

The Redstone Rocket

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Crackdown on speeders eyed

BY SKIP VAUGHN

Military police will begin a daily crackdown on speeding on Redstone Arsenal's roads soon.

Radar will be used primarily in the effort, according to officials.

"Our traffic enforcement personnel will be out on all major roads monitoring the traffic flow," said Capt. John Long, military police operations officer. "Places like Redstone, Rideout, Patton, Martin, Buxton and Goss."

He added, "We're going to hit the major roads but we're going to hit the other roads also."

Besides radar, enforcement vehicles have been calibrated to reflect exact speeds. This means, for example, an enforcement car with a speedometer off by 2 miles per hour will have sticker inside the car advising that.

"We will be utilizing calibrated vehicles," Long said.

The effort is mainly geared toward the military police traffic section which will be running the radar most of the time. But all military police personnel will be involved, Long added.

SSgt. David Stenhjem, NCOIC of the traffic section, said radar has always been used but will be used more now.

Speed limits on the arsenal vary from 10 mph when passing marching troops to 50 mph on certain roads like Rideout and Patton. The limit is "25 mph unless otherwise posted," officials said.

Limits include 25 mph on housing areas and 10 mph in parking lots.

Motorists traveling one to 19 mph over posted limits will be issued a traffic citation carrying a \$20 fine to the magistrate court system. If 20 and above the posted limit, a citation carries a \$40 fine.

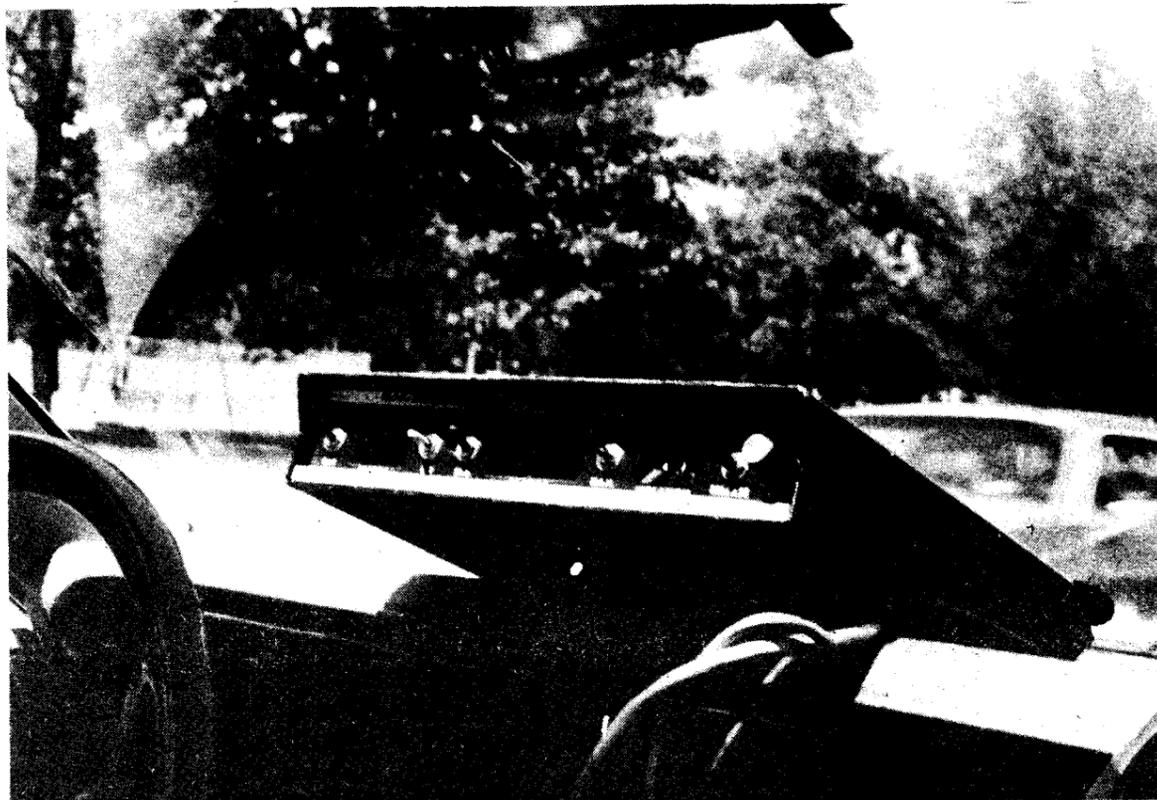
"In this particular phase of the crackdown, everyone will be cited," Long said. "However, the warning aspect is still left up to the discretion of the personnel enforcing the requirement."

"There is no tolerance level as far as we're concerned. If a person is only one mph over and does not present a safety hazard, the officer may issue a warning citation."

However, it's left up to the discretion of the officer."

Enforcement officers will be "in plain sight" and will utilize both radar from their stationary vehicles and radar inside their moving vehicles.

"They won't be behind billboards, or trees or cows," Long offered. "They will be in plain view so everyone can see them."



Mobile radar unit tracks passing car

Group considers ways to resolve DDT problem

BY DAVE HARRIS

A task force of federal, state and local agencies meets here today to consider six possible ways to resolve the problem posed by DDT contamination in Huntsville Spring Branch and Indian Creek.

The group will discuss the preliminary report of a year-long, \$1.5 million engineering study directed by the Mobile District of the Army Corps of Engineers. The Mobile District hopes to get the task force members to agree on a way to go before making a final recommendation to the Secretary of the Army in December.

A public hearing will be scheduled later in the fall to present the alternatives to the public for comment.

The two volume preliminary report with more than 1,000 pages of supporting data and

maps was prepared for the Corps by Water and Air Research Inc. of Gainesville, Fla. Alternatives range from natural restoration, a so-called "no action" approach, to combinations of dredging, dikes and stream diversions with projected costs from \$68 million to about \$138 million. The "action" alternatives would take two to five years to complete, once funded, and would remove up to 99 percent of the DDT from the environment.

The pesticide in the stream bottoms came from waste discharged by a plant on the arsenal operated for 23 years by the Olin Corporation and others. The plant was torn down in 1972. Water and Air Research concluded that there are 837 tons of DDT in the creeks and swamps from a point west of Patton Rd. where a waste water ditch from the plant emptied into Huntsville Spring Branch (HSB)

downstream to where Indian Creek enters the Tennessee River, a distance of more than 10 miles.

Two years ago the Tennessee Valley Authority (TVA) estimated as much as 4,000 tons of DDT might be in the creek bottoms.

