Frank Ragano, MIRADCOM Commander, said the command initially will establish a new System Management Directorate and realign the Plans and Analysis Directorate. Changes will become effective on a provisional basis March 31 and, pending DARCOM approval, will be implemented officially by the end of fiscal year 1979.

Ragano announced plans at his Wednesday, Jan. 24, staff meeting.

"We'll make every effort to complete the restructuring with the least possible impact. There may be a few minor grade adjustments but these should be minimal if they occur at all.

"We're looking closely at the complete technology base, all of our laboratories," he explained, "but it probably will be another few months before we determine what those changes will be, if any."

If changes in the technology base are

determined necessary, those changes likewise—would be a realignment of existing functions and resources, Ragano said.

Reorganization is the result of studies to streamline and improve the command structure, the general said, and of the extremely tight manpower and funding limitations. "We're not gaining any new spaces so we must make some adjustments to accomplish our mission," he said.

Dr. Donald Jackson, Assistant for Management on MIRADCOM's Special Staff, elaborated on the reorganization plans.

"The System Management Directorate will operate similar to MIRCOC's Special Systems Management Office," he said. "The directorate will enable MIRADCOM to manage certain programs that are not project managed but nevertheless require intensive management.

"We will put into the directorate things like residual research and development efforts when we de-projectize," Jackson explained. "For example, we will de-projectize 2.75 this year but there is some remaining R and D for another three or four years.

"System Management will also support

project managers and programs outside MIRADCOM such as Patriot, Copperhead, TSQ-73 and MIRCOC, as well as those within MIRADCOM."

Jackson said existing functions and resources that will go into the new organization are now spread across many - MIRADCOM organizations. Col. Kenneth Chesak, currently Deputy Director of the Engineering Laboratory, will head the new directorate.

Changes to the Plans and Analysis Directorate include moving two elements out and relocating them in System Management—the Rationalization, Standardization and Interoperability (RSI) Office—and the Integrated Logistics Support Office.

"We plan to beef up our integrated planning capability in Plans and Analysis and establish two new elements: an independent program evaluation group that can look at how well we are doing from a program standpoint, and a new operations element to meet command responsibilities that don't fit directly into any existing organization but cut across many command lines," Jackson said.

Both the new directorate and Plans and Analysis will be located in Bldg. 4505.

Catch devices used to control spill

Fuel oil spill leaves local wildlife unscathed

Wintering waterfowl suffered no apparent harm as a quantity of spilled fuel oil passed through their primary wintering area on the arsenal last week.

Safety of arsenal waterfowl became a big concern after efforts to control the spill near its source in Huntsville were not completely successful and it moved down Huntsville

Spring Branch into the arsenal. Catch devices were used at Martin and Patton Road bridges and at a third location downstream in an effort to trap the oil before it reached the big embayment frequented by waterfowl in the arsenal portion of Wheeler National Wildlife Refuge.

There was concern that solvent properties of the spilled fuel might endanger waterfowl contacting it. An Environmental Protection Agency (EPA) cleanup coordinator at the scene said a small amount of the fuel contacting a duck could strip away its protective oils and cause death by freezing.

The spill occurred Monday, Jan. 22, when a trailer containing 9,000 gallons of JP-4, a kerosene-like product used as aircraft fuel, broke away from the tractor pulling it and ruptured near the intersection of Bob Wallace Avenue and Leeman Ferry Road.

Fuel spewed into the street and city police and firefighters evacuated a two-block area and rerouted traffic fearing fire or explosion.

City firefighters washed the fuel into storm sewers feeding into Huntsville Spring Branch. Officials said about 2,500 gallons of fuel leaked from the tanker.

The Facilities Engineer Environmental Office reacted swiftly in an attempt to prevent the fuel oil from entering the arsenal. A spill control crew was dispatched to

(Continued on page 22)



A boom to catch spilled fuel oil is put in place above Patton Road.

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OPINION

For Marchelle, a super weekend in Miami

LAST WEEKEND, WHILE I was trying to make fun of the Superbowl, Marchelle Baker was enjoying the game in person. She was the guest of Pittsburgh Steeler wide receiver John Stallworth.

Marchelle, who works for the Systems Engineering and Production Improvement Directorate, is an avid football fan. The Steelers are her favorite team, partially because of her friendship with Stallworth and his family.

"I've known the Stallworths for years," she said. "They tried to get me to come down for the Superbowl the other two times the Steelers played, but I couldn't make it."

This year Marchelle made it to Miami for the entire weekend. There she bought souvenirs, cheered the Steelers on to victory, and attended a round of after-game parties.

Her one disappointment, Marchelle said, was that Stallworth didn't get to play more. But after watching the high-scoring game in person, Marchelle is a bigger Steeler fan than ever.

"I even had everybody in my family cheering for the Steelers," she said with a laugh.

House Calls



by KATHY HOUSE

A FUNNY THING happened to me over the Christmas holidays. It had to do with my work—specifically with this column.

Everybody I saw—relatives, old friends, acquaintances—had the same question for me: Isn't it hard to write a column every week?

The first people to ask me this were my parents, who are always concerned that I might be working too hard and not taking proper care of myself.

I answered their worries with my usual nonchalant wit. "Nah, it's no problem—those columns just write themselves."

Next I talked to my sister Janet. She told me all about how hard she works at her office, where she spends at least one night a week working overtime just so she won't fall any farther behind. All this work didn't

seem to bother her, but when I mentioned my weekly column, her eyes grew big.

"Isn't that a real pain?" she asked.

Her concern made me feel a little worried. "It's not THAT bad," I said. "Something usually comes along."

Then Paula asked me. "It's not always bad," I said.

Then James asked me. "Once in a while it's not too hard," I replied.

Then my grandmother asked me. "It's dreadful," I moaned, as I chewed another fingernail.

When I returned to the office after Christmas vacation, the first thing the editor asked me was, "When do you think you'll have your column ready this week?"

"Stop pushing me!" I screamed. "Have you ever tried to live under this pressure?"

And now I have an added requirement. Since I am going away to information school for eight weeks, starting at the end of February, I have to write some extra columns before I leave. I will be forever grateful for any questions, stories, or column topics that you can suggest. Just send them to DRSMI-G. And hurry! I don't have any fingernails left!

Enough! writer blasts press handling of civil service

Dear Editor:

ENOUGH! ENOUGH! ENOUGH! We have seen enough lies in the News Media about how "liberal" and "generous" the Federal Civil Service Retirement System (FCSRS) is, compared to the Social Security System (SS). Freedom of the press should not be construed to mean that an unmitigated lie, affecting the welfare of so many people, through its brainwashing effect, could be published in every newspaper in the country. The AFGE should sue every time it appears. I know of no system as "liberal" or "generous" as SS. People receive benefits who:

1. Have never contributed.
2. Have only contributed for 10 years.
3. Have paid taxes on earnings of only \$50 per quarter (\$200 a year).

To provide a SS annuity after death costs a retiree nothing. The benefits are tax free. There is no reduction in SS benefits due to receipt of retirement benefits from an employer.

Until 1950 the maximum SS tax anyone could pay was \$30 a year. Then, the maximum was increased to \$54 a year. As late as 1970 the maximum tax, regardless of income, was only \$374 a year.

The Federal Government has been so "generous" and so "liberal" in ad-

ministering the SS System, that it is \$4 trillion in the red after 42 years of existence.

Comparing SS with FCSRS is like comparing a skateboard with a Boeing 747. One is "an insurance program designed to protect a worker and his family against economic insecurity when the family's earnings are stopped or reduced because of the worker's disability, death, or retirement." The other is a retirement system not unlike that of many retirement programs in private industry.

Letters

We have had enough of the pay ceilings levied on our supergraded civil servants. A GS-16 should make more than a GS-15; a GS-17 more than a GS-16, etc.

We have gone long enough without getting time-and-a-half pay for GS-11s and above who work overtime.

Enough of the phony excuse that a pay cap will set an example for industry and thereby assist in curbing inflation. This lie has been perpetrated under every president since Kennedy. History proves that the excuse is a lie. The mine, steel, and auto workers could not care less whether we get a "comparable" raise or not.

We have had enough of the pay caps while the Government squanders money on: the Tellico Dam because of the Snail Darter; the return of the "Jim Jones" sect who willed \$7 million to Russia; commitment at Camp David (of billions) to Manachem Begin for the purpose of raising the president's position on the Harris Poll; Dr. Ronald Hutchinson's research with monkeys into the causes of aggression, etc., etc., etc.

We have seen enough of the phrase "double-dipping" portrayed as something ugly instead of "earned benefits."

We have endured the constraints of the Hatch Act long enough.

We have suffered enough regression at a time when all other workers are acquiring gains in compensation, benefits, etc.

We have had enough of the government's threat of revamping our pay to be commensurate with the locale while making the minimum wage law universal, and finally we have had enough of:

- No representation
- No voice
- No lobby
- No union (with any clout)

GEORGE STREET

Soldier berates bureaucrats

In regard to the short essay "we're mad as . . . smile" printed in the Redstone Rocket Jan. 17. I think Mr. Amatore is probably upset because of the "News Media" caught on to his "good thing." The definition of a bureaucrat is 1: a person who takes two weeks to do a days work, 2: an undisguised Middle income welfare recipient 3: a person who swears to CPO that he can do the job alone, but when the suspense date comes, needs twenty more bureaucrats (usually old friends, relatives or good buddies) to complete the job in the next 30 years. Mr. Bureaucrat, I see your act every day and gates 8 and 10 are not too far away. Holy Moses! The news media has arrived for the judgement day.

P. S. Unless otherwise noted, the word 'he' refers to both men and women.

Signed,
SFC

(Name withheld by request)

THE REDSTONE ROCKET

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Saved pay ends for many here

More than 100 civil service workers in Army commands and agencies here face expiration of the retained pay they have been receiving for two years after demotion to lower grades.

Local personnel officials say they have no choice but to terminate the retained pay upon expiration of the two-year retention period because Office of Personnel Management has not issued instructions on implementing new retained pay provisions of the Civil Service Reform Act.

