

The Redstone Rocket

Vol. XXVII; No. 37

February 7, 1979

Water treatment plant begins filtering DDT

A special water treatment plant to remove DDT from water draining from Redstone Arsenal into a local creek was put into operation here Friday.

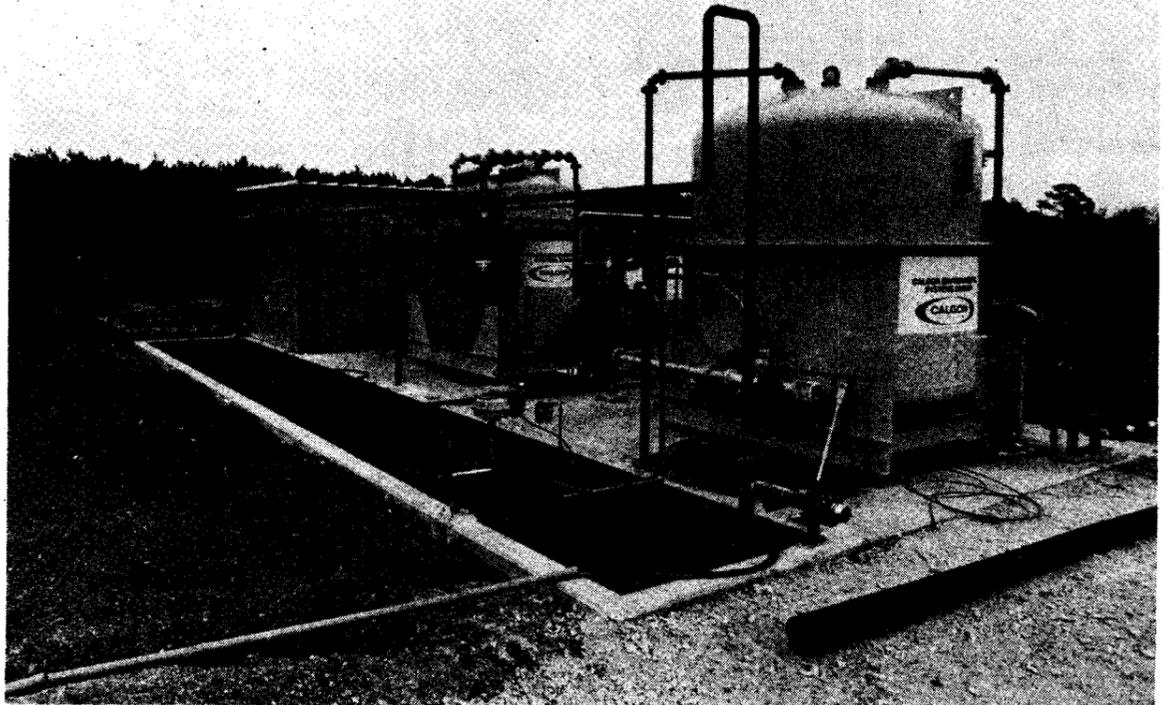
The treatment plant uses activated carbon to filter surface discharge entering Huntsville Spring Branch from an area of the arsenal contaminated with waste from a DDT manufacturing plant formerly operated here by Olin Chemical Company.

The water treatment plant is a major part of a DDT cleanup program worked out by the Army and Environmental Protection Agency which began more than a year ago. Another aspect of the program, excavation of sediment from a ditch draining the contaminated area, can proceed now that the water treatment plant is in operation to catch DDT that may be mobilized during the excavation.

The plant is located near the Wheeler National Wildlife Refuge boundary where drainage from the old manufacturing site enters Huntsville Spring Branch.

The filtering element of activated carbon has a surface area of 125 acres per pound. Twenty thousand pounds of the granular material with a filtering surface of 2,500,000 acres is contained in a large cylindrical

(Continued on page 3)



DDT CLEANUP

Activated carbon in large tank has 2,500,000 acres of filtering surface

February: Black History Month



BUFFALO SOLDIERS — Not many people know that black soldiers served on the western plains following the Civil War. They served in the 9th and 10th Cavalry Regiments and the 24th and 25th Infantry

Regiments. They apparently got the name "Buffalo Soldiers" from the Indians who compared their hair with that of the buffalo. Also, during the winter the troops wore coats made from buffalo hides.

FES: new way to classify jobs

The way federal GS jobs are classified and graded is slowly changing. A new classification method, the Factor Evaluation System (FES), is gradually replacing the present system.

"FES will give employees, managers, supervisors and classifiers a better understanding of how jobs are classified. It takes some of the mystery out of classification," said John Miklic, Chief of Civilian Personnel's Position and Pay Management Branch.

GS jobs are now classified by evaluating the whole job vis a vis Office of Personnel Management (OPM) occupation standards. In FES, each job is divided into nine standard factors: knowledge required, supervisory controls, guidelines, complexity, scope and effect, personal contacts, purpose of contacts, physical demands and work environment. Points are awarded in each factor. The points are totaled and a standard conversion table used to determine a grade.

The new system is being implemented slowly because a position can be evaluated only after an FES standard for it has been published by OPM. The federal service has hundreds of occupational series but FES standards for only a handful are available now.

The change to FES could result in existing grades being raised or lowered in particular occupations. Miklic said that grades have

(Continued on page 18)

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OPINION

Magazine madness

How to improve your hopelessly tasteless existence

Paula dropped by my office a few days ago wearing her magazine face.

"What have you been reading?" I asked, as soon as I saw her woeful countenance.

"Oh, my issues of **HOMESPUN** and **VANITY** came in today," she replied.

"Oh, no, two in one day!" I exclaimed. "What did you find out?"

"Well" — Paula started to sniff — "my marriage is a total failure."

"But I thought you and Tom were very happy," I objected.

"Not according to the quiz in **HOMESPUN**," Paula replied. "It says we spend too much time together and don't have enough separate activities. It says we'd be happier and Tom wouldn't be interested in other women if I worked and kept pace with him mentally."

"Tom is interested in other women?"

"Yes, isn't it dreadful," Paula moaned, "and I never even suspected until I read that quiz!"

"Maybe you're jumping to conclusions," I suggested.

"No, no," she insisted, "I knew that quiz was right when Tom refused to take it. You're supposed to take it together, but Tom just said it was silly and threw it on the floor. THEN I knew he had something to hide."



by KATHY HOUSE

I decided it might be wise to change the subject. "Didn't you read anything else?" I asked.

She thought a minute. "Well, there was an article that told me how to re-do little Tommy's room so he won't grow up to be inhibited."

"What are you supposed to do to it?"

"Oh, give him an easel and paints, make sure he has his own records to listen to while he's creating, give him hooks for his clothes instead of drawers and shelves for his toys instead of a toybox."

"Whatever happened to crayolas and a little table and chairs?" I asked.

"Oh, that's passe," Paula responded. "Crayolas keep children from being inventive because they manufacture too many colors instead of letting the kids mix their own. And you should never insist that your child stay within the lines in his coloring book. It limits him."

She sighed. "I don't think Tom's a very good father, either, though, because he says that we can't afford easels and paints and a record player for Tommy's room. He doesn't seem to care that we could ruin the child's life."

"Well, what's new on the fashion scene?" I asked, changing the subject again.

"Oh, that's the worst news of all!" Paula exclaimed. "**VANITY** shows that all the new clothes are going narrow, and I was just getting used to the big look. And remember all that mauve eyeshadow I bought because it looked so good on me? Now soft shades are out and loud shades are in because they show up in the discos."

"But you never go to a disco."

"Yes, but I still have to face the other women at the PTA meetings."

"Paula," I said firmly, "did it ever occur to you that these magazines are full of baloney? They act as if nothing you do now is right. Everything must change and improve. Only after they get you to change one way, they decide you should do something else instead. They make you feel guilty for living the way you want to live and looking the way you want to look."

She looked at me with interest. "You know, you might have something there," she said. "Where'd you read it?"

LETTERS

Emphasize accomplishments, says OPM Regional Director

Dear Sir:

Your "Opinion" article, "We're mad as . . .", appearing in The Redstone Rocket, January 17, 1979, caught my eye because it seems to cry out for some defense of "civil servants."

I would not presume to speak for all of us, nor would I care to be counted among the ranks of those broad brush critics whose

loose accusations prompted the "We're mad as . . ." article.

I would like to offer an alternative to the "talk back" therapeutic approach your article suggests: and that is, "set an example." I know of no better way to rid ourselves of the stereotype image of an insensitive, incompetent civil servant than by setting individual personal standards by which to live and work and relate to others. Through your column encouragement can be provided to those who are honest, competent and responsive by publicizing case studies of outstanding accomplishments by civil servants.