The Corps and TVA both said most of the DDT — more than 90 percent — is in the 2.5 mile stretch of HSB from the ditch mouth downstream to Dodd Rd. bridge. The Corps determined that most of the DDT is in the top one foot of the bottom sediments where it is exposed to continuing washing action by the stream flow. That finding dimmed hopes that natural action might solve the problem in time by covering the DDT with silt.

Current action is washing the DDT downstream by moving the bottom sediments, but so slowly the study says, that it will take centuries to flush the mass of DDT into the Tennessee River.

The new study rejects as too costly, disposal options which include dredging and then incinerating the DDT, injecting quick setting concrete into the creek bottoms or hauling the DDT off the arsenal where it could be buried or dumped in an abandoned mine.

(Continued on page 10)

inside

New merit pay system. The Missile Command takes steps to adopt the Army's new pay system for high-level civilian workers. Story on page 6.

Employee counselling. The Employee Counselling Services Program includes the old alcohol and drug program, but can do a lot more. Story on page 8.

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Letters

Transfer?

Editor:

I would like to know the correct procedure concerning Lateral Transfers. I have been advised that my current supervisor can refuse to release me on a lateral even though I have been through the interview and have been selected.

This is possibly what happened to me since the interviewer told me during the interview that he would select me and then I never heard another word. I do know he was in contract with my current supervisor several times during the next couple of days. There are no hard feelings between myself and my supervisor, my reason for leaving is because I am not in a position with potential and am not in a job that will further my career goals.

I have selected a field and am currently attending night college to eventually obtain a degree in my chosen field which is far removed from the position I now hold. If this is true and he can refuse to release me, what other steps can I take to change positions if I am not qualified for a higher grade? Any assistance in this matter will be welcomed.

Answer:

It is difficult to answer without knowing all the specifics about your problem. In general terms: Your supervisor cannot make the final decision on whether to release you if you have been selected for a job that means a lateral move and you want to go. It is possible that you were not selected. Ask your supervisor and the individual who interviewed you for the other job what happened. If you are not satisfied with the answer, go higher in your organization or call 876-4161 and we will get additional information for you.

THE REDSTONE ROCKET

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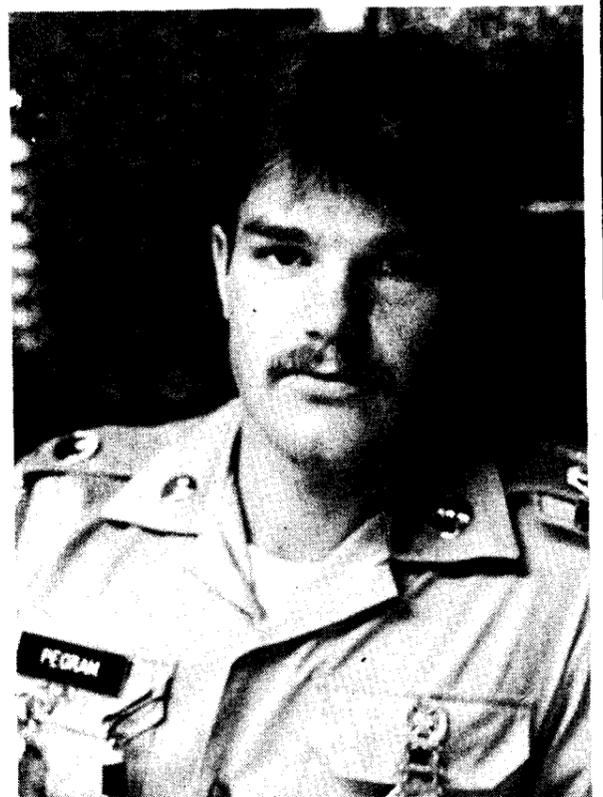
What do you think of speed enforcement on Redstone Arsenal?



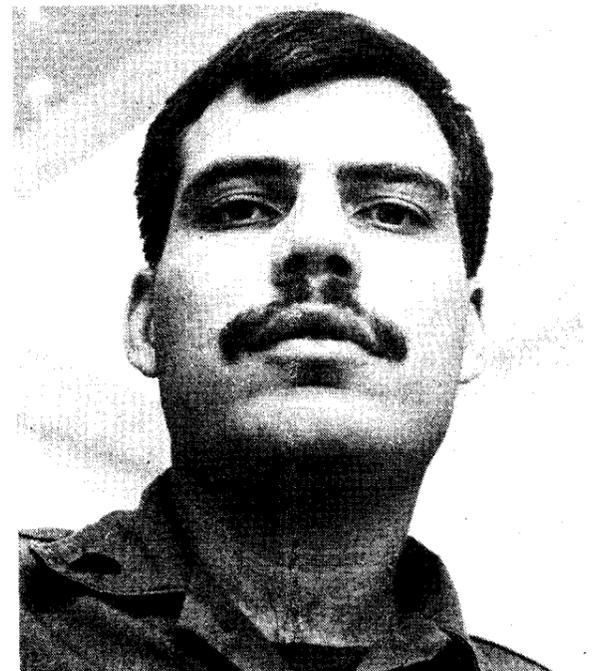
CWO4 Ferrell McDougald, Co. B — "So far, I think it's pretty good. I haven't got a ticket yet. Seriously, though, it looks to me like we've got a pretty good program — as good as I've seen anywhere I've been."



Pvt. 2 Mona Clark, 7th S.C. — "I think the MPs do an adequate job. I don't think they're too hard. They're just trying to keep everybody safe."



Sp4 Bill Pegram, 291st MP Co. — "I think it stinks. I wish we could use radar guns at the gates. That's a 25 mile per hour zone and we get people coming through there at 50 every morning."



Sp5 Roger Huffman, 6th S.C. — "I don't see the MPs on the roads very much once I get past the gate. But I like it the way it is."



Sp4 Leonard Lawson, Co. A — "I think it's very good. I have children who ride bicycles and I'm glad the MPs crack down on speeders. We have a lot of bicycle riders on post and a lot of students who travel on foot. Keeping the speed down is a good thing."

Congress considers pay hike

WASHINGTON — Federal white collar workers stand to get a 9.1 percent pay increase effective the first pay period in October unless Congress says "No" soon.

President Carter approved the increase, the largest in recent years, last month after rejecting an even bigger boost proposed by a special advisory group.

Under the law, Congress must vote to reject it or the president's proposal takes effect.

The raise computes to slightly higher than 9.1 percent for people in grades GS-1 and GS-2. In the higher grades, the raise is limited to a top of \$50,112.50.