DA and DARCOM personnel officials believe local employees in a retained pay status will be able to file claims for pay due them under the new provisions but the procedure for filing is not known at this time. Employees will be notified as soon as how-to-file information is available.



TRASH DUMP — Trash creates an unsightly mess lodged against the Patton Road bridge of Huntsville Spring Branch on

the arsenal, just upstream of Wheeler National Wildlife Refuge. The trash jam contains bottles and cans of all shapes and

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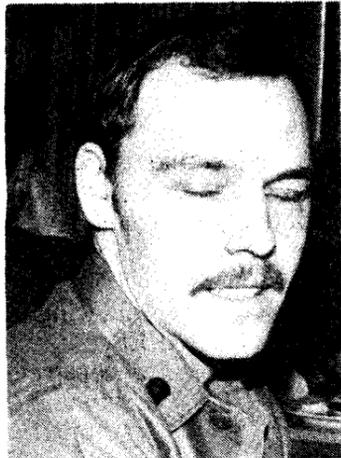
Pvt. Gregory Yancey, 515th Ord. Co. — "I haven't really heard too much about it yet, but I know they lobby. By lobbying, they can speak up for us and be heard where an individual enlisted man wouldn't."



Pvt. Carmen Mascardo, 6th SC — "They're doing a lot for the volunteer military. If the draft was on and military service was mandatory we wouldn't need their services so badly because the soldiers wouldn't expect many benefits."



Sp5 John Brier, Co. A — "AUSA helps by keeping me informed on what's happening in Washington and by lobbying in Congress. They also support soldiers' rights and benefits."



Sp4 Paul Holcomb, 291st MP Co. — "We're not really advised or kept aware of what AUSA is doing for us, but it's my understanding that AUSA benefits the servicemember pertaining to his entitlements, benefits and educational opportunities. I think AUSA could make active duty personnel more aware of their background and policies."



2nd Lt. Kevin Thorsen, Co. C — "They recruit for various benefits for us, push for veterans' benefits. In some places there's a lot of social input, but they provide a very important service."



SSgt. Michael Weber, EOD Det. No. 1 — "It's totally political and I've never seen it do a thing."

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Announcements

Stars Ossie Davis, Ruby Dee to perform

The first program in honor of Black History month will be conducted here by Ossie Davis, writer-actor, and Ruby Dee, actress. They will be assisted by the Young Adult Choir of the First Baptist Church, Huntsville.

The veteran man-and-wife team have performed in many plays and television programs, some written by Davis. Their performance at the NCO Club on Feb. 5 will include readings of black history and literature.

The program, to begin at 7:30 p.m., is admission free and open to the public. Guests from off the Arsenal may enter at Gate 8.

Dee is best remembered for her performance in the film "Gone are the Days" and the play "Purlie Victorious." She has appeared in television films and plays, one "The Wedding Band" for which she won the Drama Desk Award. She and her husband are currently heard on 65 stations throughout the country on "Ossie Davis and Ruby Dee Story Hour," over the National Black Network. She is a graduate of Hunter College and a product of the Harlem's American Negro Theatre.

Davis was born in Cogdell, Georgia, and attended Howard University in Washington, DC, where he studied under Dr. Alain LeRoy Locke, a black Rhodes Scholar, and Sterling A. Brown, poet. He joined the Rost McClendon Players, a Harlem theatre group. His Broadway debut was in "Jeb." He wrote and starred in "Purlie Victorious." His TV credits include a role in "Teacher, Teacher" which won an Emmy. He wrote and directed a special for CBS called "Today is Ours," based on a book of poetry for young people, "Blowchild," collected by his wife.

Basketball tryouts

Tryouts for the Post Basketball team will be held at the Post Gym Feb. 5 to 8 beginning at 3:30 p.m.

All interested persons should come to gym on the first day of tryouts. For further information contact SFC Tom Beheler at the Troops Sports Office, Bldg. 3491, or call 876-2943.

Randolph open house Soccer registration

Randolph School is having an All School Open House Tuesday, Feb. 6 from 7:00 to 9:00 p.m. The school is at 1005 Drake Ave., S.E., Huntsville.

Flying Club elects new slate of officers

The Redstone Arsenal Flying Club recently elected new officers for 1979. Maj. William Brigadier was selected as president and Capt. George Zahaczewski was chosen as vice-president. Capt. Kenneth Shepard (Air Force), Capt. Steve Smart, Sgt. Ralph Grier (Marines), Richard Dudney, Ronald Juergens, and Robert Toney were elected council members.

Student members Capt. Charles Christopher, Lt. Carl Wilson and Capt. Eric Olson recently completed their first solo flights. Lt. Thomas Tusey received his private pilot's license.

Anyone interested in further information about the Redstone Arsenal Flying Club can call 837-4960 between 8:30 a.m. and 1:30 p.m.

Nominations open for heroism award

For the thirteenth year, the aviation-space writers association is conducting the helicopter heroism award program. Army participation is authorized by AR 672-2. Any individual, civilian or military, is eligible for nomination. The award recognizes an outstanding act of heroism involving a helicopter whether performed by a pilot, crew member, or other individual.

Nominations should be submitted in letter format and contain the nominee's name, the nominee's address, the date and place of heroic action, a description of action, the name of nominator, the address of nominator, the date and the nominator's signature.

Nominations should be submitted by 1 Feb. 79. They should be sent to Frank G. McGure, chairman, editor and publisher, Kimberly communications Corp, 1086 National Press Building, Wash. DC 20045. An information copy should be submitted to HQDA, ODCSOPS, DAMO-RQD, Wash., DC 20310.

Address of nominees should be submitted to HQ, DARCOM, Mrs. Bradshaw, DRCPT-CRA, AV 284-9302.

An information copy should be submitted to HQ, DARCOM, DRCPT-CRA, 5001 Eisenhower Ave, Alexandria, VA 22333.

Parents of boys and girls ages 7-16 (as of July 31, 1979) may register their children for soccer at the DYA office, Bldg. 114, Monday-Friday, 8:00 a.m. to 4:00 p.m.

Coaches for the upcoming season are also needed. For more information about registration or coaching call the DYA at 876-5437.

Interest free loans offered for education

Army Emergency Relief (AER) offers educational loans to unmarried children of Army personnel. The federal government will now pay the seven percent interest on these loans while the student is in school, regardless of the family's income. Applications for academic year 1979-80 must be completed and reach AER headquarters by March 1. Applications and more information may be obtained from the local AER office, Bldg. 3483, 876-5468.

AAFES participates in space toy recall

DALLAS — A toy missile which is part of space toy sets has been withdrawn from sale. The Army and Air Force Exchange Service (AAFES) and the manufacturer are asking customers to participate in the recall.

The hazardous item is a 1½ inch red plastic missile included as part of four Mattel Battlestar Galactica model toys. The company has determined that the red missile is the only hazardous part of the sets and has initiated the voluntary recall. Customers are advised not to let children continue to play with the missile. For customer convenience the following options are being offered by AAFES:

- Retail activities will accept return of complete toy units for full refund.

- Customers may elect to retain the non-hazardous part of the toy set and send only the plastic missile to:

Mattel Mail-In
P. O. Box 813
Hawthorne, Calif. 90250

Customers who use the mail-in option will receive a free "Hot Wheels" car from Mattel.

The toy sets involved are the model 2531 Colonial Viper, model 2532 Cylon Raider, model 2533 Colonial Stellar Probe and model 2534 Colonial Scarab.

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Graduate wins Alden Award

The Career Development at the Missile and Munitions Center and School, in conjunction with the American Defense Preparedness Association, recently presented the Alden Award to a graduate of its Ordnance Officer Advanced Course.

The award commemorating Col. Herbert W. Alden, Ordnance Officer, was presented to Capt. Lawrence D. Tracy during graduation ceremonies held last Friday.

Tracy was judged on his academic achievements, decision-making skills, combat operations knowledge, effort and attitude, relationship with others, technical knowledge and more.

He was chosen by a board consisting of senior officers within the Directorate of Training. Tracy received a certificate and a \$50 U.S. Savings Bond.

Tracy, a Chapel Hill, N.C. native, has been assigned an instructor slot at the Career Dev. Dept., MMCS. He resides with his wife, Terrell, and three children at 909 Darmann Circle, Huntsville.

Besides being presented the Alden Award, Tracy was named Distinguished Graduate of his class. He graduated from the Ordnance Officer Advanced Course with a 97 percent average.



Capt. Lawrence D. Tracy

Prior to coming here, Tracy was assigned with the Army Materiel Test and Evaluation Directorate, White Sands Missile Range, N.M.

Maj. Gen. Lunn moves to DA

The Department of the Army has announced the reassignment of Maj. Gen. Robert J. Lunn for Director of Development and Engineering, HQ U.S. Army Materiel Development and Readiness Command (DARCOM), Alexandria, Va., to be Assignment Deputy Chief of Staff for Research, Development, and Acquisition, Department of the Army. He will be replacing MG Wilber H. Vinson, Jr.

Lunn graduated from West Point in 1950 and was commissioned in the artillery. He subsequently attained a master's degree in aerospace engineering in 1961 from the University of Arizona. His military schooling includes the U.S. Army Command and General Staff College, the Armed Forces Staff College, and the U.S. Army War College.

Lunn entered the materiel acquisition field in 1961 when he joined the U.S. Army Artillery Board at Fort Sill as Chief of the Lance Missile Development Program. He later served as Chief of the Air Defense and Missile Division, Office of the Chief of Research and Development, Department of the Army. This was followed by an assignment as Assistant to the Secretary of the Army for Anti-Ballistic Missiles. Prior to his assignment to DARCOM Lunn was Commander of the U.S. Army Air Defense at Fort Bliss.

Lunn has been in his position at DARCOM since Sept. 1977 and will be taking to his new assignment a considerable knowledge and capability in the Army's materiel acquisition business.

No successor to Lunn has been announced as yet.