I hope you will consider this alternative. This approach may even cause those civil servants who do not give their best or an honest day's work for fair compensation, to come around or to at least feel mighty uncomfortable.

Sincerely,
David Caldwell
Regional Director
U. S. Office of
Personnel Management

Writer inquires about ad policy

Dear Editor:

The Jan. 17 issue of the **ROCKET** has an exceptionally great amount of ads. The same observation applies to the volume of advertisements in the Jan. 31 issue. Does the contract with the publisher specify a maximum ratio between advertisement and news?

Bill Schmidt

Dear Mr. Schmidt,

The publisher of the **REDSTONE ROCKET** is permitted by contractual agreement to devote a maximum of 55 percent of the total column inches in an issue of the newspaper to paid advertising. More space can be devoted to advertising with consent of the Commander.

The Jan. 17 issue of the **ROCKET** contains approximately 55 percent paid advertisements. The Jan. 31 issue contains approximately 51.5 percent paid advertisements. The Ruby Dee, Ossie Davis full page display in the Jan. 31 issue is not a paid advertisement. That space was made available by the publisher at no charge for support of a Command sponsored event. Similarly, unpaid advertisements promoting U.S. Savings Bonds, energy conservation, community clean-up, occupational safety, public health, etc. often appear in the **ROCKET**.

THE REDSTONE 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 therefor 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.

MMCS wins Community Relations Awards

Since February 1978, the Department of the Army has been presenting awards to various people and organizations which are deemed an aid to their community.

The award, which is presented under the Army Community Relations Award of Excellence Program, has twice reached the hands of persons at the Missile and Munitions Center and School.

The first such award was presented to the MMCS School Brigade for their soldiers' participation in the Exceptional Children's Day at the Northeast Alabama State Fair last September.

On that day, more than 240 soldiers from the brigade escorted an estimated 300 handicapped persons to the fair for a day of fun and excitement.

The second award was presented to Maj. John G. Miscik for his humanitarian efforts in providing companionship, advice and counsel, and personal items to inmates at the Madison County Jail.

Miscik made a weekly visit to the county jail for over a year. His time and efforts did not go unnoticed. He recently left MMCS to attend the Armed Forces Staff College, Norfolk, Va.

Cleanup

(From Front Page)

tank called an adsorber. DDT adheres to the carbon as it flows through the tank.

The water is pre-filtered through layers of sand, coal and garnet to remove sediment and other matter that might foul the activated carbon element. The carbon is removed periodically and taken to a regeneration plant run by the Calgon Corporation. The water treatment plant is leased by the Army from Calgon, which designed and built it.

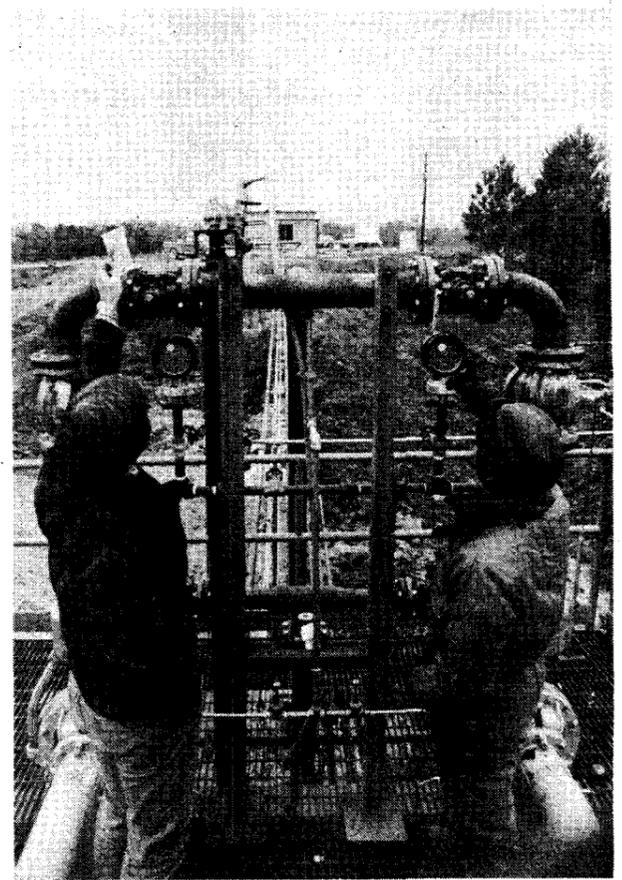
The treatment plant will operate continuously. It has a filtering capacity of 250,000 gallons per day. The plant's output will be treated on a regular basis. Operational checks will be made daily. The plant does not require an attendant and is largely maintenance free.

The water treatment plant will satisfy requirements of a National Pollutant

Discharge Elimination System (NPDES) permit requested from EPA.

The DDT contamination at Redstone results from a commercial DDT manufacturing plant that operated here for a 23 year period ending in 1970 when the plant was forced to close. Tests conducted by the Army in 1977 revealed that the DDT manufacturing waste had not degraded in the manner that had been expected, and work began to abate migration of DDT residues from the manufacturing site. Storm water diversion ditches were constructed around the site and a former DDT settling basin was filled and sealed with clay. Two sediment retention dams were constructed in the main site drainage ditch. These actions greatly reduced flow through the manufacturing area.

Since the beginning of the cleanup program in September 1977, the Army has spent \$500,000 to stop discharge of DDT from the arsenal. An additional \$300,000 is expected to be spent this year to complete the program.



Workmen check operation of pumps at ditch.

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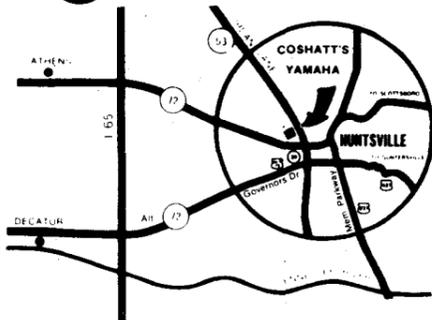
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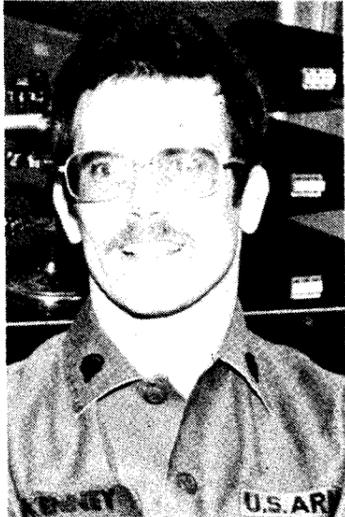
DANVER'S
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GET ONE FREE!

AB

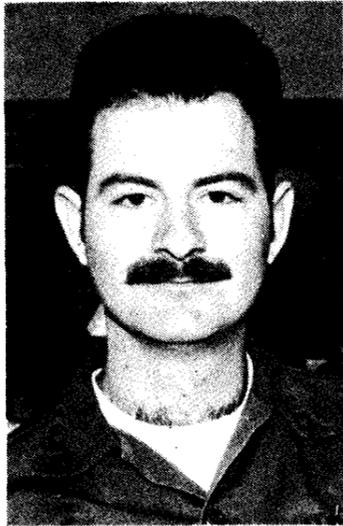
CLIP THIS COUPON —

KROOP TALK

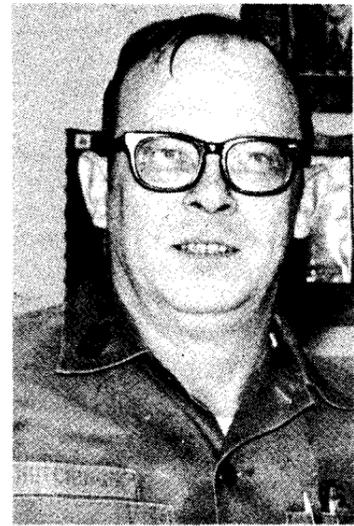
What's your opinion of the new on-post shuttle bus?



Sp5 Robert Kenney, MIRCOC — "I've got a car, so I don't need to know about it."



PFC John Mearns, Co.A — "I think it's absolutely fantastic. It's where it's supposed to be when it's supposed to be there. It really helps out a lot of new people on post."



1st Sgt. Lawrence Hutchings, 4th S.C. — "I think it's a good deal for getting the students to appointments at JAG and the hospital without losing too much school time. Before, a platoon sergeant sometimes had to take soldiers to appointments. Now they can spend more time with their troops."



Pvt. Brenda Harlston, MIRCOC — "They should have at least two or three shuttle buses so you wouldn't have to go all over post before you get where you're going. And they need some kind of run going downtown. I've been here three weeks and haven't hardly seen Huntsville yet."