Proposed Federal Pay Schedule for October 1980

GS	1	2	3	4	5	6	7	8	9	10
1	7960	8225	8490	8755	9020	9069	9189	9444	9699	9954
2	8951	9069	9242	9531	9820	10109	10398	10687	10976	11265
3	9766	10092	10418	10744	11070	11396	11722	12048	12374	12700
4	10963	11328	11693	12058	12423	12788	13153	13518	13883	14248
5	12266	12675	13084	13493	13902	14311	14720	15129	15538	15947
6	13672	14128	14584	15040	15496	15952	16408	16864	17320	17776
7	15193	15699	16205	16711	17217	17723	18229	18735	19241	19747
8	16826	17387	17948	18509	19070	19631	20192	20753	21314	21875
9	18585	19205	19825	20445	21065	21685	22305	22925	23545	24165
10	20467	21149	21831	22513	23195	23877	24559	25241	25923	26605
11	22486	23236	23986	24736	25486	26236	26986	27736	28486	29236
12	26951	27849	28747	29645	30543	31441	32339	33237	34135	35033
13	32048	33116	34184	35252	36320	37388	38456	39524	40592	41660
14	37871	39133	40395	41657	42919	44181	45443	46705	47967	49229
15	44547	46032	47517	49002	50487*	51972*	53457*	54942*	56427*	57912*
16	49198	50838*	52478*	54118*	55758*	57398*	58500*	58500*	58500*	
17	53849*	55644*	57439*	58500*	58500*					
18	58500*									

*The Rate of Basic Pay Payable for Employees at These Rates is Limited To The Rate Payable For Level V of the Executive Schedule, Which Is Expected to Remain at \$50112.50.

Reprinted from The Washington Star

Four soldiers get jail terms

Four MMCS soldiers received jail sentences and fines during separate special court-martial proceedings here last week.

The sentences were handed down by Maj. Craig Jacobsen, a military magistrate from Fort Bragg, N.C., on Sept. 2 and 3.

Pvt. 1 Gaston Waites of the 7th Student Company was convicted of aggravated assault and of being absent without leave (AWOL), fined \$299 per month for four months and ordered to confinement at hard labor for 140 days.

Found guilty of possession of marijuana and AWOL, Pvt. 1 Anthony B. King of the 4th Student Company was sentenced to confinement at hard labor for 100 days and fined \$100 per month for three months.

Pvt. 1 Warner R. Sebree of the 7th S.C. was found guilty of aggravated assault. He was fined \$299 per month for two months and ordered to confinement at hard labor for two months.

A sentence of 130 days confinement at hard labor and fines of \$299 per month for four months was given to Pvt. 1 Kenneth G. Martin of the 7th S.C. following his conviction on charges of aggravated assault, assault and battery, disrespect for an NCO and AWOL.

Air Force sergeant is project manager

HANSCOM AFB, MASS. — Chief Master Sergeant Gene C. Yish of the Air Force Electronic Systems Division is the first enlisted man assigned here as an Acquisition Project Manager, a job usually held by a commissioned officer.

He directs the entire technical and financial aspects of a \$3.5 million airborne antenna system being developed for use on EC-135 and E-4B flying command posts. Yish is also responsible for an extensive test and support program involving aircraft, organizations and personnel from other Air Force commands.

"I feel this is a definite career breakthrough for the Senior Non-Commissioned Officer," said Yish. "Giving us full project manager responsibilities will help relieve the personnel

shortage caused by a lack of Air Force officers in the research and development field."

Yish's opportunity came about in early 1979 when Gen. Alton B. Slay, commander of the Air Force Systems Command, decided to increase management positions for senior enlisted men.

In 1978, while at Ellsworth Air Force Base, South Dakota, Yish took part in the testing of a low frequency airborne radio communications system being developed by the Air Force Electronic Systems Division.

"During this time I began to get interested in the research and development end of the communications field," said Yish. "My prior 24 years of experience had dealt mostly with the operational side of electronics."

"When I heard about the new enlisted project manager slot being established at the Electronic Systems Division, I decided to apply for the position. I felt I had the technical background after spending over 4,000 hours in Air Force Technical Training Schools. During my various assignments I had acquired a college degree and the management experience to handle personnel, budgets and schedules."

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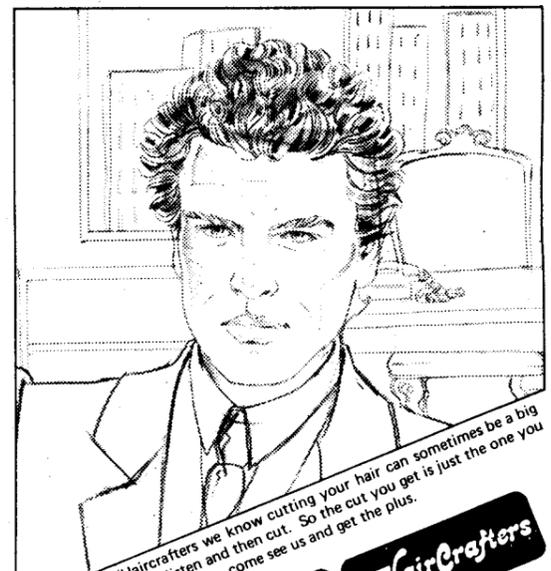
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Moonlighting has limit

Moonlighting soldiers and Army civilian workers need to cover a few bases with the boss and avoid certain kinds of employment.

The Army, this week, issued a reminder to all active duty personnel that they should not take off duty jobs with companies with certain kinds of government contracts.

Specifically, soldiers cannot take jobs paid for by government funds to hire contract workers to do jobs formerly done by either soldiers or government civilian employees.

Say, for example, a post motor pool once run with soldiers and government civilian workers, is converted to a contract operation.

Soldiers who once worked in the motor pool — or other soldiers — cannot moonlight as contractor employees there.

Best bet if you are moonlighting and want to avoid trouble: Make sure your superiors know about it and where and for whom you are working.

Civilian Army employees are required to advise their supervisors in writing if they have outside jobs. If the outfit does business with the Army, it would be advisable to contract the Legal Office too and make sure you are not violating any regulation or law in ignorance.

Army gets maternity uniform

WASHINGTON — Wearing civilian maternity clothes to work will soon be a thing of the past for pregnant soldiers, according to Army officials. The Army's new maternity service uniform will replace the civilian maternity clothes pregnant soldiers wear.

The maternity service uniform will be available in post exchanges in September 1980, say officials. The wear policy on this uniform is expected to be in the women's standard white short sleeve shirt with black tab. The shirt will be worn under the tunic with the lower portion unbuttoned if necessary.

The tunic does not have pockets and will be available in five sizes. The skirt and slacks, also available in five sizes, has an elastic waistband and a knitted nylon stretch panel across the upper front. The slacks are straight legged.