Vets urged to use education benefits

Veterans Administration chief Max Cleland has announced a VA drive to encourage Vietnam era veterans to use their GI Bill education benefits while they are still available.

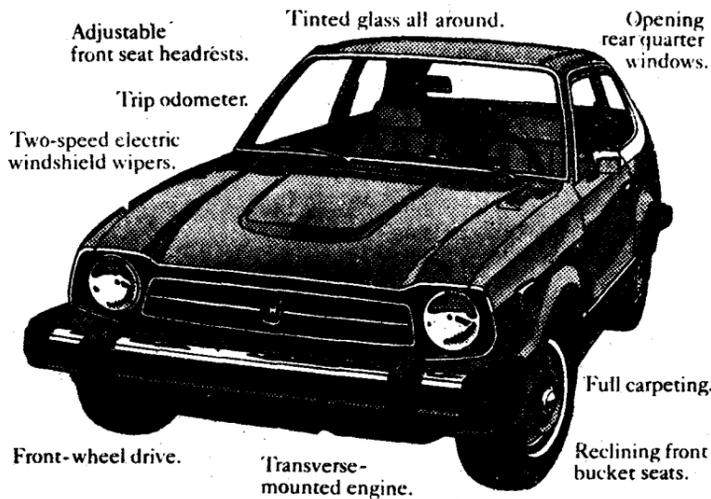
"Time is important, for veterans must use their benefit within 10 years from the date they are discharged from military service," Cleland said.

At the present time, VA pays a monthly

allowance of \$311 to a single veteran going to school full time; \$370 to a veteran with one dependent; \$422 to a veteran with two dependents, and an extra \$26 for each additional dependent.

In addition, veterans may be eligible for free counseling and tutorial assistance, extra pay for engaging in VA's work-study program, and low interest VA educational loans according to VA officials.

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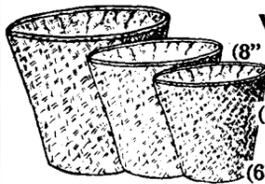
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Redstone test stand declared CE landmark

A plaque designating the original Redstone test stand as an Alabama Historic Civil Engineering Landmark will be dedicated here Friday during the winter meeting of the Alabama section of the American Society of Civil Engineers.

The dedication will be at 2:30 p.m. at the old test stand on the west side of Dodd Road in the Marshal Space Flight Center area. Officials of local Army activities and Marshal Center have been invited to the dedication.

The test stand, which is registered as a National Historic Site, was built in 1953 for development testing of the Redstone missile, the Army workhorse that launched the first U.S. satellite and put the first American in space.

The civil engineers will meet all day Friday at the Sheraton Motor Inn. Civil engineers from all over the state are attending, along with the society's national president, Walter E. Blessy, and three regional officers. The morning technical

program will feature a panel discussion entitled "Law and the Engineer." Panelists will include Charles H. Younger, Huntsville city attorney, Carol Jean Smith, assistant state attorney general, and John W. Greenfield, partner in an Atlanta law firm.

Social functions include a morning coffee, dutch lunch and an evening social and banquet with entertainment by the Huntsville Association of Folk Musicians.

A ladies program will include a tour of the Chesebrough-Ponds cosmetics factory in Madison.

Medical transportation available for some military abortions

WASHINGTON (ARNEWS) — DA has announced a new policy regarding aero medical transportation for soldiers and their dependents requiring abortions at government expense and on a prepaid fee basis.

Soldiers and their dependents who meet the criteria for abortion at government expense as established by the FY 79 Defense Appropriations Act are authorized medical transportation within CONUS and between the U.S. and overseas areas.

Soldiers and their dependents who do not meet the criteria and who are located in most overseas areas without access to acceptable civilian health care facilities may obtain abortions on a prepaid fee basis at the nearest military medical facility. The new policy authorizes government transportation for this purpose.

Soldiers who do not qualify for government expense abortion but who need abortion consultation and are stationed

where such services are not available locally are also entitled to government transportation. Dependents who do not meet the criteria, however, are entitled to transportation for abortion consultation only outside CONUS.

Abortions will be performed at government expense only in the following circumstances:

(A) Where the life of the mother would be endangered;

(B) When the mother is the victim of rape or incest which has been reported promptly to a law enforcement agency or public health service;

(C) Where, in the opinion of two physicians, severe and long-lasting physical health damage to the mother would result if the pregnancy were carried to term;

(D) When medical procedures make it necessary to terminate an ectopic, or abnormal, pregnancy.

Dependents, guests to get dining rights

WASHINGTON (ARNEWS) — Dependents and guests of soldiers will soon be able to dine in Army dining facilities, stateside and overseas, according to DA officials.

The new policy will allow dependents of Army members to use the dining facilities without regard to grade. Previously, a nine-month test program in Europe allowed dependents of enlisted members and junior officers to purchase meals in the dining facilities.

According to Army officials, the USAREUR program was so successful it was decided to extend the privilege to all members worldwide. In Europe the program has been established permanently and grade restrictions have been lifted.

For dining halls in the U.S. and other overseas areas, dependents and soldiers' guests will be eligible when the policy change to AR 30-1, the reg governing dining facilities, is published.

No additional resources will be used to support the program, according to officials.

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Rudy's **SAUSAGE & BISCUITS** 8-OZ. **1.29**

Oscar Mayer **FRANKS** Reg. - Beef - Jumbo LB. **1.49**

Swift's Premium **BACON** 12-oz. **99¢**

Boneless **BEEF STEW** lb. 1.69

SIRLOIN STEAKS lb. 1.99

Assorted **PORK CHOPS** lb. 1.49

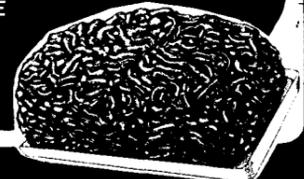
Beef **SHORT RIBS** lb. 1.19

Rudy's **PORK SAUSAGE** lb. 1.59

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PORK CHOPS
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11 percent of GS jobs found overgraded

More than 11 percent of all federal general schedule jobs may be overgraded, according to a study by the Civil Service Commission (CSC)—now the Office of Personnel Management.

The commission referred to its "Study of Position Classification Accuracy in Executive Branch Occupations Under the General Schedule" as "the first definitive study to determine the true extent of civilian misclassification."

The study, prepared by the commission's bureau of personnel management evaluation, is based upon 853 job classification audits conducted by the commission and 882 audits done by federal agencies during a 21-month study of randomly selected positions. In all, one percent of the full-time general schedule workforce at 152 installations within 52 federal agencies was examined.

Exactly 11.49 percent of the positions classified by the commission were found to be overgraded. Another 3.28 percent were undergraded, and 5.04 percent had position series or title errors. The commission labeled these position misclassifications

"wasteful and inefficient," estimating that they cost U.S. taxpayers \$436 million annually.

Jobs in the GS-12 through GS-15 categories accounted for about 69 percent of the total overpayment discovered by the study.

Percentage of misclassification found within each grade surveyed is as follows:

- GS-3 through GS-6, 23 percent;
- GS-7, 31 percent;
- GS-8, 38 percent;
- GS-9, 20 percent;
- GS-10, 38 percent;
- GS-11, 7 percent;
- GS-12, 13 percent;
- GS-13, 30 percent;
- GS-14, 23 percent;
- GS-15, 19 percent.

The study also found "substantial differences existed in the classification data of CSC regions and agencies."

CSC audits uncovered more than twice as many overgraded positions and undergraded ones than agency audits. The commission contended that "management considerations" accounted for 46 percent of the misclassification, with 23 percent the result of errors in judgment by position

classifiers. The commission described these findings as "startling."

To help solve the misclassification problem, the commission suggested "management training, more precise application of existing controls and better preparation for classifiers." The commission does plan to conduct follow-up studies, including a "stratified random sample of positions by series" during this fiscal year.

The commission said that discoveries of overgrading "do not necessarily mean that employees must be downgraded. Such action is generally a last resort." CSC stressed that agencies should try to use positive alternatives, such as reassigning overgraded employees or adding duties to misclassified positions.

Since last January the commission has been authorizing some agencies to delay downgrading resulting from class errors, gradual erosion of duties and application of new standards. Army commands at Redstone Arsenal have received permission for such delays. The Civil Service Reform Act also offers some relief to eligible downgraded employees, retroactive to Jan. 1, 1977.

Classification Chief discusses overgrading

Many federal positions inflated, says Miklic

John Miklic, Chief of the Civilian Personnel Office's Pay & Position Classification Branch, recently talked to the ROCKET about overgrading. Excerpts from that interview follow.

Q. A recent Civil Service Commission study claims that more than 11 percent of all federal general schedule jobs may be overgraded. How does overgrading come about?

MIKLIC: "How do jobs become erroneously classified? Our experience is—and this goes back to what the commission report says—that many positions in the federal service are inflated. These job descriptions contain language which describes duties and responsibilities assigned to employees that are not performable or are not being performed.

"Now, that begs the question whether or not the job sheet was falsified, and that's a hard question. If you start to write with that or use that tone, managers become very defensive, for this reason: a job description in a sense represents a pay voucher in the federal service. If a manager or a supervisor signs a job knowing it erroneously describes requirements for duties and responsibilities that in fact do not exist, that constitutes falsification.

"... (some) job descriptions contain language which describes duties and responsibilities assigned to employees that are not performable or are not being performed."

"As a matter of fact, about three years ago the commission came out with a new statement appended to every job description which the supervisor must read and sign before he signs the job. And it bears down on this. When they sign that statement, they sign that everything in the job is required and must be performed."

Q. The commission study stated that 46 percent of position classification is due to

"management considerations." How can managers cause jobs to be overgraded?

MIKLIC: "That's very simple. You must understand that jobs are created by managers. The Civilian Personnel Office (CPO) does not assign duties and responsibilities. Managers decide—and they have the final decision—on what duties and responsibilities will be assigned to what jobs, based on the work that needs to be done and what they require to be done in order to accomplish their mission.

"You must understand that jobs are created by managers. The Civilian Personnel Office does not assign duties and responsibilities."