Col. Allen Brown, DENTAC — "It certainly has been a blessing in making sure that personnel get to the hospital dental clinic in a semblance of a reasonable time frame."



Pvt. Robert Carrington, 8th S.C. — "It's all right. The time it runs is kind of messed up. It's a cold wait for them the way the weather is now. They should run more often and run later in the day."

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Nationwide Referral Service

New career counselor offers information, help

By GLEN ADAMS

"Too many first-term soldiers start to think of civilian life as some kind of paradise where you don't have any problems. They don't realize that it's hard to get a job out there and it's often just hard to make it period." So says Redstone's new Career Counselor, SFC Ben Cole.

Cole comes to Redstone from Fort Richardson, Alaska. He was a Career Counselor there for three years and has been working in recruitment and re-enlistment since 1970. Cole has been in the Army for 14 years. He is married and has two daughters and a son.

Cole is replacing SFC Dean Britt, who has been Career Counselor here for the last year-and-a-half. Britt is retiring after 22 years in the Army, the last 11 spent in recruitment and re-enlistment work.

Cole thinks his primary function at Redstone is to inform and help the soldiers. "We try to inform the soldiers about what's going on and keep them up to date on anything that can help them. Basically we're here to help the troops. We like to see soldiers re-enlist, but we also want to help them make the best possible choice for them.

"I like this job," Cole said, "because of the satisfaction it gives. You get to see a job

completed from beginning to end. You're not just a cog in a machine, you don't do the same thing day after day. There's constant variety." Cole also likes the personal contact with soldiers.

Like any job, Career Counseling has its problems. Cole feels that too many soldiers come into the Army with the idea of getting the training and money and getting out. As result, they never fully appreciate all the advantages the Army offers. And the biggest advantage right now is security, said Cole.

Cole said that many soldiers fail to understand how hard it is to make one's way in civilian life. Often the soldier leaves the Army with rosy visions of a civilian life of sleeping late and generally living it up. He or she usually confronts a much different, more stark, reality.

Cole also pointed out that many soldiers don't realize how hard it is to get back in the Army once they have left. Depending on its needs, the Army will at times allow a very few individuals with prior military service to re-enter the service. If they are allowed back in they are often forced to take a reduction in rank and-or a different, possibly less desirable, Military Occupation Specialty (MOS).

Cole recommends that the soldier who is undecided about whether to re-enlist or not "take terminal leave (leave the soldier has accrued) and get back in civilian life and see if that's what he or she really wants." The soldier who is dissatisfied with the job or duty station should remember that Cole and the people who work with him are there to help.

For the soldier who decides to re-enlist, there may be several benefits. The Army is now conducting a trial program in which certain MOSs are given duty station choices in the continental United States (CONUS). They also may have options of Panama, Alaska, Hawaii, or Europe. The re-enlisting soldier also may be eligible for a "period of stabilization" — staying at the present duty station for an additional year before moving on. In addition, all first-term and some career soldiers are given the opportunity of changing their MOSs. Musically talented soldiers who re-enlist are offered the chance to join the Army Band. And, finally, certain MOSs are given cash bonuses for re-enlisting.

If you are a soldier undecided about your future in the Army, feel free to contact SFC Cole at 876-4078 or 876-1869 or drop by the re-enlistment office. As Cole stresses, "We are here to help."



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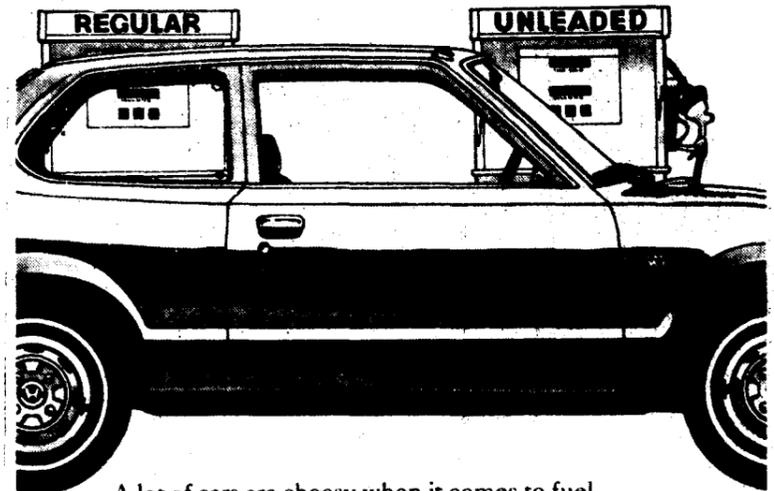
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Athlete goes All-Army again

With less than a year on active duty, SP4 Christine Miller of the 6th Student Company is trying out for her second All-Army team. She made both the All-Army and Armed Forces teams in women's softball last fall.

Miller graduated from the Improved HAWK Pulse Acquisition Radar course Friday and reported to the women's All-Army basketball tryouts at Fort Indiantown Gap, Pa., Monday, about a week after most of the hopeful cagers.

She hopes to play center for the Army squad in the interservice competition scheduled for Mar. 4-10. "But," the grinning athlete added, "if they have a girl who's six-foot-eight show up I might play forward."

Although she participates in sports all year round, basketball seems to have a special place in her competitor's heart. For two seasons before joining the Army she played in two leagues simultaneously—one in Canton and one in Akron, Ohio.

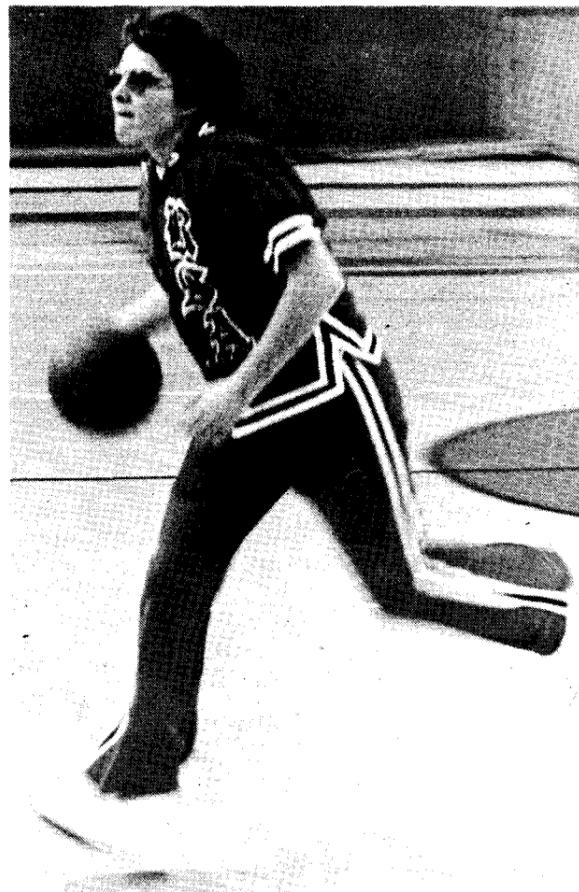
This season she played with the Arsenal's

Rockettes until a sprained ankle put her in a cast for three weeks. The injury came in the first quarter of the first game after Christmas break.

However, she doesn't think it will affect her game. "There may be a little psychological effect at first. I might be a little afraid to cut hard or jump hard, but I think that'll go away with practice."

Asked about the Armed Forces team's chances against teams which had played an entire season together, Miller noted, "That was a problem with the softball team, but basketball's a little different. We'll be together for three weeks, and since there are only five people on the court, we should be able to get together."

Miller will return to Redstone after the tournaments to learn if her next assignment will be in Germany or the Officer Candidate School at Ft. Benning, Ga. Whatever the decision, MMCS and the arsenal will lose a fine soldier and an exceptional athlete.



ALL-ARMY — Intensely competitive, Chris Miller drives for the basket. An alumnus of the 1978 All-Army and Armed Forces women's softball teams, she reported for basketball tryouts Monday.

Company basketball standings

East	W	L	West	W	L
Co. A1	8	1	291st MP Co.	7	2
Mircom2	7	1	Mircom1	5	4
95th SVC	8	2	5th S.C.	3	6
8th S.C.	7	2	7th S.C.	2	7
6th S.C.	5	4	4th S.C.	1	8
Co. B	5	5	Meddac	1	8
Co. C	4	5	Co. A2	1	8

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ACS has cure for those budgeting blues

By KATHY HOUSE

Do you remember that old episode of I LOVE LUCY where Lucy put all her bills for the month on a Lazy Susan, spun it, and said, "I'll pay the ones that stay on"?

We all laughed at that then, but many of us aren't laughing now. What with the rise in prices and the dropping value of the dollar, more and more Americans have bills each month that they can't pay. How can you beat inflation and manage your income—instead of letting it manage you?

Well, don't get your Lazy Susan out yet. There are places where you can go for help.