According to officials, pregnant enlisted soldiers will be issued the new maternity uniform at no cost. As soon as an enlisted soldier has medical proof of pregnancy, she should take a clothing issue record form to the PX and get two uniforms. Replacement uniforms will be authorized three years from initial issue date.

Pregnant officers must buy their uniforms. Estimated cost of the uniform is: Skirt — \$8.50, Slacks — \$10.75, and Tunic — \$13.75. (Arnews)

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MICOM adopts new merit pay system

BY SKIP VAUGHN

The Missile Command is moving forward in its implementation of the Army's new merit pay system for high-level civilian workers.

MICOM has identified its "merit pay employees" — GS 13-15 who are supervisors and managers. The command has also begun training them for transition to a pay raise system based on performance rather than the present system of raises based on longevity and step increases.

"We feel we are ahead with our implementation of the system," said Al Monger, merit pay project officer at the Civilian Personnel.

The personnel office and management officials have identified and notified about 1,250 meritory pay employees MICOM. The office services a number of other organizations: Army Ballistic Missile Defense Command (BMDSCOM) with about 100 merit pay employees; Patriot project, about 80; the Missile and Munitions Center & School, about 12; and Fox Hospital, about seven.

Office of Personnel Management recently approved the Army's merit pay system. The Army system grew from the Civil Service Reform Act of 1978 which made it mandatory that agencies establish a merit pay system.

Monger and three others from Redstone

Arsenal traveled to Washington and Dallas last July for three-day Department of Army courses on the merit pay system.

Monger, Col. Henry Miller of Procurement and Production, Marian Czachowski of International Logistics Directorate and John Hollenbeck of Civilian Personnel returned to train others. Lucy Grace of Civilian Personnel coordinated the local training.

Training

In a Aug. 20 session kicked off by MICOM's commanding general, 40 management officials and employee-relations specialists were trained on merit pay. They in turn have been training merit pay employees and supervisors.

The training is scheduled to end Sept. 17. Merit pay employees are scheduled to go under the performance standards Oct. 1, 1980 for an initial rating period slated to end June 30, 1981.

The first pay out under the new system is scheduled for Oct. 11, 1981. Until then, affected employees will receive their normal step increases and quality step increases.

Under the new system, those employees will be rated at one of five performance levels — exceptional, highly successful, fully successful, minimally satisfactory and unsatisfactory.

The assigned ratings will determine what share of the merit pay pool each employee will receive. Employees receiving minimally satisfactory or unsatisfactory ratings will receive no merit pay. Those receiving ratings in the top three categories will receive merit pay increases, according to officials.

The maximum and minimum basic pay rates for merit pay system employees will be the same as for general schedule GS 13's, 14's and 15's. No merit pay system employees will be paid less than the minimum rate of basic pay for their grade.

In addition, merit pay cash awards are available from a special fund representing one to three percent of the merit pay payroll.

Miller, deputy director of P&P Directorate, praises the new system because it "fosters and promotes better communication between the supervisor and supervised employee."

"From the manager's standpoint, if properly implemented, it should improve productivity," Miller said. "It'll give the employee a stronger sense of direction."

The merit pay system will assist management in making personnel decisions and encourage management to spend more time on "people-oriented tasks," Miller added.

"It also gives the manager ability to reward outstanding performers monetarily under the cash awards program."

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VEAP dropouts cite financial hardship

WASHINGTON — Most servicemembers who drop out of the Veterans Educational Assistance Program (VEAP) do so because of financial hardship, according to a DOD survey.

About 17,000 questionnaires were mailed in February to active and formerly active VEAP participants to determine how the program is working. Of the 5,200 responses returned, most servicemembers rated the program midway between "good" and "fair".

VEAP is the services educational program which replaced the GI Education Bill in 1977. Last year's annual report to congress revealed that large numbers of servicemembers had discontinued their VEAP allotments. The survey was set up to help DOD answer such questions: Why do servicemembers stop participating? How much do servicemembers know about the program? What would servicemembers like to change about the program?

Two questionnaires were mailed. One went to VEAP participants who were asked about their attitudes on the program. The other went to people who had dropped out of the program.

Some preliminary conclusions drawn from the survey indicate that VEAP "Favors" those who have greater educational plans. Those who are single and without dependents, and those who can afford the required monthly contributions.

For example:

- An individual's estimated cost of getting an education was important in determining how the person viewed VEAP as an enlistment incentive, whether or not to continue active participation and how well the person rated the effectiveness of the program.

- Inactive and former participants were more than twice as likely to be married and have dependents. Further, as the number of dependents increased, servicemembers were less likely to enroll in VEAP. If they did enroll, they were less likely to remain active.

- Those who dropped out of the program said they could not afford to make the monthly contributions. Two out of three asked for their money back.

Most of those surveyed felt that VEAP had no part or only a minor part in their decision to enlist. However, over half of all members responding said they would "Probably consider reenlisting" if they were given an additional bonus on their VEAP account after their first enlistment.

Servicemembers also would like to "Increase the total amount a person can contribute to the program". Presently, members put in \$50 to \$75 monthly for a maximum savings of up to \$2,700. For each dollar they save, the government adds \$2 upon enrollment in an approved facility.

However, the most frequently mentioned change among both groups was "To do more to inform servicemembers about the program". About four out of five active participants said they did not "know all I need to know about the program".

According to a DOD spokesman, the results of the survey will now be used to help DOD determine the effectiveness of VEAP and how to improve it to better meet servicemembers' needs. (Arnews)