"The manager has to run his own show. Can you imagine that I could sit here in the personnel office and decide what should be in every job?"

"After managers assign the work, CPO properly classifies it: puts title, series code and grade on the position. The managers have to certify on the job description that it is a true and accurate statement of the work required and the work must be performed. Then obviously if you go down on an audit and find that it's not being performed, you must call it."

Q. Why would managers want to create overgraded positions in their

organizations? What motive would they have to do that?

MIKLIC: "Managers are very protective of their employees, because they depend on them to do their work. I don't believe that they intentionally want to create overgraded positions, however. What managers often want is what they believe to be proper.

"For example, and this occurs daily here, we may say a job is worth a GS-12; a

manager believes it's worth a GS-13. The manager argues—and employees commonly share this view—that he knows a person who is a 13 and is doing the same thing as his employee whom we grade a 12. That's the most common comment we get. And they will refer to people in several organizations or in other installations who they say are doing the same thing and are all 13s and now why do you say my job is a 12?

"What these managers fail to realize is

that we deal with what the official job of record requires the employee to perform. In the context of the assigned duties and responsibilities described in his job of record, I make the judgment that the job has a certain grade value. Going back to the bottom line, we have to make a comparison based on each individual job as it relates to the civil service class standards. We cannot make a final grade determination based on what other jobs may or may not be doing, or in some cases on what other jobs actually have in them.

Q. The commission survey attributed 23 percent of misclassification to errors in judgment by position classifiers. How would you explain such errors?

MIKLIC: "Classification errors come about mostly from traditional ways that classifiers have had of grading jobs. For example, there was an 'aura' around research and development. It had a 'halo effect,' which is the term the commission used. Classifiers were taking jobs that are not engineering or scientific but related or support-type positions and according importance and complexity to those jobs by their association with, say, research and development. What resulted was that classifiers, in reading a given classification

(Continued on next page)

Miklic

(From preceding page)

standard or an occupational standard to grade these kinds of jobs, accorded credit in some instances which was not real or should not have been accorded. This is an example of how classifiers may erroneously interpret classification guidance regarding a given occupation which may in turn result in a job being erroneously classified."

Q. What are some other causes of overgraded positions?

MIKLIC: "One other reason is job erosion. A job description may include certain duties and responsibilities that an employee once performed, but does so no longer. It's not there anymore. For one reason or another, the work does not exist. When you remove those duties from that job, the grade changes.

"Another situation requiring a downgrade results from a reorganization, a planned management action to move or rearrange missions and functions. For example, you may go into one of our major directorates, and for different reasons—and they are always good reasons—managers find that it's necessary to do business in a different way, to realign functions so work will flow more smoothly, there is better communication and in turn they can better produce their work product or service.

"Now the combination of job descriptions is nothing more than a detailed description of what it takes to do the total mission and functions. So if certain duties described in your job are keyed to a given function that is to move from organization A to organization B, then managers may elect to merge what you now do in your job with what is contained in another job, and have you do both kinds of work. In some instances managers may elect to take your job and have you perform only one aspect of it.

"So reorganization decisions may affect positions and the grades of positions in

"Classifiers were taking jobs that are not engineering or scientific but related or support-type positions and according importance and complexity to those jobs by their association with, say, research and development."

several ways: the jobs may be the same; the grade may be the same, although a different job; or you may have different jobs with different grades higher or lower."

Q. MICOM was reorganized into MIRCOM and MIRADCOM not too long ago. Did that reorganization cause any overgrading?

MIKLIC: "Reorganizations often require more higher grades. Often that is true. We've been running into overgraded positions and we are identifying them now. And we have been doing it. Typically, though, I think overgraded jobs originate from the first point I made, that there is inflation in jobs.

"Another big reason for overgrading is misassignments. An employee may be

assigned to a perfectly valid, properly classified job. However, when classifiers audit the position they find that this employee is not required to perform the work described in the description. Employees are not required to perform at the level their job requires. Obviously, if their performance does not match what the job says is required, you've got to call it.

"On the other hand, some employees may be performing at a higher level than their job requires. This presents a problem also. Where you may find an employee per-

forming at a higher level you have to determine who is entitled to get this job if it is created at a higher level. You must use merit procedures and competitive procedures to promote people. The reason why an employee is singled out to do this work most often is genuine: this employee is very able, very capable, is given training and assignments because he or she performs well. The question is, however, if you have several other people in the same organization doing the same type of work, why weren't they given the opportunity to get that training, to do this work, so that they would be groomed to achieve the higher grade also? So you see that thing has a way of backfiring and it becomes very delicate when you run into that situation.

Redstone runners travel toward fitness

It seems everyone is taking up running or jogging, and the personnel at Redstone Arsenal are no exception. Since running is one of the best ways to develop and maintain physical fitness, the Army is encouraging interest in the sport through the "Run for Your Life" program.

Active duty and retired military dependents, and civilian workers at Red-

stone Arsenal may participate in the program.

Though the program has three basic phases, the participant keeps track of his own progress. He enters the program at the phase he is qualified for and continues to progress at his own rate.

The three phases of "Run for Your Life" are the preparatory, conditioning and sustaining phases. The preparatory phase is for people who recently have led inactive lives, and begins with walking rather than running.

The conditioning phase is for those who have completed the preparatory phase or who have been engaged in a vigorous exercise program. The goal here is to be able to run a mile in eight-and-a-half minutes (men under forty), nine-and-a-half minutes (men over 40 and women under 40) and 10-and-a-half minutes (women over 40) or less without undue stress or fatigue.

Increased speed, distance

The sustaining phase is for conditioned runners who want to increase their speed and the number of miles they run each week.

Running tables which have guidelines for the runner's progress are included in the handbook "Run for Your Life." Participants should follow these guidelines, but are free to run more miles in the sustaining phase.

Runners will receive mileage certificates and patches if they have completed 50, 100, 200, 300, 400, 500, 750, 1000, 2500, 7500, and 10,000 miles of running within the time goals specified for the phase of the program they are in.

People interested in participating in the Run for Your Life program can pick up a handbook, which contains an entry form, at Bldg. 3474, the post gymnasium. People 30 years old or older need a medical clearance (described in the handbook) in order to

participate, and dependents under 16 years of age must have a parent's permission to participate.

Besides explaining the program and providing running tables as guidelines for the three phases of the program, the "Run for Your Life" handbook also gives the runner advice on what to wear while running and on warm-up exercises to help get the maximum benefit from exercise. People running on streets and sidewalks should remember to wear reflectors so that drivers will see them.

The "Run for Your Life" handbook provides a list of courses on post that have been measured and marked off for running. It also locates these courses on a map.

SSgt. Jack Durkin, Sports Facilities Manager, will hold two jogging clinics on Wednesday, Jan. 31 at the post gym. Durkin will demonstrate warm-up exercises for joggers and give advice on how to run. The clinics will be held from 11:30 a.m. till 12:30 p.m. and from 5:00 p.m. till 6:00 p.m. Anyone already in the "Run for Your Life" program or interested in joining is welcome to attend.

No declining CSM selection

WASHINGTON (ARNEWS) — Senior NCOS considered for the Command Sergeant Major Program will no longer have the option of declining to participate in the CSM Program after the board makes its selections.

According to MILPERCEN, individuals who do not decline consideration before the board meets and are selected will either accept entry into the CSM Program, or, if otherwise eligible, apply for non-disability retirement within 30 days after the selection list is announced.



RUN FOR YOUR LIFE —

John Matthews (r.) and Capt. Victor Lampe

MMCS Common Subjects Department is 'uncom

A department at the Missile and Munitions Center and School could well be called the foundation block for the Ordnance Missile Repair field. It is the only department that is totally self-paced and uses a computer for student control.

It's the Common Subjects Department at Toftoy Hall.

Through the use of lesson manuals and audio-visual equipment, students learn the theory and practical application of primary electrical circuits in the department's Circuits Team.

During three weeks of instruction, students build basic electrical circuits. As a final project they build a more complex circuit enabling them to control and monitor the flow of electricity through a system of switches and lights.

After each lesson, students are tested and given a computer print-out sheet which includes the student's name, rank, course, shift, room and carrel. It also contains the

next lesson to be studied and tells how the student is progressing in the class.

If the student is behind, the print-out shows how much time must be made up. If the student is doing well, the computer print-out says to keep up the good work.

Pvt. 2 Tom Selisky, a student in the department, said "A lot of what I learned in Primary Electronics was new for me, both theory and application. I learned more about electronics in a three-week period here than I did in a year of electronics in high school."

After the Circuits Team, a student can enter one or more of three other team areas at the Common Subjects Department.

Depending on the student's Military Occupational Specialty (MOS), he or she usually will attend the Transistor Team, Computer Team or the Radar Team — or any combination of the three.

At the Transistor Team, a student learns the theory, operation and troubleshooting of

Basic Transistor Circuits. During a three-week course, the student sees a sample of every basic transistor circuit used today.

In the Computer Team the student may study one or more of the following: computer logic and the use and workings of a computer; basic principles of Vacuum Tube Circuits still used in many missile systems; and miscellaneous instruction on forms, supply manuals, safety and noise control, and the operation of a generator.