Army Community Service (ACS) provides budget counseling for military personnel with money problems.

ACS helps the soldier in three ways. First, ACS has budgeting information on video tape, which the soldier can view at his own convenience. These tapes explain how to write a check and balance a checkbook, how to plan a short-term or a long-term budget, and so on.

The second way the ACS helps the soldier manage his money is through personal counseling, tailored to the individual soldier's needs.

The ACS officer, 2nd Lt. Florence E. Wilkins, explained that the counselor gives the soldier as much help as he or she needs for as long as necessary—as long as the soldier follows the rules of the program. Any information that the soldier tells his counselor is kept confidential, Wilkins stressed.

"After the initial appointment, when he explains what sort of problem he has, we make another appointment for him and ask him to bring all his bills with him," Wilkins said. A married soldier is requested to bring husband or wife along.

"At the second meeting, we go over the soldier's bills and compare it with his income," Wilkins continued. "We help him draw up a budget. Many times all they really need to do is see the figures down on paper. Once they see the figures set down, they can see what they're doing and understand it."

The third way that the ACS can help the soldier return to economic stability is by talking to his creditors and explaining his situation to them. Once a creditor knows that the soldier is enrolled in the ACS

program and is trying to improve his credit relations, the creditor is likely to agree to wait for payments or to accept smaller payments. Though the ACS is not liable for the soldier's payments, he must make them faithfully if he wants to continue to receive help from ACS.

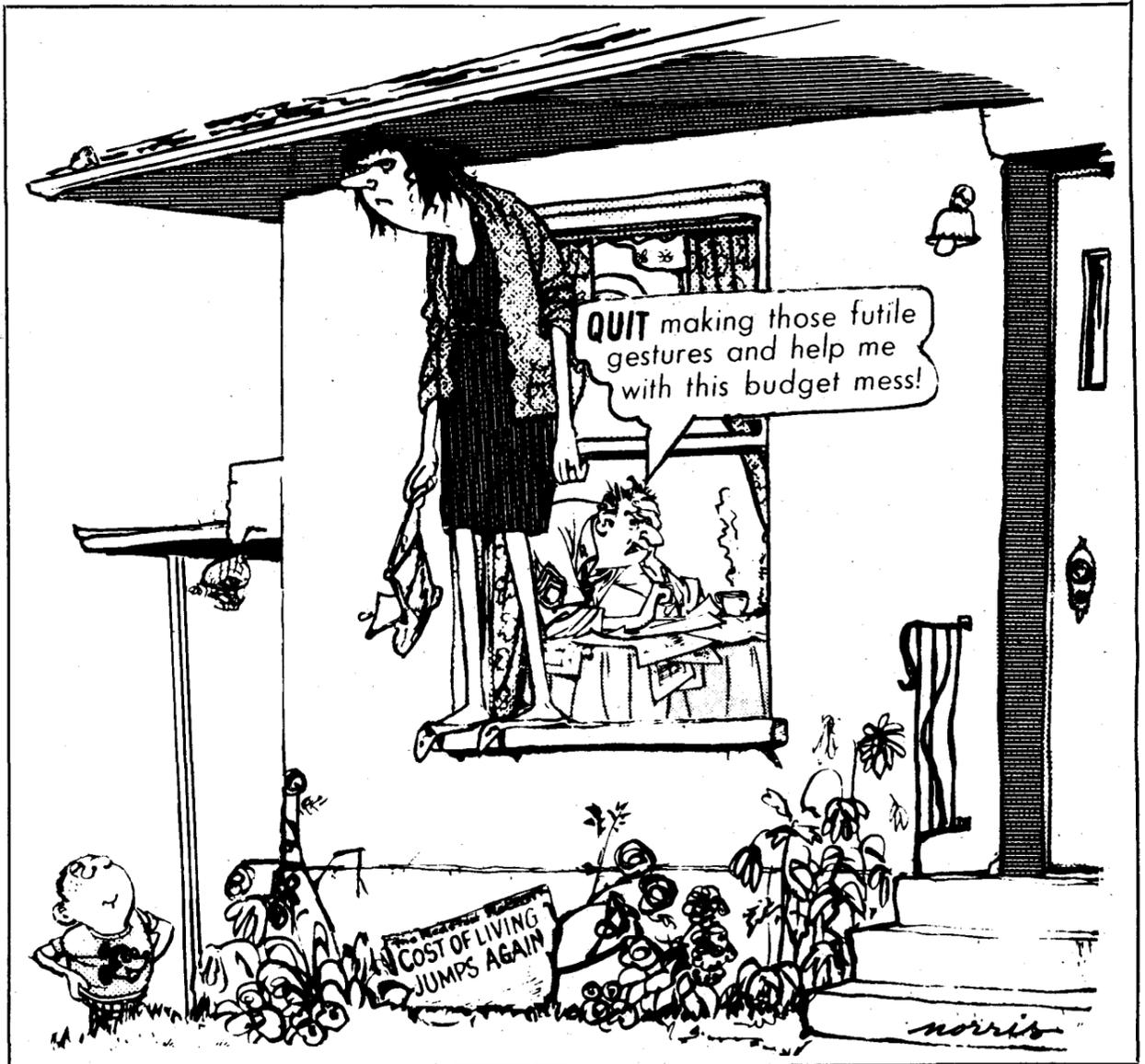
The soldier who receives budget counseling from ACS must come by the office once or twice a month and show his counselor proof that he has paid his bills.

Otherwise, the soldier is dropped from the program.

Once the counselor is convinced that the soldier no longer needs ACS help, he or she no longer has to report.

The main thing Wilkins emphasized was that the soldier should seek help early.

"It's easier to solve these problems before they get too big," she said. "It's better if they come before a superior makes them, or before the creditors start calling them at home and bothering them."



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FEES: 500- and 600-level courses: \$180 tuition plus \$5 registration. 700-level: \$300 tuition plus \$5 registration. Application fee (one time): \$25 regular, \$5 special (continuing education).
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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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Position classifiers make tough decisions

By DOMINIC AMATORE

They are the people who tell GS 11s, "Sorry, you should really be a GS 7." Federal workers fear them, or at least are ill at ease in their presence. Some managers see them as a threat to their organization's position structure.

If that isn't bad enough these watchdogs of fiscal responsibility now are being criticized by the Office of Personnel Management for being too liberal in handing out Uncle Sam's dollars.

So what's a position classification specialist to do?

"In order to effectively accomplish your job, you can't really worry about whether people like you or not," said Nita Dawson. "That's one thing I learned the hard way. I don't say be mean or hard-nosed, just don't let things bother you."

These personnel specialists work with management to organize and distribute work. One of their major tasks is to classify positions: assign a title, series and grade.

It's the grade that breeds the most controversy.

"Managers can get mad at you over grades," said Dawson. "They chew you out, say 'You're not competent, you don't understand my work.' You take abuse sometimes. It's the nature of this job."

Good working relationship

"That's not always the case though," Dawson continued. "I have a good working relationship with the managers I work with in MIRADCOM."

John Miklic, Chief of Civilian Personnel's Position & Pay Management Branch, agreed. "Some managers view classifiers as a threat. But as many or more see us as a help. We can help them establish sound position structures. This motivates employees, boosts morale, helps employees advance and build careers, gives them an incentive to work."

"But sometimes when our actions result in negative things happening to grades, all the good things we do are forgotten."

Classifiers aren't hard-hearted, said Miklic, but must call situations as they see them. "We don't want to hurt anyone, but we have to deal with the realities of life and of law. If we misclassify, an uneconomical position structure can result. We are an arm of the Commander and must look out for the well being of the Command."

One cause of controversy in position classification is that it's not an exact science. Classifiers compare specific job descriptions with Office of Personnel Management occupation classification standards in order to determine a grade for the job. Applying the general standards to a specific job requires judgment.

"It's impossible to write standards to cover in detail all duties in the federal government, because the jobs are all so different," said Jim Anderson, a classification specialist. "Classification standards do give us benchmarks to



WORKING TOGETHER — Position classification specialist Nita Dawson consults with Dr. Richard L. Hartman,

Director of the Research Directorate in MIRADCOM's Technology lab.

compare a job's duties against to arrive at a grade."

Of the classification process, Anderson said "It's very difficult. You have to understand the concept of a standard. You can't just pull a few words out of it. It's a matter of seasoned trained judgment in applying these things. There is no formula that you can apply. It's not that scientific."

"There is a lot of judgment involved in classification," Nita Dawson agreed. "You have to consider the total job, duty by duty. You can't put too much emphasis on just one element of the job."

"The classifier relies on classification principles, experience, knowledge of the standards and precedent cases decided by the Civil Service Commission. And an analytical mind is a must."