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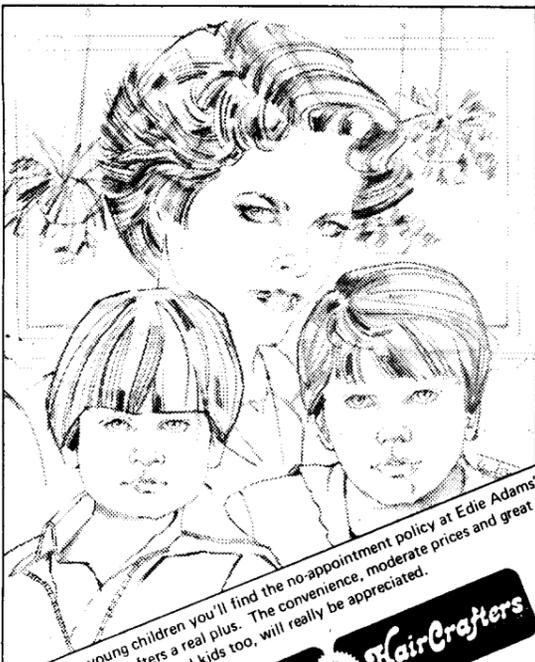
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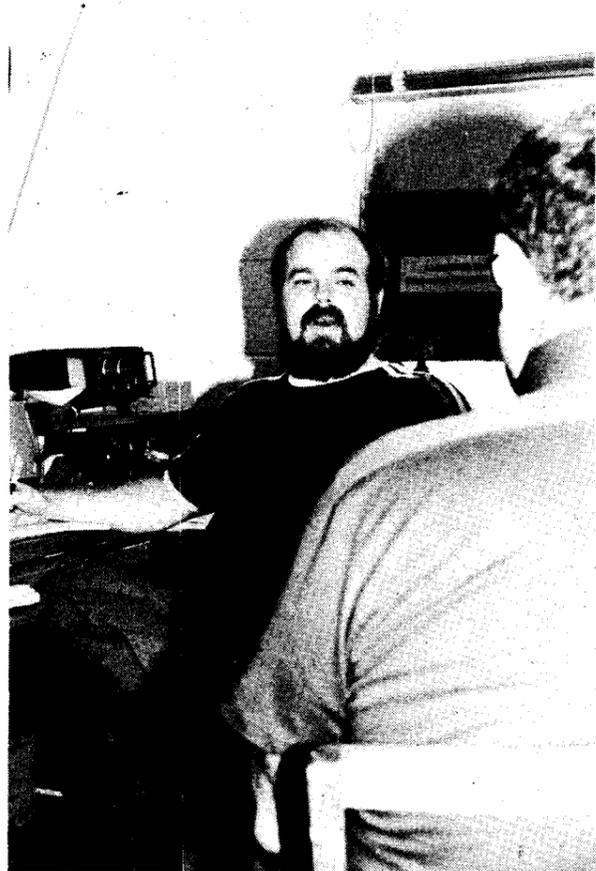


JIM MILES

Employee Counseling rehabilitates workers

BY BRUCE WINE

Resource conservation is a prominent theme these days. Conserving energy, recycling paper, glass, aluminum cans, is all part of it.



Counsellor

Human Resources Development counsellor Tom Paul advises a client in his office.

But one important resource still is often thrown away when it becomes too much trouble. People-workers-are a resource that take a long time to develop, and often can't be replaced.

Too often, when an employee has a problem, the response is 'That's your problem. Take care of it yourself — and don't let it interfere with your work.'

To some extent that hasn't been true in the Army. The Alcohol and Drug Abuse Control Program has been around since 1972. Now, it has been replaced with the Employee Counselling Services Program which includes the old alcohol and drug program, but can do a lot more.

"The program has always been designed to rehabilitate employees," explains Jane Seltzer, director of the Human Resources Office. "This expansion of duties lets us help those whose work is being affected by something other than drugs or alcohol."

The program wasn't started because the Army is 'all heart.' There's a solid pay-off for the Army — much better than any other recovery program. Salvaging any worker avoids hiring a replacement. Training a replacement to do the job of lost worker is expensive, and there are no assurances the new worker will be as capable as the one who has been lost.

"If it affects your job, we can get you some help," Seltzer says. The new program also helps when problems with a family member are having a bad effect on the employee's work.

The three counsellors at the office deter-

mine exactly what the problem is, and if necessary then refer the employee to the proper community agency for counselling.

The alcohol and drug abuse control program will continue to be the major part of the Human Resource Office's work, Seltzer says. For civilians, participation in the program is voluntary — although it may be presented as an alternative to firing. All personnel actions are suspended for 90 days after an employee enters the program.

Military personnel can be ordered into the program.

Seltzer explains that voluntary entry into the program is preferred. It indicates the individual has already accepted the fact that a problem exists — often the most time consuming part of working out a solution.

Everyone entering the program gets a physical — without cost — to be certain there's no underlying physical problem.

Part of the therapy process is group counselling. A counsellor said the shared experience is the most important factor of the group experience.

Counsellors are available from 6:30 a.m. to 4:30 p.m. by appointment at the office or through the Fox Army Community Hospital emergency room. To remain in the program, an individual must show improvement.

"We're seeing just a fraction of the people who need help," Seltzer says. "Statistically, more than five percent of all workers have an alcohol or drug-related problem. That works out to 700 people at Redstone."

The 76 percent success rate the Human Resources Office has shown will help recycle many of the people who were formerly 'throwaways.'

Army manager cited for efforts

An Army manager has gained high level recognition for demonstrating how equal employment opportunity goals can be met at an individual office level.

James C. Katechis, an employee of the Army's Ballistic Missile Defense (BMD) Systems Command in Research Park, got involved with the equal employment opportunity objectives while he was the Deputy Project Manager for Aircraft Survivability Equipment for the Army's Aviation Research and Development Command (AVRADCOM) in St. Louis, Mo.

As a supervisor he became aware of command directives calling for an increase of women and minorities in the workforce. According to Katechis, during a command level staff conference he made the observation, "if we spent half as much time working on equal opportunity as we do talking about it, we'd get twice as much done as we think we can."

His boss, AVRADCOM Commander Maj. Gen. Story C. Stevens, replies "Go to it," and assigned him to look into the local Federal Women's Program (FWP).

That was the beginning. Katechis got in-

involved in the command's FWP chapter and began encouraging increased support of the program by both career women and management. Higher level support greatly increased the program's effectiveness.

His success hasn't gone unnoticed. Last October, the St. Louis Metropolitan Federal Women's Program Council cited him for "outstanding leadership by a Federal manager in promoting equal employment opportunities for women in Federal service." He's proud of this award singling him out of the 50,000 Federal employees in the St. Louis area.

Before he transferred to Huntsville earlier this year to become the head of the Interceptor Office for the BMD Low Altitude Defense project, Katechis was also named to receive the AVRADCOM Commander's Award, the highest civilian award presented at that level. And on the basis of his record, he was nominated for the Secretary of the Army Award for achievement in equal employment opportunity.

Recently he received a Certificate of Recognition from General John R. Guthrie.



Katechis

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Flag football season arrives

BY RAY ROWDEN

The company level flag football season opened Monday shortly after presstime with three games on the schedule.

Competition will continue through Nov. 3 with three games scheduled each Monday through Thursday night. The season's top four teams from each conference will clash in a

double elimination tournament Nov. 5-13.

The big question in the minds of many sports fans here is whether Company A can keep the football championship crown it has worn proudly for the last two years. The team and coach Leon Jones are determined they will.

Jones said, "We're going to be tough. We've been practicing since the first week of August

and in many ways we look better than last year. For example, the team is younger than last year."