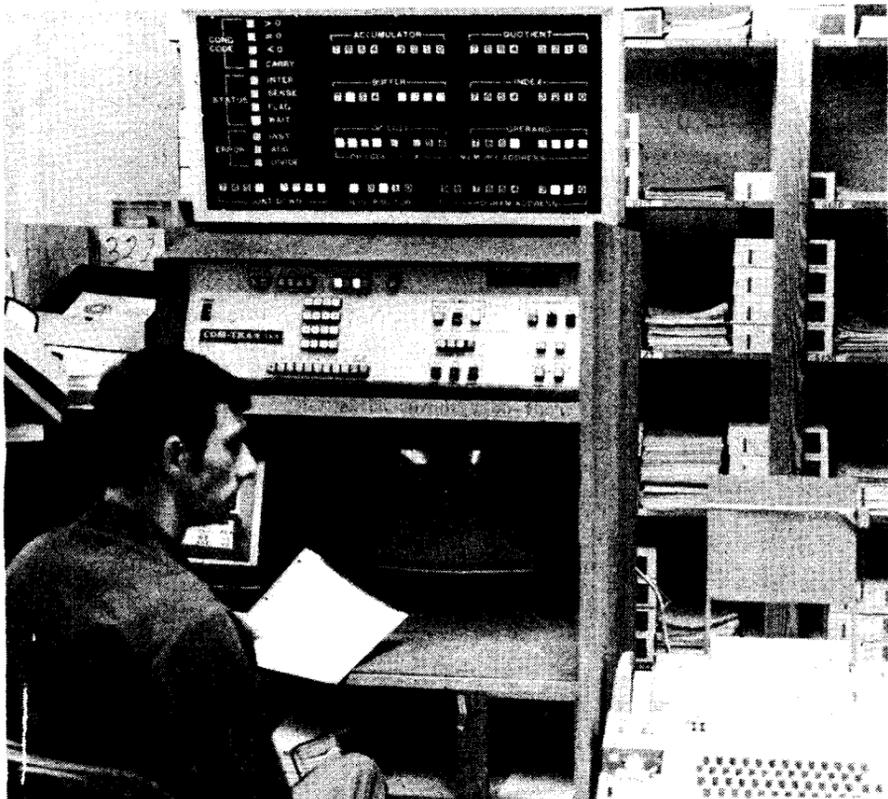
The department's radar team offers instruction in three main subjects.

The first is Pulse Circuits and Micro Waves, in which students learn how circuits are combined to form a basic radar system.

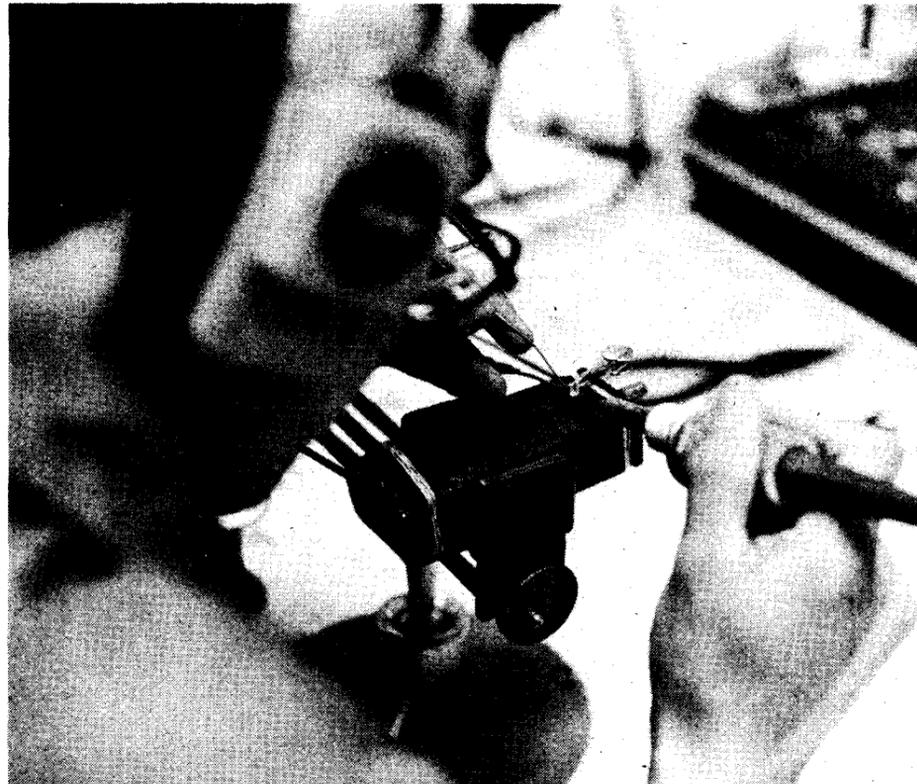
In the Mechanical and Hydraulics class, use of common hand tools and how to build and understand the hydraulic cylinders used in missile systems is taught.

Soldering, both precision and PACE, is also taught here.

Precision soldering is most often used in



FEEDING THE COMPUTER—Sp5 Roy Barnette learns how to feed input into a computer and to check its results. The student is learning computer function on a Com-Tran Ten Computer Trainer.



VULCAN REPAIRMAN STUDENT—Pvt. Norton Knecht practices soldering during a class at the Common Subjects Dept. All equipment needed for soldering is found within the student's reach.

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the missile systems of today.

PACE soldering is used primarily for printed circuit cards found with various missile systems. Students use a special set of tools specifically designed for printed circuit boards and learn to work with the aid of a magnifying lens.

The courses are all self-paced, but instructors are always on hand to help the students.

"Even though the courses are self-paced, you still get a lot of help from the instructors," said Pvt. 1 William Dean, a student in the Transistor Team. "If I can't find out how to solve a problem myself, I'll ask an instructor, and he will tell me what I've been doing wrong."

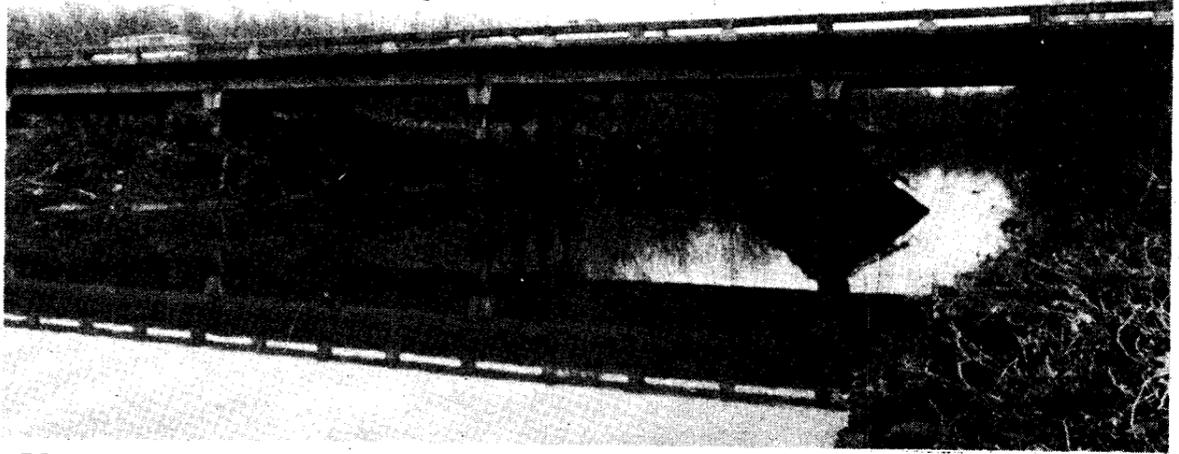
The field experience of instructors is useful to students. According to an instructor in the Computer Team, SFC Richard Clubb, "I've found that my past experience in missiles really helps me to teach a lesson, especially when a student asks for a better explanation than what we're trying to teach. This is when the experience really comes in handy."

Another instructor, Royce Waldrep of the Transistor Team, said, "You've got to have patience as an instructor. With some of the students, you have to repeat something several times before they fully understand what you're saying."

"For me, the most rewarding part of being an instructor is having a student come back to see me. I think this shows that I taught the student well, and he remembered me for it."

Assessing the mission of the Common Subjects Department, chief instructor SGM Harold Carty said, "Based on the fact that we are 100 percent self-paced, I'd say this is the best self-paced course of its kind in TRADOC."

Judging from comments made by students and instructors, that point would be very hard to argue.



PROBLEM AREA — Trash and sediment buildup in the stream led TVA to recom-

mend widening the channel at Martin Road bridge, while further dredging was nixed.

Flood control study results aired

A study by the Tennessee Valley Authority says that extending creek channelization from the city into Redstone Arsenal is not a practical solution to storm flooding problems in Huntsville.

The study notes, however, that the bridge over Huntsville Spring Branch on Army

The study recommends that the stream channel be cleaned and widened on Huntsville Spring Branch at the bridge on Martin Road just outside gate 1 and for 50 to 100 feet downstream.

The TVA findings and recommendations were aired here Thursday at a meeting of concerned federal agencies and city public works officials.

The TVA study was undertaken last summer, after the city had proposed channelization of both Huntsville Spring Branch and Indian Creek for their entire 15-mile length through the arsenal to the Tennessee River. The Army, Environmental Protection Agency and various other agencies objected to channelization, mainly because solid engineering data shows that flooding in the city is a result of concrete watercourses and other drainage problems associated with urbanization and not because Redstone Arsenal is a bottleneck that causes storm runoff to flood Huntsville. Other considerations were that channelization would impact the swamp ecology in the arsenal portion of Wheeler National Wildlife Refuge as well as ancient Indian village sites along the stream.

North of Martin Road the city plans further enlargement of the stream channel, which is already considerably wider and deeper than the channel south of the road on Army property where the city had believed the narrower channel formed a bottleneck that caused flooding in areas to the north in periods of heavy rain.

But the TVA study has dispelled the bottleneck theory and shows that the lay of the land on the arsenal is such that channelization would prove of almost no benefit. The study did say that cleaning and widening of the channel in the immediate vicinity of Martin Road bridge would be a worthwhile project. The bridge's partial obstruction of the stream has resulted in heavy deposits of silt and trash in the area that slow the velocity of the stream.

The city plans to submit a project proposal detailing work they intend to do on the arsenal to Facilities Engineer officials, who have promised full cooperation in the project. City officials have said they will insure the channelization is done in a manner that will not affect the bridge or its foundations.

Prior to beginning the work, the city will apply for a dredging permit from the Nashville District, Army Corps of Engineers, which will review the project, weighing benefits to be derived against possible negative aspects such as environmental impacts. A public meeting on the project in which citizens may participate will precede issuance of a permit.