Anderson said that the new Factor Evaluation System (FES) for classifying positions will make the process more understandable to federal employees. "The FES is a point grading system," he said. "We still have to make judgments to assign the points, but it will be readily apparent why we give certain point factors and grades. FES will allow everybody more readily to see how the grades are arrived at."

An integral part of the classifier's job — a part that most all federal employees are familiar with — is conducting desk audits. Such audits are held to determine the precise duties assigned and performed by the employees. If they are not performing the duties described in their official job — because the nature of the job has changed, causing the duties to change, or because the

worker can't or won't do those duties — the grade often must be changed.

In desk audits, classifiers and employees come eyeball to eyeball. The meeting isn't always friendly. "We occasionally have an unpleasant situation to deal with, but it's really just part of the job," said Anderson.

John Miklic said classifiers are specially trained to break the ice and communicate with those being audited. He emphasized that the classifiers must be good listeners: "Our first job is to listen to the employee and hear what he or she has to say."

Anderson said he tries to put the employee at ease during an audit. "Anytime a person is going to be audited there is going to be a little apprehension. We try to get over this, get them to talk openly about their jobs."

When decision time comes, however, the classifier "has to deal with these things not on a personal but on a problematic level," Anderson said.

Some workers misinformed

Dawson said many employees wrongly think the classification specialist decides what duties are required in a particular job. Actually, the manager-supervisor assigns duties. The manager-supervisor determines the duties required in the job description and is responsible for assuring that those duties are performed. The classifier's role is to provide advice to managers and supervisors concerning position structures.

In desk audits and in all other aspects of their jobs, the classifiers rely heavily on the integrity of the manager, said Dawson.

Information centers for federal jobs to be shut down

WASHINGTON (ARNEWS) — Toll-free phone service to federal job information centers will end by March and 45 of the 113 centers will close by October, according to Office of Personnel Management (OPM) director Alan Campbell.

Campbell made the announcement recently in an OPM news release.

"... we handled nearly 12 million job inquiries while (Federal) agencies hired only 153,000 new employees," Campbell is quoted as saying. "In effect, we have been

building false (hiring) expectations through our present job information system..."

The closure, the release adds, will mean an annual savings of \$1.1 million by ending toll-free phone service and another \$1 million by closing the 45 centers targeted in the streamlining plan.

The cutbacks should be compensated for in part, according to the release, by posting federal job opportunity information in post offices and employment offices.

At least one job information center will remain open in each state and U.S. possession, the release states.

Hardest hit by the closures is California, with a loss of eight centers the release says, in addition to losses of four centers each in Alabama, New York and Texas, and three each in Florida, and Ohio.

The four centers closing in Alabama are located in Birmingham; Montgomery, Anniston, and Mobile. The center located in Huntsville will remain open.

Dedicated volunteers keep thrift shop open

By HELEN REED

People who like people, and working with them, are the volunteers at the Redstone Arsenal Thrift Shop. They stay on for years because they enjoy what they are doing. If they move to another post, they look for a Thrift Shop there in hopes they may volunteer their services.

One of them, Pidge Osterman, has been working in the Redstone shop since 1957.

The 25 or 26 volunteers — 10 to 12 of them work on one day — say they don't let anything interfere with the times they are scheduled to be at the Thrift Shop. "We treat it like a regular job," one said.

Included are wives of active duty and retired military personnel and wives of currently employed Army civilians.

Anyone may buy at the Thrift Shop, but only active duty and retired military personnel and civilian employees may bring items in to sell.

You take what you want to sell to the Thrift Shop where a volunteer will check it in and put on a price tag. Most people set their own prices, but volunteers will help them decide on the right one if asked for advice.

After things are sold, 10 percent is kept and turned over to Morale and Welfare for support of dependent youth activities on the

Arsenal. "Lots of posts take a higher percentage than that," Margaret McBrearty, the shop's receptionist and Board member, said.

The Shop workers say it is interesting to see what is brought in to sell, and almost everything does sell, no matter how unusual it may be. "Sometimes we think no one would ever buy an item, but that's likely to sell right away," McBrearty commented. "There's no way to tell what will appeal to people."

If clothing and plants do not sell after one month, they are marked half-price. Other items are marked half-price after two months, if not sold.

The biggest sales day is what the volunteers call "First Wednesday." That is the time at the beginning of each month when checks are ready for people whose things have been sold, and when the half-priced goods are collected in one area.

What are the best selling items? Baby furniture and children's clothes in good condition move quickly if priced right.

There is never a shortage of customers or shoppers. Soon after the 10:00 a.m. opening time on Wednesdays and Fridays, the shop becomes crowded and stays that way until closing at 2:00 p.m. The shop is in Bldg. 3649 near the middle of the Arsenal.

The shop closes during the Christmas holiday season, and earlier than 2:00 p.m. on days when weather causes schools to close. "We have mothers working here who have to get home when their children get out of school early," McBrearty explained.

Lois Thompson is manager of the Thrift Shop. A seven member board elects a chairman who serves one year.



CHECK-IN — Sunny Hodge works at the Thrift Shop putting price tags on items brought in for sale.



DOING BUSINESS — Margaret McBrearty, foreground, receptionist, and Lois Thompson, Thrift

Shop manager, keep the front office operating.



BARGAINS — Margaret Bennett, left, and Pat Huntzinger add clothing to the racks at the Thrift Shop.

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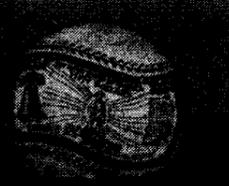
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MONTHLY CHARGES

	<u>FEBRUARY 1978</u>	<u>FEBRUARY 1979</u>	<u>PERCENT OF INCREASE</u>
RESIDENTIAL ELECTRIC RATES			
AVAILABILITY CHARGE	\$ 2.00	\$ 2.00	0%
FIRST 500 KWH	1.985¢ per KWH	2.220¢ per KWH	12%
ALL OVER 500 KWH	2.316¢ per KWH	3.054¢ per KWH	32%
CONSUMPTION: (TYPICAL BILLINGS)			
1500 KWH	\$ 35.09	\$ 43.64	24%
2000 KWH	46.67	58.91	26%
3000 KWH	69.83	89.45	28%
4000 KWH	92.99	119.99	29%
5000 KWH	116.15	150.53	30%
6000 KWH	139.31	181.07	30%

RESIDENTIAL GAS RATES

	<u>FEBRUARY 1978</u>	<u>FEBRUARY 1979</u>	<u>PERCENT OF INCREASE</u>
AVAILABILITY CHARGE	\$ 1.75	\$ 1.75	0%
ALL GAS CONSUMED PER MONTH	2.175 per MCF	2.441 per MCF	12%
CONSUMPTION: (TYPICAL BILLINGS)			
10,000 Cubic Feet	23.50	26.16	11%
15,000 Cubic Feet	34.38	38.37	12%
20,000 Cubic Feet	45.25	50.57	12%
25,000 Cubic Feet	56.13	62.78	12%
30,000 Cubic Feet	67.00	74.98	12%

WATER RATES

	<u>FEBRUARY 1978</u>	<u>FEBRUARY 1979</u>	<u>PERCENT OF INCREASE</u>
*AVAILABILITY CHARGE (minimum residential)	\$ 1.25	\$ 1.25	0%
The first 20,000 gallons at \$0.54 per 1,000 gallons			

HUNTSVILLE UTILITIES ENCOURAGES CONSUMERS IN ENERGY-USE AWARENESS AND CONSERVATION. REGULARLY READING THE UTILITY METERS IS VITAL TO CONSUMER UNDERSTANDING. FOR INFORMATION ON HOW TO READ METERS, PICK UP A FREE HANDBOOK AT THE UTILITIES.

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HIGH HEATING, AND COOLING BILLS? WE CAN HELP. WE CAN INSULATE YOUR HOME AND SAVE YOU UP TO 30% A YEAR ON YOUR TOTAL HEATING AND COOLING BILLS. TO SAVE MONEY AND HAVE ADDED COMFORT IN A PROPERLY INSULATED HOME.