The key to last year's championship team was the nearly impenetrable "Mad Dog Defense." And many of the players have returned to intimidate opposing ball carriers again this year. In practice, at least, they looked every bit as sure, aggressive and effective as last year's version.

The Alpha squad is optimistic, but Jones noted, "The season hasn't started yet, and anything could happen. But we'll be playing fundamental football, like it should be played — hard and clean."

Traditionally, Co. A and the 291st MP Company have been the most physical teams on the Arsenal. Last year, in its first season here, the 515th Ordnance Company proved that there were at least three teams that prefer contests with plenty of contact on the line.

If the past provides any clues to what fans can expect this year, the arsenal is in for an exciting three months.

The student companies will continue to capitalize on the speed and energy of their young soldiers. Company B, second in the championships for two years in a row, will field another team of tried and true veterans who seldom overlook an opponent's weakness or fail to take advantage of it.

The smaller units, including the 95th Service Company, MEDDAC and the Marines, will once again find that despite the rule that limits each team to 20 players, bigger companies have a resource advantage.

Will a power team bull its way to the top this year? Or is this a year for speedsters?

It could be the big year for experience since there will be four-instead of three-officials on the field looking for mistakes. Or this could be the year that a small unit's roster has that magic balance of savvy, speed and strength — all in the right measure.

No one knows now. But everyone is hoping . . .



Alpha's flag football team practices for what they hope will be their third consecutive post title.

ROTC Day marks A&M opener

All active duty and retired military personnel will be admitted for a dollar off the regular price to the opening game of Alabama A&M University's 1980 football season at Milton Frank Stadium Saturday.

The Bulldogs' opening game with Knoxville College coincides with A&M's Army ROTC Day and a variety of special activities have been scheduled to mark the event.

A&M's ROTC color guard is scheduled to raise the flag and their Ranger Detachment will run the game ball onto the field. Capt. Robert H. Countess, a Redstone chaplain will open the activities.

Kickoff is set for 7:30 p.m., but football fans may want to arrive early since miniature U.S. flags will be given to the first 500 people.

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DDT

(From front page)

Instead, the study proposes dredging the creeks and adjoining swamps to a depth of three feet and burying as much as 1.3 million cubic yards of contaminated sediment in one of two locations on the arsenal. One suggested site is a 187 acre tract east of Patton Rd., south of HSB and north of Redstone Rd. The other would be formed in the HSB swamp between Patton and Dodd rds. by building a horse shoe-shaped 13,700 foot-long dike around the area of worst contamination and filling in behind the dike with material dredged from the creeks.

Least costly of the five "action alternatives" would be dredging the entire stream system from the DDT ditch to the Tennessee River and burying the DDT in the site east of Patton Rd. The report estimates that could be done in about four years for \$68-\$87 million depending on the dredging done in the swamps next to the creek channel. Part of the time would be needed to identify and remove prehistoric Indian sites, a step required by federal law.

Some of the work would conflict with missile flight tests on arsenal ranges. The report recommends that dredging in those areas be done at night or other times when the ranges are not being used.

Another alternative involves diverting HSB and McDonald Creek into a new 300 foot wide

channel running from just south of Martin Rd. down the east side of the arsenal several miles to the Tennessee. More than 4 million cubic yards of earth would be removed. Much of it, the report says, could be used to cover and seal contaminated areas in the HSB swamp between Patton and Dodd Rds. That new channel, the report said, would improve storm water drainage from the city of Huntsville. About 65 percent of the city's surface runoff comes down HSB into the arsenal.

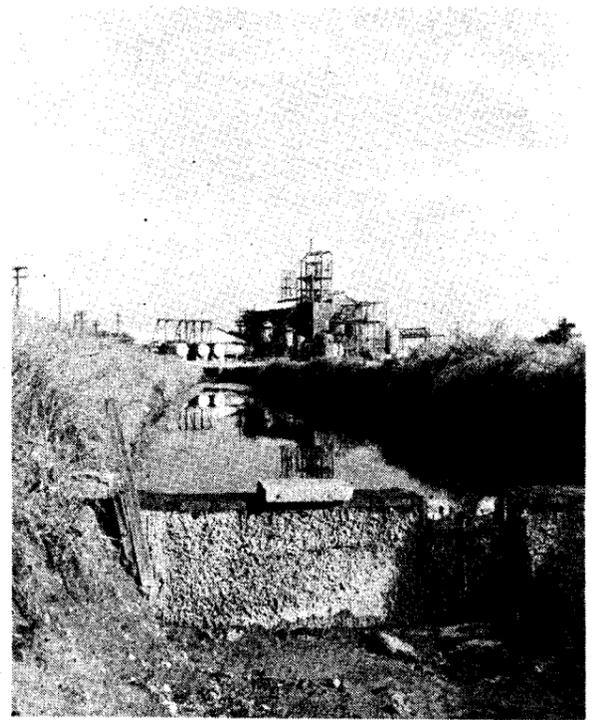
Yet another possible course is to divert HSB within its basin by digging a new channel from a point west of Patton Rd. along the north side of the dike bordering Range 1 and back into the old stream channel east of Dodd Rd.

All the "action" alternatives propose dredging those portions of HSB and Indian Creek not covered over or behind containment dikes.

The environmental impacts discussed involve major permanent changes to all or portions of the 4,000 acres of Wheeler National Wildlife Refuge within the arsenal boundaries.

Members of the agency task force considering the alternatives today at the Huntsville Division of the Corps of Engineers include the Environmental Protection Agency, TVA, the Mobile and Nashville Districts of the

Corps, U.S. Fish & Wildlife Service, Center for Disease Control, Food and Drug Administration, several state agencies, the city of Triana and MICOM.



Olin DDT plant left pollution that may cost millions to clean up

DDT cleanup alternatives

- | | |
|--|-------------------------------------|
| A. Natural restoration | \$600K annually to test and monitor |
| B. Dredge and bury | \$67.9 M - \$86.8 M |
| C. Divert HSB down arsenal east side, dredge and bury | \$118.5 M - \$137.2 M |
| D. Divert HSB down arsenal east side, dredge, dike & contain | \$121.1 M - \$129.9 M |
| E. Divert HSB in new channel, dredge & bury | \$88.0 M - \$106.7 M |
| F. Divert HSB in new channel, dredge, dike & contain | \$87.5 M - \$89.7 M |

Note: Costs vary depending on how much of swamp and bank areas included in dredging plans.

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Hiring freeze effective until November

WASHINGTON — Department of the Army (DA) officials recently announced that the federal hiring freeze, imposed since Feb. 29, 1980, will likely last until November.