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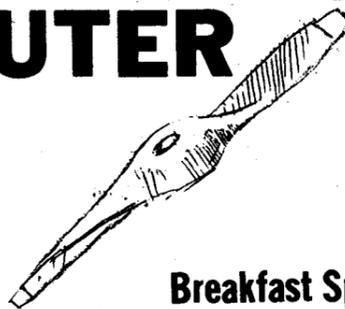
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Bowling results

Friday EM Mixed

Standings	
Pin Pushers	56
Spare Parts	47
Who Cares??	44
Strikes-n-Spares	44
The Spoilers	43½
Hardy Yo Yo's	43
High Rollers	38
Wrecking Crew	38
Magic Four	38
The Stoppers	36½

High Series	
Men	
C. Minga-707	
S. Winfield-680	
D. Barnack-670	
Women	
P. Carr-666	
M. Doss-640	
V. Payne-639	

High Games

Men	
C. Minga-305	
B. Almy-266	
C. Sloan-254	
Women	
Y. Machnica-254	
K. Gillespie-254	
J. Edwards-254	

Last Week's Games:

Hardy Yo Yo's 3, Strikes-n-Spares 0; The Spoilers 3, Feast-n-Famine 1; No Name Gang 3, Spare Parts 1; Magic Four 4, Free-n-Easy 0; All Stars 4, Eight Balls 0; Pin Pushers 3, The Vanners 1; The Stoppers 4, High Rollers 0; Who Cares ?? 2, Wrecking Crew 2.

AMC

Standings	Pts
T-Birds	48
Bombers	48
Spares	45
Cadillacs	39
Rolling Rocks	38
Outlaws	31
Hughes Aircraft	28
Cactus Jack	27

Last Wednesday

Outlaws - 4 - R. Rocks - 0
 Spares - 4 - T-Birds - 0
 Bombers - 3 - Cactus Jack - 1
 Cadillacs - 2 - Hughes - 2

High Rollers

Jay Smith, 646 (247, 218), Lee Lavender, 555 (214); Dave Blackwood, 550; Gene Ashley, 549; Jim Sanford, 544; Dwan Hudson, 536 (218).

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Wednesday Officers Bowling

Standings	
Bushwackers	28
Midsection	28
Strikeouts	20
Swingers	18
Meddac	18
MIRADCOM Maulers	16
Red Tabbers	14
Nomads	14
Blackjacks	14
Exasperators	10
Lucky Strikes	10
Unbombers	2

Results	
Nomads 8, Lucky Strikes 0	
Meddac 8, Unbombers 0	
Midsection 6, Swingers 2	
Red Tabbers 6, Blackjacks 2	
Bushwackers 6, Exasperators 2	

High Rollers
 Hertzog 620 (245), Jordan 542, Washburn 538 (232), Russel 534, Senn 532, Bofenkamp 528 (209), Shuput 520, Myers 517, Jones 516 (201), C. Smith 509.

Company bowling

Tuesday Companies

Standings	
95th SVC Co. 1	68
Co. A 1	55
MIRCOM 1	53½
Co. C 3	51½
Co. B 1	47
291st MPs	47
Co. C 1	45
6th SC 1	45
95th SVC Co. 2	34½
Co. B 3	22½
7th SC 1	16
8th SC 3	14
8th SC 1	13
5th SC 1	13

High Game:
 Tanner-230, Cox-227, Snyder-214
High Series:
 Snyder-598, Russell-530, Cox-529

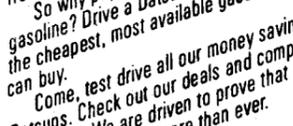
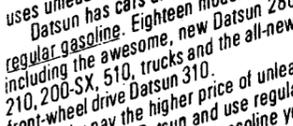
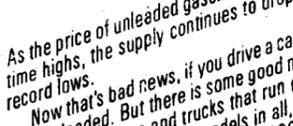
Thursday Companies

Standings	
4th SC 1	64
Co. B 5	63
Co. C 2	60½
Co. B 4	49
Co. B 2	47
Co. A 2	42
MIRCOM 2	40
6th SC 3	30½
7th SC 2	28
6th SC 2	26
8th SC 4	25
8th SC 2	17
5th SC 2	17
MIRCOM 3	16

High Game:
 Goff-235, Selby-212, Phillips-204
High Series:
 Goff-611, Creeper-555, Cott-542

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Company level basketball

CWF League

Standings East

Co. A 1	6-1
8th SC	5-1
MIRCOM 2	4-1
95th SVC Co	5-2
Co. C	4-3
Co. B	4-3
6th SC	3-4

West

291st MPs	6-1
MIRCOM 1	4-3
5th SC	3-4
4th SC	1-6
MEDDAC	1-6
7th SC	1-6
Co. A 2	1-6

Last Week's Games

Mon.-Co. C 39, 8th SC 37; MIRCOM 2 46, 95th SVC Co. 44, Co. A 1 67, 6th SC 36; Co. B 47, 4th SC 39.
 Tues.-MIRCOM 1 44, 5th SC 43; 291st MPs 45, MEDDAC 30; Co. C 38, 7th SC 28; 95th SVC Co. 69, Co. A 2 46.
 Wed.-8th SC 42, 6th SC 40; Co. A 1 62, MIRCOM 2 42; 291st MPs 47, Co. B 44; MIRCOM 1 2-4th SC forfeit.
 Thurs.-95th SVC Co. 57, 5th SC 51; Co. C 57, MEDDAC 54, 6th SC 40, 7th SC 28; Co. A1 73, Co. A2 27.

Next Week's Games

Tonight-5:30-Co. B vs Co. C; 6:45-95th SVC Co. vs MIRCOM 1; 8-6th SC vs 291st MPs; 9:15-Co. A1 vs 4th SC.
 Tomorrow-5:30-8th SC vs 5th SC; 6:45-MIRCOM 2 vs MEDDAC; 8-Co. A 2 vs 7th SC; 9:15-Co. B vs 95th SVC Co.
 Mon.-5:30-6th SC vs Co. C; 6:45-Co. A 1 vs MIRCOM 1; 8-MIRCOM 2 vs 291st MPs; 9:15-8th SC vs 4th SC.
 Tues.-5:30-7th SC vs 5th SC; 6:45-Co. A 2 vs MEDDAC; 8-Co. B vs 6th SC; 9:15-Co. A 1 vs 95th SVC Co.

Final Standings

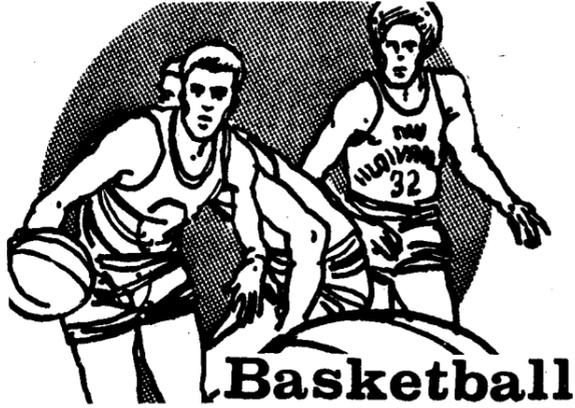
	W	L
MMCS	11	4
RD & E	10	5
COE	9	6
Comptrollers	9	6
Prod. Assurance	4	11
Maintenance	4	11

Last Week's Results

MMCS - 51 - Comptrollers - 50
 COE - 44 - RD & E - 42
 RD & E - 56 - Comptrollers - 53 (ot)
 COE - 63 - Maintenance - 32
 Maintenance - 51 - PAD - 48

Leading Scorers

James Love, MMCS	22.0
Abdullah Muhammad, MMCS	20.8
Calvin Walker, PAD	19.5
Lloyd Brooks, RD & E	18.6
John Nicklous, Compt.	17.5
Jerry Mullinax, COE	17.3
Mose Hall, Compt.	16.5
Jim Vann, RD & E	15.6
Robert Mangum, Maint.	15.0
Mason Hammons, MMCS	14.6
Bill Noel, COE	14.0



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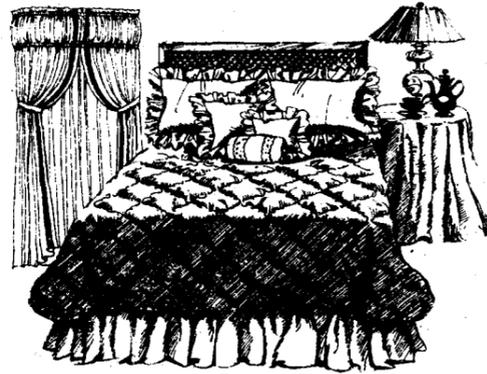
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LIMIT 1

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• Limit One

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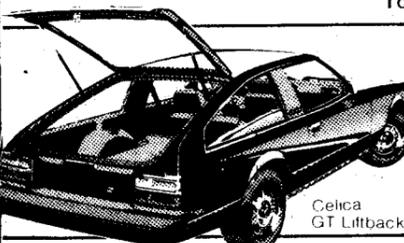
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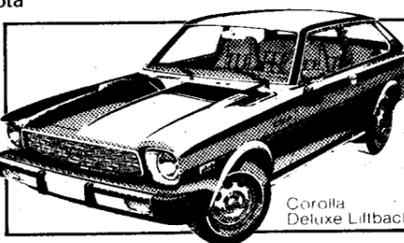
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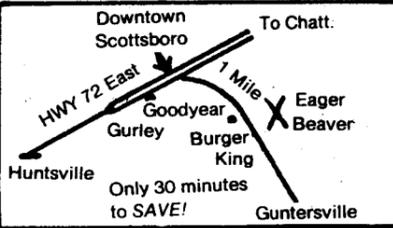


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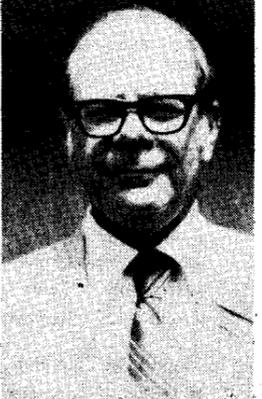