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PHONE

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Your Key To Value

Store Hours: 9 a.m. - 8 p.m. Mon.-Sat.
CLOSED SUNDAYS
 Located Jordan Lane Between Sparkman & Grizzard Road
 (Old 3-Dee Store) Phone 837-1964

**DON'T FORGET---
 WHEN YOU SHOP
 --SHOP THE**



SAVE COLD CASH



**30% OFF
 All Winter
 Clothes**

- Sweat Shirts
- Jackets
- Sweaters
- Coats



**SAVE!
 SAVE! SAVE!
 5% SALES TAX**

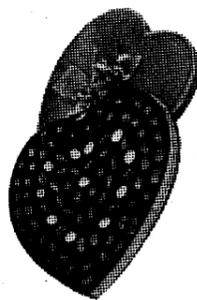


Quaker State
MOTOR OIL

Super Blend, 30 Wt. Reg. 80¢ **Sale 69¢**
 LIMIT 2 Non-Detergent, 30 Wt. Reg. 75¢ **Sale 59¢**
 Detergent, 30 Wt. Reg. 75¢ **Sale 59¢**

Bundt Fluted
Tube Pan

12-Cup Cast Aluminum
 Reg. 6.00 ea.
 Limit 1 **Sale \$4⁵⁰**



Valentine
CANDY
 1-Lb. Box
\$2⁴⁹



Hi-Dri
PAPER TOWELS
 Assorted Colors
 Reg. 2/1.00
 Limit 2 **Sale 40¢**



CLOROX
BLEACH
 1 Gal.
69¢
 Reg. 83¢



Miss Breck
HAIR SPRAY
 • Ultra Hold 9 oz.
 • Super Hold
 • Unscented
 • Regular
 • Unscented Spray

Limit 2
 Reg. 89¢ **Sale 69¢**

2-Liter
**COKE
 MTN. DEW
 PEPSI
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Limit 2 **78¢**

Hunt's
PEACH HALVES
 29-Oz.
 Reg. 69¢



Limit 2 **Sale 59¢**



Pacific
 Quilted
 Picasso
BEDSPREADS

Full Size, 95x110, Reg. 17.96 **\$14⁵⁰**
 Dual, 120x120, Reg. 25.88 **\$19⁴¹**
 Queen, 101x120, Reg. 22.88 **\$17⁵⁰**



Stokely's
 School Days
PEAS
 16½ Oz.
 Reg. 39¢

Limit 3 **Sale 3/1⁰⁰**



Pet
 Evaporated
MILK
 13-Oz.
 Reg. 39¢

Limit 3 **Sale 3/1⁰⁰**



Lay's
POTATO CHIPS

• Regular
 • Ruffles
 Reg. 99¢ **Sale 79¢**
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Decorettes
WALL MIRROR

• 30x24, Imitation Rattan/Wicker
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\$13⁰⁰



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Thomas Road Laundromat
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 On Governors Drive, One Block West of
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 So when you have a little free time, remember we have a free inspection for your transmission.
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But family life being what it is today ... with wives working, expenses going up, and life styles broadening ... it takes full family coverage to assure financial security.

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 UNLEADED?**

**18 NEW DATSUNS RUN ON REGULAR GAS, THE CHEAPEST,
 MOST AVAILABLE GAS YOU CAN BUY.**



2-door Standard 210



2-door Deluxe



4-door Deluxe



2-door Hatchback



4-door Sportwagon



2-door Hatchback Sedan 310



2-door Hatchback GX Coupe



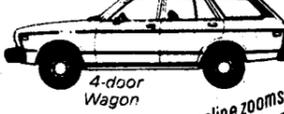
2-door Sedan 510



4-door Sedan



2-door Hatchback



4-door Wagon



2-door Hardtop Coupe 200-SX



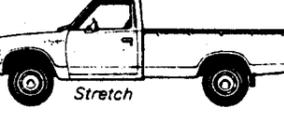
2-door 2-Seater Hatchback Coupe 280-ZX



2-door 2+2 Hatchback Coupe



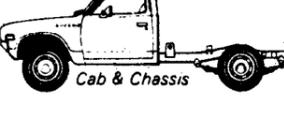
Li'l Hustler



Stretch



King Cab



Cab & Chassis

As the price of unleaded gasoline zooms to all-time highs, the supply continues to drop to record lows. Now that's bad news, if you drive a car that uses unleaded. But there is some good news! Datsun has cars and trucks that run on regular gasoline. Eighteen models in all, including the awesome, new Datsun 280-ZX, 210, 200-SX, 510, trucks and the all-new front-wheel drive Datsun 310. So why pay the higher price of unleaded gasoline? Drive a Datsun and use regular, the cheapest, most available gasoline you can buy. Come, test drive all our money saving Datsuns. Check out our deals and compare our values. We are driven to prove that DATSUN SAVES you more than ever.

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 DATSUN
 WE ARE DRIVEN**

Continental Cars
 Mercedes-Benz DATSUN

837-5752 **4406 UNIVERSITY DRIVE, NW**

Revised appearance, uniform regs approved

WASHINGTON (ARNEWS) — A "complete rewrite" of appearance and uniform regulations, effective this month, has been approved by Army Chief of Staff General Bernard W. Rogers, according to DA personnel officials.

Included in the action is a grouping of several regulations and parts of others into AR 670-1, Wear and Appearance of Army Uniforms and Insignia.

Major policy changes in the revised regulations, according to officials, include specific language that reaffirms the Army's ban on handlebar mustaches and "flared"

sideburns. The regulation also sets uniform policy on insignia wear for all uniforms.

The reg will authorize only black leather boots and will ban synthetic and patent leather boots and the wear of field jackets with tan or khaki uniforms. Wear of black scarf with the black overcoat will be permitted, and women in certain units and in certain jobs will be permitted to "blouse" green pantsuit slacks when wearing combat boots. Other changes for women set skirt and dress lengths to no higher than one inch above or two inches below the center of the knee (formerly two above and one below)

and allow wear of a plain-toed ankle-high boot with the green pantsuit. For men, full buttoning of the sweater is required, along with at least three-fourths zipping of men's windbreakers. Soldiers will have the option of wearing V-neck or regular T-shirts.

Six changes to the reg concern formal dress standards.

Officials say that the revised regulation will be distributed beginning next month.

Army regulations affected by the rewrite and consolidation are: chapter 5, section VI, 600-20; 670-5; 670-301; chapter 10, 672-5-1; 702-2 and portions of 672-8.

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FULL POWER,
8,000 MILES **\$4475⁰⁰**



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2 DOOR HATCH
Fully Equipped
Low Miles **\$3575⁰⁰**



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XR-7
Full Power, Air,
Low Miles **\$5275⁰⁰**



77 Monte Carlo,
Full Power, Air,
Tilt Wheel **\$4475⁰⁰**



78 CHEVY
4 W.D.
AIR, 9800
LOCAL MILES **\$6375⁰⁰**



77 Firebird
Sky-Bird
Package, Auto.
P.S., P.B. Air **\$5775⁰⁰**



75 Chevy
1/2 Ton,
L.W.B. Auto
V8, Special **\$2475⁰⁰**



75 La-Sabre
48,000 Miles
Tiltwheel, Air
Full Power **SAVE!**



77 T-BIRD.
Full Power
Air, Super Car **\$5575⁰⁰**



77 Sunbird
12,000 Miles
Air, AM-FM Stereo
Super Nice **\$3775⁰⁰**



74 Delta Royal
Power-Windows
Seats, Steering
AM/FM-More **SAVE!**



65 Mustang
289-V-8
4 Speed **\$875⁰⁰**

THE AUTO EXCHANGE

2502 BOB WALLACE

Announcements

Officers' Wives sponsor art auction

A Rockwell print, Picasso etching, a Dali lithograph, a Chagall print, all and more will go up for auction Saturday evening, Feb. 10 at the Redstone Arsenal Officers' Club.

"But I know absolutely nothing about art," you say. "Which is more valuable, an etching or a lithograph?"

John Suarez, of Park West Galleries, a fine arts enterprise with offices in Detroit, New York and Atlanta, will be available to answer questions and offer advice to prospective buyers at the Redstone Arsenal Officers' Wives Club Benefit Art Auction. His advice is that the value of a work of art depends on who the artist is and the quality of the particular piece.

What should you buy? Suarez counsels his customers to purchase only works of art they really like — and can afford — although he admits that corporations and private investors speculate on the significant increase in art prices over the years.

Pencil-signed graphics are more valuable than those not personally signed by the artist, advises Mr. Suarez, although even the unsigned ones are still quite valuable.

With some exceptions, the works to be offered are by living artists (Park West acquires the prints directly from the artists or their dealers). Every work will be accompanied by a certificate of authenticity from Park West Galleries, an addition that will reassure many first time buyers. Prices will range from \$25 to \$2,000. Credit cards will be accepted.

A \$3 donation will entitle each person to enjoy wine and cheese tasting while browsing through the exhibit which begins at 6:30 p.m. The auction will begin at 8:00 p.m. on Feb. 10. For reservations or information call 837-1662 or 837-2008.

The Redstone Arsenal Officers' Club will offer a special dinner menu called the "Art Critics Special"—an English cut Prime Rib dinner will be served from 5:00 p.m. throughout the evening. Club members and their guests are welcome. Reservations are encouraged.