The freeze, officials say, was imposed in an effort to slow down inflation and reduce the 1981 budget. Since then, the hiring restrictions have affected all DOD full-time permanent direct hire job positions, including local national positions overseas, and transfers of employees between executive branch agencies.

To carry out the program, a one-for-two hiring formula was developed. This stated that for every two employees lost from DOD, agencies could hire one employee from outside DOD.

Recently, Secretary of the Army (SA) Clifford L. Alexander Jr., expressed concern over the hiring freeze, and how it would affect equal employment opportunity (EEO) program goals.

With that in mind, the SA issued priority

hiring guidelines to use in filling certain job positions. These positions include key mobilization positions; professional, scientific and engineering jobs in research and development; positions based on court rulings which have set fair hiring objectives for women and minorities; and, positions severely lacking in minority group or female representation.

The early impact of the freeze was lessened by allowing job commitments made prior to Feb. 29, 1980 to be honored. Now, officials say, the Army strength could be reduced by as much as 1,500 per month for whatever period the freeze stays on.

DA has received reports indicating that some commands may be suffering greater losses than are necessary.

According to officials, there are no magic solutions to the freeze. However, commanders and managers responsible for maintaining a civilian work force should consider all possibilities for limiting these losses.

All commanders-managers should review hiring freeze rules. This will allow them to make sure all persons affected by the freeze

have a clear understanding of the rules, officials say.

There are some exceptions to the freeze. These include;

- Hiring employees in emergency situations that involve safety of human life and protection of property;

- Hiring employees to secure nuclear weapons, chemical agents-munitions, ammunition, weapons and critical material;

- Hiring for the preservation of human life (patient care).

Other exceptions include the summer aides and stay-in-school programs, and the Federal Junior Fellowship Program. Also, persons in developmental jobs under the Worker-Trainee Opportunities Program who were selected from worker-trainee registers or appointed under the Veterans Readjustment Appointment Program are included.

Along with the exceptions, officials say commanders-managers should make full use of the rule that vacancies can be filled from within DOD. Jobs to be filled should receive prompt hiring action, officials add. (AR-NEWS).

Priority hiring guidelines issued

WASHINGTON — More women and minorities may be considered for high priority Department of the Army job positions in the future, say DA officials.

Secretary of the Army Clifford L. Alexander Jr., has expressed concern over the recent federal hiring freeze. The federal one-for-two hiring freeze states that for every two employees lost from DOD, activities may hire one employee from outside DOD.

According to officials, the SA fears the freeze may result in an inability to maintain readiness or meet important Equal Employment Opportunity (EEO) program goals.

With that in mind, officials say, the SA has issued priority hiring guidelines to use in filling certain positions. These positions include:

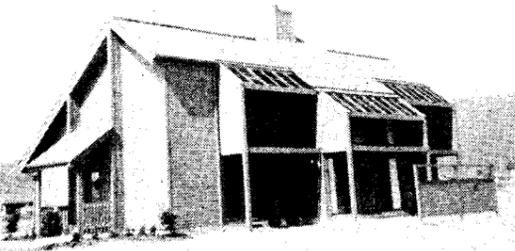
- A. Key mobilization positions;
- B. Professional, scientific and engineering jobs in research and development;
- C. Positions based on court ruling which have set fair hiring objectives for women and minorities;

- D. Positions severely lacking in minority group or female representation.

MACOM-activities should give priority to filling positions in jobs at grade levels where minorities and women are underrepresented.

When filling such positions, hiring officials must follow local federal equal opportunity recruitment program (FEORP) and affirmative action program (AAP) plans, officials add. (ARNEWS).

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Army official encourages voting

WASHINGTON — September 8-14, 1980 is armed forces voters week and efforts to get servicemembers and their dependents to vote on November 4 will peak during that week.

Secretary of the Army Clifford L. Alexander Jr., offers the following comments on the special week:

"On Nov. 4, Americans will go to the polls to elect the President of the United States, state and federal officials of their choice. The Army has more than one million potential voters within its service — soldiers and their dependents — who will be eligible to cast ballots for this year's election.

"Each Army voter has the right to cast his or her ballot for the candidate of their choice. The 1980 Army voting assistance program ensures that every opportunity is made

available for those who wish to exercise their privilege.

"As part of the Army voting assistance program, I would like to emphasize to all commanders that a most important week is almost upon us — Armed Forces Voters Week. Armed Forces Voters Week is the peak of the 1980 voting program which marks the shift in emphasis from registering and voting during the state primaries: to registering and voting in the general election.

"Commanders should plan programs that will stimulate those who have never voted and to remind others who have voted in the past to vote in the 1980 elections. Therefore, during the week of Sept. 8-14, I urge each commander, voting assistance officer, and public affairs officer to join me in encouraging all Army voters to cast their ballot." (ARNEWS).

New uniform items approved

WASHINGTON — A black cardigan sweater has been approved for optional purchase and wear, say Army officials.

The black cardigan sweater will be the second optional outer garment available in black. The other one is the black windbreaker.

According to officials, the black cardigan sweater will be available as an optional purchase item in PX's in 14-15 months. The optional green sweater now available has an expected wearout date of Oct. 1983. Both sweaters, however, will be authorized for wear until then.

The men's version, an improved version of the men's green cardigan, will be more form fitting and heavier. The women's version will be identical to the green sweater now available.

Both cardigans will be made of 100 percent acrylic yarn and be washable. The men's black cardigan will cost \$20 while the women's sweater will run about \$12.



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Changes enhance readiness, cohesion

WASHINGTON — Army Chief of Staff Gen. E.C. Meyer announced Friday a number of major changes. Particularly at the small unit level, directed at increasing readiness and developing cohesion for the Army of the 80's.

"Small units — companies, platoons, squads, teams and crews — are the cutting edge of the fighting force," Meyer stated at the mid-morning briefing for the Pentagon press corps. "Personnel readiness of these units depends heavily on the length of time soldiers spend in their units and their loyalty to their fellow soldiers and their units as a whole."

"Last year when I took over I said the key problem that faces the Army today is the ability for us to be able to man the force," Meyer stated. "I continue to feel that is a key problem as we look at the future — the ability to have both the quantity of the manpower we need and to insure that we have the skills available to take care of the equipment as it comes in."

He asserted that, "In manning the force, it's not just a question of 'can you get the people'. To me, there are three basis aspects to it.

"One is accessions (recruiting); two is the training — the individual training once we get them; and three is insuring we have a system that brings them up to full readiness, keeps

them together and maximizes their combat capability."