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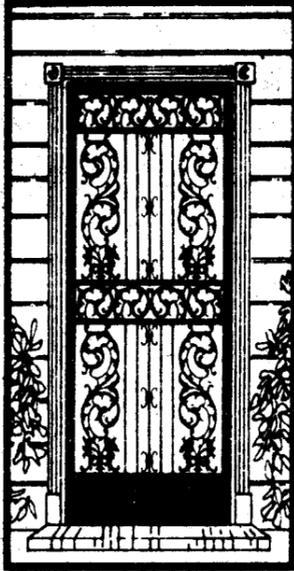
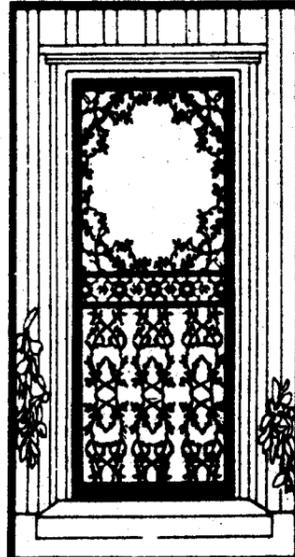
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11-672 ADVANCED RADAR SYSTEMS II MW 4:30-6:40 p.m.
A continued detailed study of advanced topics in radar systems. Matched filter theory; ambiguity functions; clutter rejection techniques; discrete phase code systems; digital signal processing. Background: knowledge of basic radar; knowledge of signal analysis mathematics desirable.
Instructors: Stephen M. Gilbert; B.S.E.E., M.S.E.E., Ph.D.; Dynetics, Inc.
Mervin C. Budge, Jr.; B.S.E.E., M.S.E.E., Ph.D.; Dynetics, Inc.
Textbook: None required

11-684 DIGITAL PROCESSING OF SIGNALS TT 4:30-6:40 p.m.
A detailed study of the use of digital techniques in signal processing. Continuous-time, sampled-data, and discrete-time systems; properties of analog filters; infinite- and finite-impulse filters; discrete- and fast-Fourier transforms. Background: knowledge of signals; knowledge of basic signal processing desirable.
Instructor: R. Duane Hays; B.S.E.E., M.S.E.E., Ph.D.; Dynetics, Inc.
Textbook: Digital Signal Processing, by Stanley; Reston Publishing Company.

17-601 INFORMATION SYSTEMS FOR MANAGERS TT 6:50-9:00 p.m.
A survey of information systems technology and its applications in the management environment. The development of information processing; computer hardware and software technology; information processing techniques and economics; man-machine interactions; computer applications in organizations.
Instructor: To be announced
Textbook: Information Systems, by Mader & Hagin; Science Research Associates

17-611 OPERATING SYSTEMS DESIGN MW 6:50-9:00 p.m.
A study of concepts, design, implementation, and relevant theory of modern operating systems for computers. Basic concepts and terminology; general design considerations; input/output, interrupt processing; memory, processor, and device management. Background: knowledge of computers and programming.
Textbook: Operating Systems, by Madnick & Donovan; McGraw-Hill
Instructor: Bobby C. Hodges; B.S., M.S.E.E.; NASA Marshall Space Flight Center

17-647 NETWORKS AND DISTRIBUTED SYSTEMS MW 4:30-6:40 p.m.
A study of current topics in computer networks and distributed computing systems. Interconnections and communication concepts; system and hardware architecture; reliability and fault tolerance; multiple-processor systems; distributed data bases. Background: knowledge of computer organization.
Instructor: Joseph E. Scalf; B.S.E.E., M.A.; U.S. Army BMD Advanced Technology Center
Textbook: Special materials available from Southeastern (IEEE Reprints).

21-641 HUMAN BEHAVIOR IN ORGANIZATIONS TT 4:30-6:40 p.m.
A seminar on the behavior of people in work situations. Individuals, organizations, and their interactions; development of individual-organization relationships; influences on work behavior; improving organizational effectiveness. Background: studies or experience in management.
Instructor: Donald Jackson; B.S., M.A.P.A., Ph.D.; U.S. Army Missile R&D Command
Textbook: Behavior in Organizations, by Porter, Lawler, & Hackman; McGraw-Hill

24-632 BUSINESS MANAGERIAL ACCOUNTING MW 6:50-9:00 p.m.
A study of the use of accounting data for planning, control, and decision-making in business. Basic concepts of accounting; cost-volume-profit relationships; budgets and budget control; standard costs; responsibility accounting. Background: basic knowledge of accounting desirable but not necessary.
Instructor: Gene P. Kelly; B.S., M.B.A.; Dynetics, Inc.
Textbook: Accounting for Management, by Lynch & Williamson; McGraw-Hill

27-621 PROJECT MANAGEMENT CONTROLS MW 4:30-6:40 p.m.
A study of control systems used in the management of projects and programs. Project organization and structure; setting goals and requirements; planning and resource allocation; progress reporting systems; control of complex programs. Background: studies or experience in management desirable.
Instructor: William C. Wall, Jr.; B.S.M.E., M.A.P.A., M.B.A., Ph.D.; U.S. Army Missile R&D Command
Textbook: Program-Management Control Systems, by Maciariello; Wiley & Sons

31-521 OPERATIONS RESEARCH TECHNIQUES TT 4:30-6:40 p.m.
A study of elementary theory and techniques for solving decision problems. Statistics and probability; linear algebra; Markov chains; replacement and inventory models; Monte Carlo simulation; queueing theory; linear programming; transportation and assignment models. Background: good knowledge of basic mathematics.
Instructor: Raymond C. Watson, Jr.; B.S., M.S.E.E., M.S.; Southeastern Institute of Technology
Textbook: Operations Research: A Fundamental Approach, by Shamblin & Stevens; McGraw-Hill

34-648 LASER APPLICATIONS TT 6:50-9:00 p.m.
An examination of selected applications of lasers. Topics selected from properties of laser beams; energy deposition: medical, welding and cutting, weapons; narrow coherent beams: metrology and surveying, communications, detection and tracking; Fourier optics: holography, image processing. Background: basic knowledge of lasers.
Instructor: Robert L. Kurtz, B.S., M.S., Ph.D.; TAI, Incorporated
Textbook: None required

XX-791 ADVANCES IN SPECIALIZED AREAS Hours Arranged
An independent review of advances in a specialized area. This is a qualifying study for persons seeking admission to the research phase of the D.Sc. program and constitutes the first half of the Dissertation Institute.

90-702 RESEARCH PREPARATION Hours Arranged
A workshop in topics necessary for conducting advanced research. Selecting research projects; creative thinking; writing form and style; preparing research proposals. This is the second half of the Dissertation Institute. Background: satisfactory completion of XX-791.

90-621 MASTER'S PROJECT Hours Arranged

90-711 DISSERTATION RESEARCH Hours Arranged

90-731 RESEARCH STUDIES/COLLOQUIA Hours Arranged

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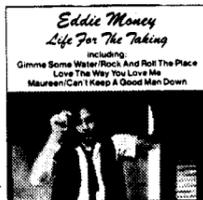
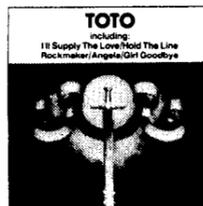
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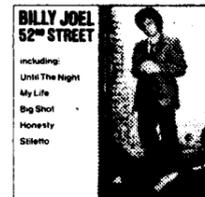
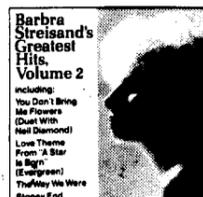
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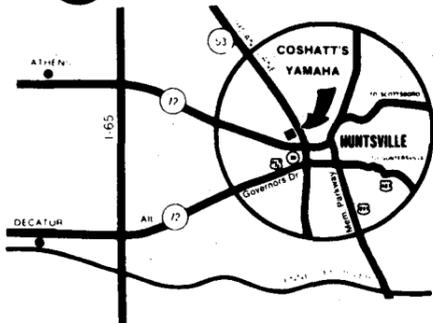
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Oil spill

(From Front Page)

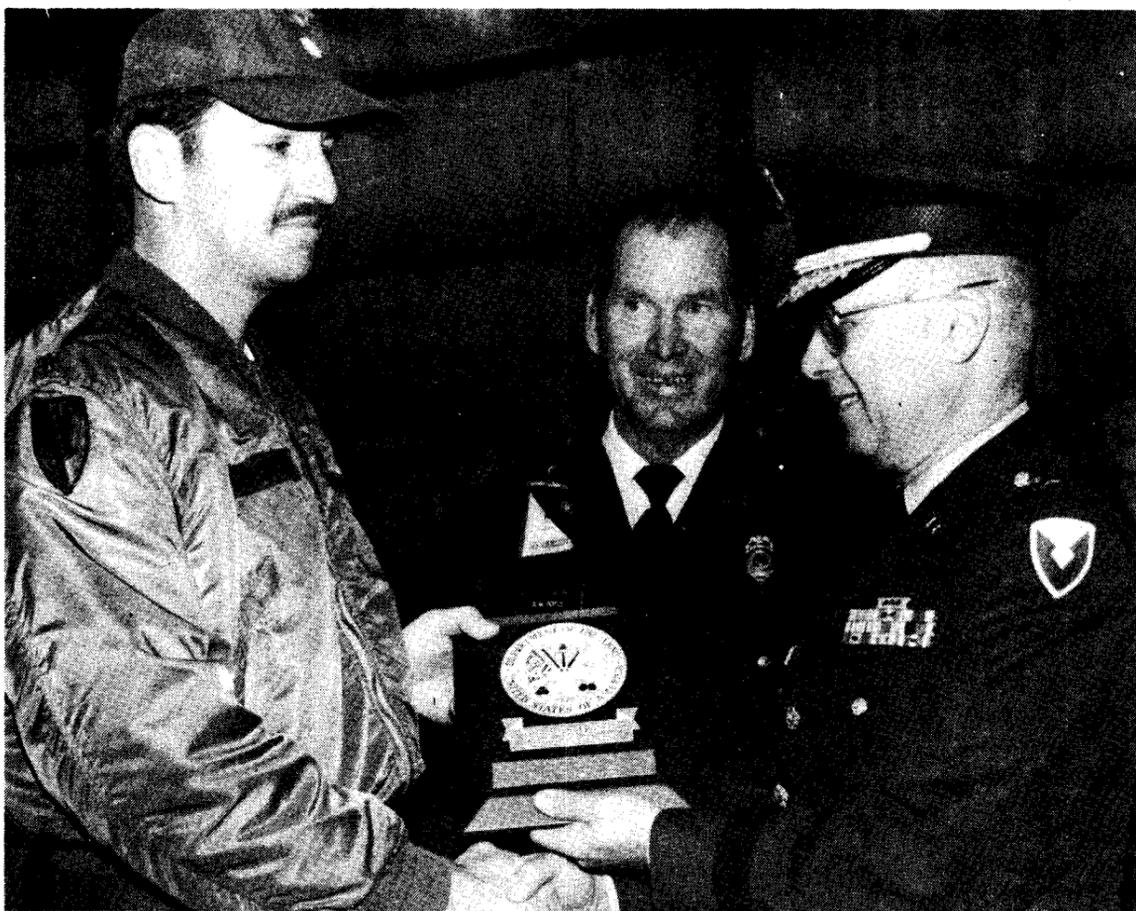
Martin Road where an absorbent wick was laid across the creek in an effort to stem the downstream flow.