"Fasching" theme of MIRADCOM party

A MIRADCOM party has been scheduled for Friday, Feb. 23. Its theme will be "Fasching," a festive event derived from Germany.

In the tradition of the "Fabulous Fifties" party sponsored by persons of MIRADCOM, this event will feature fun and food. It will be a costume party and several prizes will be given for imaginative approaches.

The ballroom in the Officer's Club has been reserved for the Fasching. Tickets, expected to be less than \$5, will be distributed through the organization. Each major element will have a representative, to be named later, to take reservations and dispense tickets.

Music will be provided by the Blue Flame band, an aggregate of band students from Huntsville High School. The group is versatile in the type of music that they can present.

Rec Center events

A motorcycle show on Saturday is a main event on the Rec Center calendar this week.

Rec Center activities scheduled during the week ending Feb. 13 include a movie tonight at 7:00, bingo at 7:30 tomorrow and pool on Friday night at 7:00. The motorcycle show is at 2:00 on Saturday afternoon. On Sunday there is a Flowers Family Show at 8:00 p.m. on Monday a ping pong tourney at 7:00 p.m. and a jam session on Tuesday night at 7:00.

Chapel plans marriage seminar

Chaplain (Maj.) and Mrs. Frank L. Turnbow will lead a Marriage Enrichment Seminar Feb. 9 and 10 for all interested couples.

The seminar will begin Friday evening at 6:00 p.m. with a spaghetti dinner. The evening session will end at 9:30 p.m. Two sessions are scheduled for Saturday, tentative times of which are 10:00 a.m. thru noon and 2:00 p.m. thru 4:00 p.m. All sessions plus the dinner are at the Bicentennial Chapel.

Reservations are requested for the dinner. Call 876-2337 or 2409 or 5707. Free nursery will be provided for the Friday evening session.

Govt. surplus sale

A local spot bid sale of government surplus property will be held Feb. 14 in the Rocket Auditorium, Bldg. 7120. Registration starts at 8:00 a.m. hours and the sale begins at 9:00. Some items for sale are: typewriters, calculators, adding machines, battery chargers, bicycle, pool table, chairs, air compressors, sedans, pickup truck, metal building. The property is located in Bldg. 7426 and the Property Disposal Vehicle Yard on Warehouse Road. Property may be inspected each day beginning Feb. 7 between 8:00 a.m. and 3:00 p.m. Anyone can buy.

Estimating Society

The National Estimating Society, Greater Huntsville Chapter, recently elected the following officers: Willie Smitherman, president; Richard Williams, vice-president; Leon Chesnutt, secretary; and Mike Meador, treasurer.

Newly elected Board of Director members are: John Turney, programs; Becky White, publicity; Buster Acuff, education; Tony Smith, admissions; and Barbara Saunders, policy.

Interested potential members should call Tony Smith at 883-2900.

Soccer registration

Parents of boys and girls ages 6-16 (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.

Engineers Week banquet planned

Feb. 18-24 is National Engineers Week. The annual Engineers Week banquet will be held Monday night Feb. 19, at the Huntsville Hilton Inn. Guest speaker will be Dr. Melvin Calvin, Nobel Laureate.

Tickets for the banquet are \$8 per person. For reservations, call Edward Marshall at 876-2732 or 837-1270.

Orientation planned for preretirement

The semi-annual preretirement orientation for military personnel with 19 years or more service will be held at 8:30 a.m. Feb. 23 in the post theater.

Presentations will be made by representatives of the Veterans Administration, Civil Service Commission, U.S. Employment Service, Transportation Office, Finance Office and others.

The spouse and dependents of active duty personnel are also encouraged to attend.

Catholic ladies plan chapel mass, dinner

The Catholic Ladies of the Chapel are sponsoring a "Marriage Renewal Mass" and pot luck dinner on Feb. 14 at 6:30 p.m. in the Bicentennial Chapel. All married couples are invited to participate. For reservations please check the Sunday bulletin or call the chapel (876-2337) before Feb. 11.

Blood donors meet

The Second Annual Redstone Arsenal Blood Program Awards Luncheon will be held at noon on Valentine's Day, Wednesday, Feb. 14, at the Redstone Arsenal Officers' Club. For reservations and more information, contact your blood program manager.

Managers are: MMCS, Sp5 Dianna Wright, 876-1534; MSFC, Charlie Hester, 453-3398; BMDSCOM Bldg., Judy Sims, 895-4450; MIRADCOM, Sandy Plaia, 876-1877; MIRCOM, Contractors, volunteers and others, Eileen Hallock, 876-7738.

CHAMPUS forms deadline extended

CHAMPUS contractors will not reject claims submitted on the old DA Form 1863-2 solely because the old claim form is used, according to program officials. At the same time, the officials urge use of the new CHAMPUS Form 500 for noninstitutional claims.

Previously, a Feb. 1 cutoff date had been announced for use of the DA 1863-2 form. The decision to continue processing claims submitted on the old form was made in an effort to preclude unwarranted processing delays and consequent financial hardship for those who inadvertently use the 1863-2 form.

Those green tags mean big savings at Exchange

Dallas — To squeeze extra value out of your shopping dollar, look for the small green labels or tags on clothing, linens, toiletries, shoes, kitchenware and other items in the AAFES Budget Specials.

The Budget Special program which has been available to Army and Air Force Exchange Service (AAFES) customers since mid-1978 is helping put a dent into inflation and, in overseas locations, lessens the impact of currency devaluation.

A wide range of high-volume products for

everyday use is included in the AAFES Budget Specials program, all designed to benefit the family budget on a practical, recurring basis. The fine quality, economy priced products are displayed alongside other merchandise in the same department so that customers can readily compare prices and value.

AAFES buyers are continuing to look for merchandise that will fit the criteria of the AAFES Budget Specials program. Each exchange may also identify items that are procured and sold locally, thus allowing

managers to meet demands for regional merchandise that customers desire.

The latest item added to AAFES Budget Specials in CONUS is a major brand name of motor oil in five weights at prices of 49, 59 and 79 cents per quart. The overall program now includes items in categories such as men's, women's, children's and infants' clothing, shoes, linens, sewing machines, dinnerware, common household items, small appliances and health and beauty aids.



BUY U.S. SAVINGS BONDS

Take Stock in America

SAVE MONEY SAVE GAS

Economy Car SALE

SAVE MONEY SAVE GAS SAVE MONEY SAVE GAS SAVE MONEY SAVE GAS SAVE MONEY SAVE GAS

Bob Scofield Ford in Arab has received 4 truckloads of gas-saving economy cars. Most of these cars carry a full new car type warranty. These are factory executive cars that have never been sold.

- 6 — Fiesta's—some with air cond.
- 3 — Fairmont Futuras
- 4 — Z7 Zephyr
- 1 — Bobcat Runabout
- 2 — Pinto Wagons
- 4 — Fairmont—4 door sedans
- 3 — Zephyr—4 door sedans
- 2 — Granada's—4 door, 6-cyl.
- 1 — Fairmont—2 door sedan

PLUS: WE HAVE 5 FACTORY EXECUTIVE T-BIRDS ...

- 3 — Diamond Jubilee
- 2 — Town Landau's

Gas Guzzler Sale

We have 14 low mileage, late model Lincolns and about 30 other heavy cars.

MAKE US AN OFFER!



HERB CLEVELAND
Make us an Offer
Phone Collect
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Bob Scofield Ford

IN ARAB

SAVE MONEY SAVE GAS

SAVE MONEY SAVE GAS

AT AUCTION

SATURDAY, FEBRUARY 10, 1979—9:30 A.M.
GIGANTIC FARM EQUIPMENT SALE

To be sold at the Elora Gin Property, with shelter provided in case of rain. In case of snow or ice, the sale will be held the following Wednesday, February 14.

Located 15 miles southwest of Winchester— 17 miles southeast of Fayetteville— 20 miles northeast of Huntsville, Alabama. Watch For Auction Signs from Elora, the extreme southeastern part of Lincoln County, and also from U.S. Hwy. 64 East of Fayetteville. This outstanding line of farming equipment is mostly all in excellent condition, and this is the place for you to buy any size equipment you might need— AND you name the price. With the rapid increase in the prices of new equipment of all types, you need to attend this sale. Being sold only because the owner is discontinuing his farming operation. Condition of the equipment will be announced on an item by item basis on date of sale. Inspect prior to date of sale and be present.

FARMING EQUIPMENT

<ul style="list-style-type: none"> 1 135 M. F. Tractor w/Duals (314 Hrs.) 1 135 M. F. Tractor w/Duals (1285 Hrs.) 1 105 M. F. Tractor w/Duals (1620 Hrs.) 1 105 M. F. Tractor (1830 Hrs.) 3 — 1130 M. F. Tractors 180 M. F. Tractor 175 M. F. Tractor 806 M. F. Tractor 10 h.p. M. F. Tractor & Mower 510 M. F. 15' Combine— Gas Burner 2—410 M. F. Combines—Gas Burners—14' 510 M. F. Combine— Diesel 2— 8 row Folding Cultivators 4 — 8 row Planters 6 row Burch Planter 6 row Case Planter 6 row Burch Cultivator 6 row J. D. Cultivator 4 row Burch Planter 4 row Burch Cultivator 4 row I. H. Cultivator New I. H. Cultivator 4 Chisel Plows 4 Grain Wagons 3 Cotton Wagons 1 Set Duals for M. F. 1100 or 1130 1976 Ford 1 T. Truck (19,000 Miles) 1973 Scout— 8 cyl. Air & Power 1974 Ford F-250 Ranger— 4 Wheel Drive w/Big Tires 1976 Chev. 9 Passenger Wagon— Auto., Power Steering— Power Brakes, Low Mileage 	<ul style="list-style-type: none"> 1978 GMC Short Bed—Auto., Air Athens Series, 130 Disc, Dual Wheels, Tandem J. D. Rotary Hoe Barrentine Bush Hog— Side Cutter I. H. 616 Hydrostatic Cotton Picker (3 yrs. old) Oliver Plow— 3 gang 18" Oliver Plow— 4 gang 18" Oliver Plow— 4 gang 16" J. D. Plow— 5 gang 14" 2 Bush & Bog Discs I. H. 480 Wing Disc I. H. 500 Discs (two) 2— Case 15' Discs Case 10' Disc 6' Bush Hog— 3 pt. hitch 6' Bush Hog— Pull Type 2— 4 wheel Wagons John Blue Hi-Boy Ford 11' Disc Two Wheel Trailer w/Utility Bed M. F. Hay Rake J. D. 5 gang 16" On Land Hitch 8 row Folding Do-All Allis Chalmers No Till Planter— 8 row (good) 3 Bean Elevators w/Transport 1 Set Wheels— 20.8 x 38 (New) 1964 Chev. 1/2 Ton Truck 1974 Scout— 4 Wheel Drive— 6 cyl. Standard Shift 1968 Chev.— C60 2 Ton Truck w/14' Flat Dump Bed 1963 Dodge 2 T. Truck— Good 9:00 Tires w/Grain Bed 1978 Chev. Wide Bed— Auto.— Air
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Numerous Other Items Not Listed

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Sales Manager
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App. Auctioneer
License No. 251-A




Fayetteville, Tennessee
Phone 433-3505 or 433-1823

Information contained in the advertisement is derived from sources believed to be correct, but not guaranteed by the agents.

FES

(From Front Page)

been raised here for nurses whose jobs were classified by FES. But according to OPM officials, grades should remain the same for most positions, because FES was designed to correspond with the present system.

The main reasons for adopting FES, according to OPM officials, is to make classification more uniform, accurate and understandable.

The implementation of FES means a lot of extra work for classifiers. Each new FES standard must be studied when it arrives here in draft form. The classifiers get comments on the standard from those involved and must make sure that local complexity factors are considered. When a

completed standard is received, all jobs affected by that standard must be reclassified under FES.

"It's a very time consuming process," said Miklic. "If they give us one with a large amount of people in it, it puts a burden on the classification branch."

Testing changed for language skills

WASHINGTON (ARNEWS) — Soldiers applying for foreign language training should make sure they have the proper aptitude test in their records, MILPERCEN officials caution.

The Defense Language Aptitude Battery (DLAB) replaced the Defense Language

Aptitude Test (DLAT) in April 1977, according to officials. The purpose of both tests is to estimate a soldier's ability to learn a new language.

Soldiers wanting to take the DLAB should contact their local military test control officer.



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U.S. Bonds pay 6% interest when held to maturity of 5 years (4 1/2% the first year). Interest is not subject to state or local income taxes, and federal tax may be deferred until redemption.



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NEW BATTERIES 3 Yr. \$30.80 & Up Exch.

Econo Battery Service

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1. Security Storm Doors

The frame work of a Grisham Door has a completely welded steel frame that is ground and polished for years of lasting beauty and protection.

2. Heat Treated Safety Glass!

Completely weatherstripped for maximum insulation.

3. Cost Quickly Refunded!

Through immediate reduction in energy loss.

4. Beautiful Designs!

14 different styles to enhance & increase the value of your home.

5. Bank Vault Type ←2-way→ LOCKING SYSTEM*

(Optional, see illustration below)

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—CALL—
536-1803
OR
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←2-way→ LOCKING SYSTEM*

The Grisham locking system is the only true security door on the market. Our system evolves around a double dead bolt lock. As the key is turned, the lock is engaged (fig.1). Simultaneously, a dead bolt is engaged on the hinge side (fig.2). This makes it impossible to force entry even if the hinge pins or hinge screws are removed.

Memphian Reg. \$366.95

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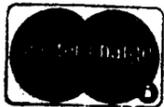
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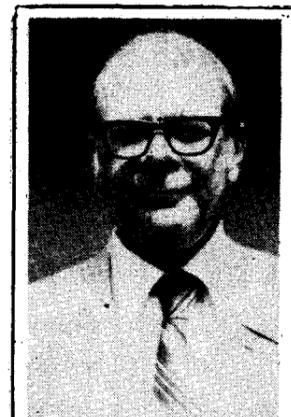
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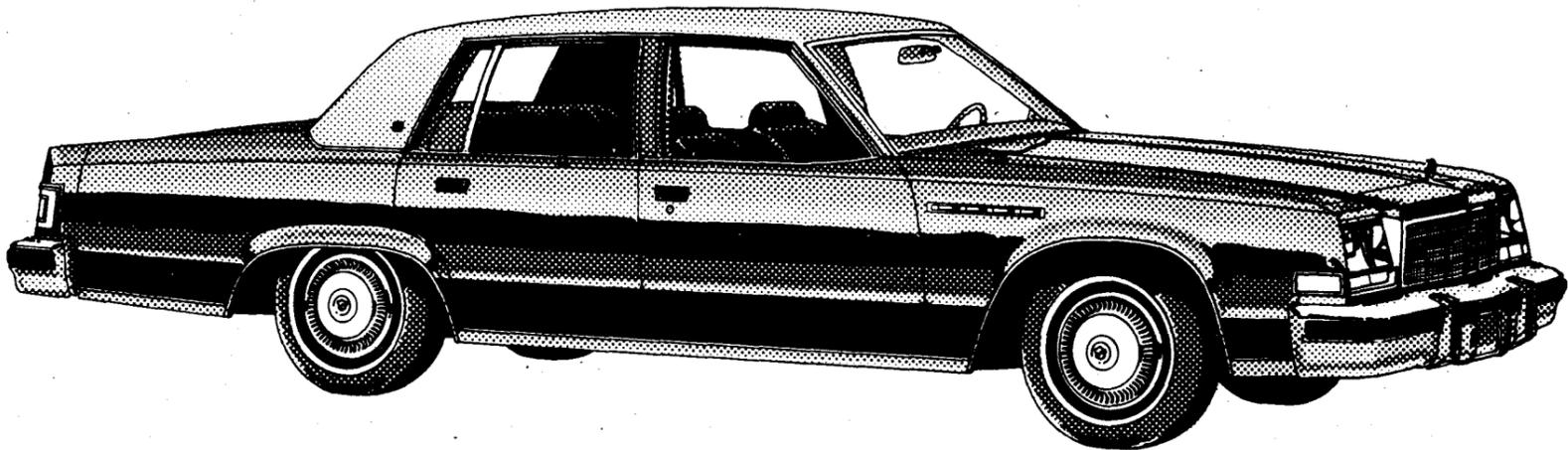
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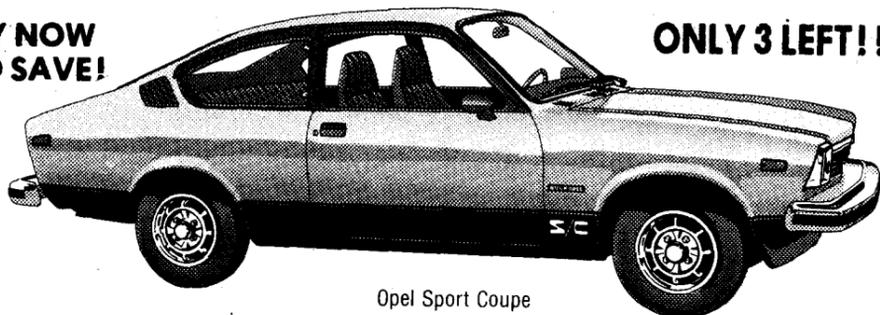
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