Meanwhile, personnel of Fleet Transport Co., whose tanker was involved, set up flow barriers and used absorbing materials to contain some of the spill in an upstream location. Fleet Transport and EPA engaged a spill control specialty firm from Birmingham for assistance.

By the second day it was apparent that some of the oil was moving onto the arsenal despite the measures upstream. EPA had floating spill control booms placed in the stream at Patton Road and a point downstream to collect the oil and divert it shoreward so it could be pumped out or taken up with absorbent materials.

The booms were left in place for 24 hours. Not much oil was collected, leaving officials to believe that most of the oil was caught before it entered the arsenal even though it was feared at first that hundreds of gallons would make its way here.

Bill Colvin of the Redstone environmental staff said the spill appears not to have harmed the arsenal or refuge. No dead fish or waterfowl were found in a search of the stream, he said.



SAFETY AWARD—Maj. Gen. Louis Rachmeler (right) presents MIRCOC's Award of Excellence for Aviation Accident Prevention to Maj. Norwood Sothoran, Airfield Commander, during a recent

ceremony at Redstone. In background is Dudley Doyle, Redstone Fire Chief. The award honored the airfield's outstanding safety record from January 1972 to December 1977.

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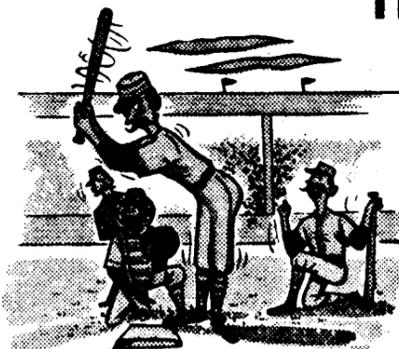
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Through February. Woods refinished—\$5 per club (or \$4.50 per club for 4 or more). Phone 881-6554. 1-31p

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RECONDITIONED GUARANTEE \$14.95 Exch.
NEW BATTERIES 3 Yr. \$30.80 & Up Exch.
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Vinyl-Aluminum-Steel installation available.
Bill & Sarah Morgan 859-2483. 2-14-p

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IBM's \$100. OTHERS Also IBM Selectrics Will Rent — Will Trade
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5. Real Estate

ALREADY FINANCED
Reasonable payments, low equity, 3 Bdrm, 1 1/2 bath, in level fenced yd. storm windows. Ask to see this soon. Call Eunice Presto, Southern Oaks, 883-8551 or 881-7222. 2-7-c

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Giles County. 21 acres, \$7,000. 8 1/2 acres \$3,000. Partly wooded. 5 miles off I-65. Secluded. Terms available. Call Pulaski, TN (615) 363-5349. Tfc

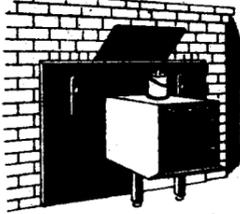
A BUSINESS OF YOUR OWN
We have just listed a well-established grocery business which has lots of expansion potential. Strategically located with good traffic count and a great track record. Offered at \$35,000 with financing available. Call Joyce Kelley, listing agent, for more information about this business opportunity. Nights, 881-9176.
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Reg. Price \$62²⁰ Each
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Investment and retirement property located in the Whiton Community, Dekalb County — 2 1/2 acres of good level land with dwelling, barn and 2 broiler houses. Dwelling has 3 bedrooms, living room, kitchen and den, 1 bath, with butane gas heat, workshop and garage. Has new roof and new well pump with filters. Two 34' x 300' broiler houses in excellent condition. Two feed bins, two 1,000 gallon gas tanks. Very good income and a very good investment. Call for an appointment. Price \$110,000.00. FRED TAYLOR REAL ESTATE — P.O. Box 276 — Phone 878-3061 — Albertville, AL. Tfc

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CARPET and

PANELING SALE

Prices Good Thru Sunday, Feb. 4th

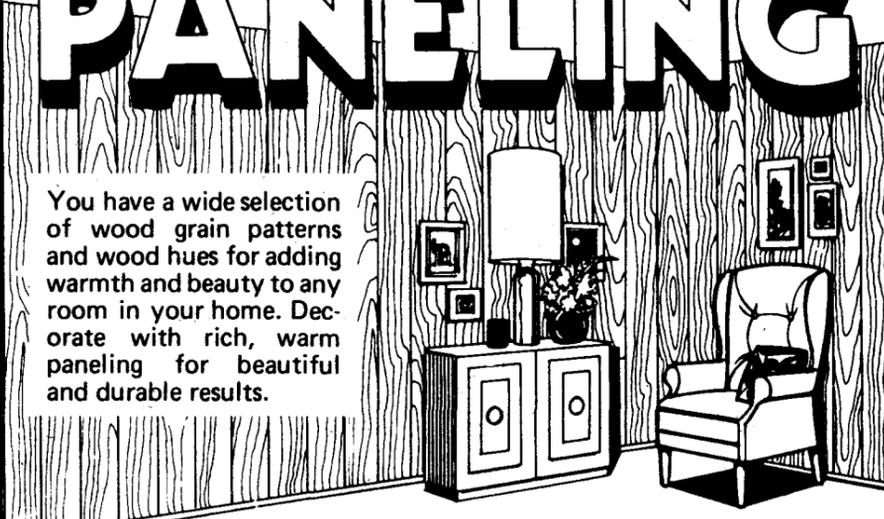
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WHEN YOU COME TO SUTHERLAND, YOU SAVE ON QUALITY

PANELING

You have a wide selection of wood grain patterns and wood hues for adding warmth and beauty to any room in your home. Decorate with rich, warm paneling for beautiful and durable results.



4' x 8' SHEETS

MELLOW PINE OR PRAIRIE WALNUT

Simulated wood tones on 4x8 particle board. Factory seconds.

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Light tone pecan. Simulated on 3MM plywood.

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Dark tone wood grain. Simulated on 5/32" plywood.

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Simulated planked wood on 5/32" plywood.

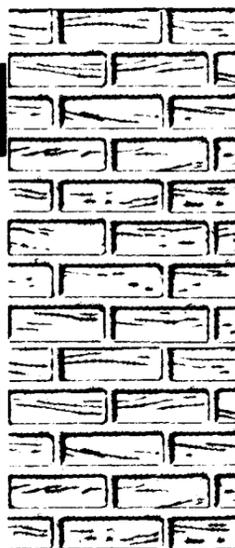
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Z-BRICK

Get the look of real brick, at low cost. Easy to install. Use inside or outside; it's fireproof and weatherproof. A carton covers up to 6 sq. feet. Available in a wide selection of colors.

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Adhesive mortar. Covers approximately 16 to 20 sq. feet. Black, natural and white.

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Give bold, deep texture to your walls, ceilings. Ready to use acrylic wall finish in 2-gallon pail. Crack resistant. Choice of colors and white.

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"ARTIFICIAL GRASS"

ALL WEATHER BACK
12' WIDTHS
WEATHERPROOF
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RESISTS MILDEW - INSECTS - CHEMICALS
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Per Sq. Yd. **2⁸⁹**

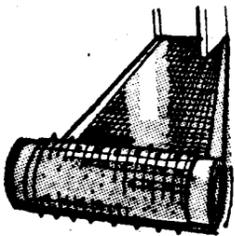
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Seamless wall-to-wall comfort
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Economically Priced for the Do-It-Yourselfer!

2x4 STUDS
Southern Pine #2 Each **1⁵⁵**
Economy Each **89^c** EA.
1x2-8' 45^c EA.
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HEAVY DUTY VINYL RUG RUNNER. Protect your carpeting from "tracked in" slush, mud, etc. Durable vinyl wipes clean easily, quickly.

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Per Lin. Ft. **.59**

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3-4' pieces
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CARPET TRADE

1 1/2" x 12"
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NYLON LEVEL LOOP

12' wide rubber back **3¹⁹** per sq. yd.

The best for heavy traffic areas. Durable, long lasting. Beautiful multi-tone colors.

100% NYLON SHORT SHAG

12' wide. Rubber back **3⁸⁹** Per Sq. Yd.

Durable, long lasting. Beautiful multitone colors to accent any room!

Olefin Polypropylene INDOOR - OUTDOOR

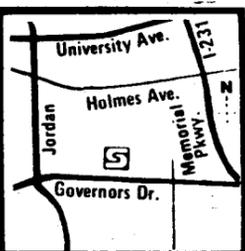
12' wide **1⁸⁹** per sq. yd.

Really rough, resists rot and mildew. Available in many colors.

100% Nylon PATCHWORK SHAG

12' wide rubber back **5⁴⁹** per sq. yd.

A multi-level sheared shag with distinctive patchwork patterns. Long lasting 100% nylon.



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