To address those aspects, the general outlined a number of planned changes which "should further increase stability and enhance cohesion."

He said some of the package changes are being done now and others are still being studied. To increase stability, he said the Army plans to:

- Eliminate the practice of bringing units up to strength for exercises and begin a policy where units will "come as they are."
- Reduce by attrition oversea strengths to 100 percent (currently, oversea units are manned above 100 percent of their authorizations).
- Eliminate overstrengths which had been common practice in certain selected units.
- Develop a test plan to rotate entire companies of soldiers as a possible alternative to the present individual replacement system.
- Recruit new soldiers to support the company rotation idea.
- Direct that officers commanding companies and similar sized units remain in command for 18 months.
- Reduce practices which excused certain units from personnel assignment ceilings or

which gave special assignment priority for personnel to these units.

● Make standard the way Army combat units are manned and equipped.

Meyer commented that changes planned to "create a climate for closer relationships of soldiers to each other and to the unit," or personal and unit cohesion, include:

- Permit periodic changes in the times when officers will be eligible for promotion to first lieutenant, captain and major to help in overcoming officer shortages at that level.
- The wearing of insignia for soldiers in basic training as soon as their future unit assignment is known and permit the wear of distinctive accoutrements once they arrive at their permanent station.
- Developing additional peacetime awards and unique uniform items.
- Looking at pay proposals that more clearly reflect degrees of experience and responsibility to make sure trained leaders are retained.

The Army Chief also expects to make a decision on berets, looking at it from a total Army context. After the next commanders conference scheduled for late October. He added he is leaning toward approving the wearing of berets, eventually to replace the garrison cap, for all soldiers with certain differences to support unit cohesion.

All the measures announced and possible more, according to Meyer, will be started as soon as details are worked out.

"Enhanced readiness is the focus of Army efforts and we will continue to develop ways to meet that goal," the General concluded.

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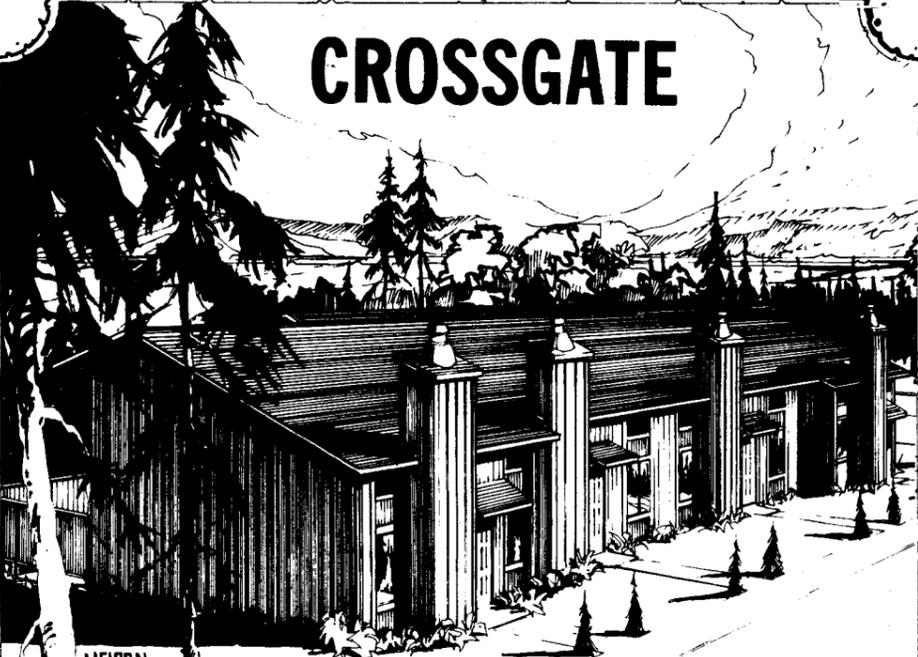
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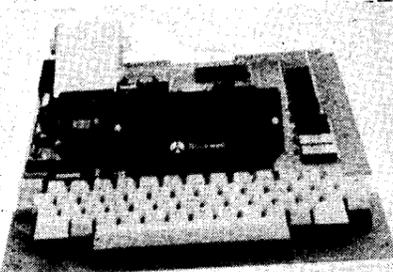
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MICOM plays the productivity game

BY BOB HUBBARD

There's a new game at the Army Missile Command and every MICOM soldier and civilian, 8,000 strong, is a player. The game is called productivity and every team member is being asked to perform as though his or her job depended on it.

It does!

General John R. Guthrie, DARCOM Commander, has told MICOM and the other major DARCOM commands that if the DARCOM team is to continue to accomplish its job in a professional and competent manner, "...we must get more people — or get more out of the people we have."

Since there are no substitutes, MICOM has been told to go with the team it has and "...look for ways to improve workforce productivity."

A DARCOM study of the projected workload and available resources indicates that DARCOM commands over the next five years need to generate 25,000 more man years of work than the command has. MICOM's share of that total is 1,750 man years.

MICOM already has begun to respond to the DARCOM game plan.

The command has established provisional Operations Analysis Office (OAO), headed by Dr. Donald Jackson, and one of the major roles is improving productivity.

"The command is assessing the threat, and needs, for the coming decade and is focusing the people, talent and resources available at Redstone to boost workforce efficiency and productivity," said David Stanbrough, action officer for planning and implementation.

"We want to emphasize that MICOM's workload is increasing, the workforce isn't, and therefore there is a job for everybody," Stanbrough said. "The command must match the right person and organization for more meaningful, productive jobs.

Stanbrough said if each MICOM soldier and civilian would increase productivity by 22 minutes a working day, the command could achieve its goal of 1,750 man years of work by 1985.

Suggestions

Among several hundred suggestions submitted by the workforce several weeks ago on ways to increase productivity, MICOM is focusing on 39 specific tasks that are lumped under five broad categories. They are:

- Increased use of overtime.
- Maximum use of overhires (over allocations).
- Organizational streamlining.
- Capital investments (equipment, facilities).
- Other (conservation of sick leave, profit sharing concepts, employee motivation, etc.)

The 39 tasks include: incentives to conserve sick leave and increase work time, buying equipment and facilities that will enable individuals to do more, a reevaluation of responsibilities and the interface between project managers and functional directorates.

One task is already operational and has been adopted throughout DARCOM.

MICOM has developed a computer model that uses 47 indicators to assess the complexity and workload of project offices. The model allows for more equitable and objective staffing of the offices.

Meanwhile, the command is looking at what must be done, how to get there, and do the job with the least possible disruption to the workforce.

"A happy worker is a productive worker," Stanbrough said.

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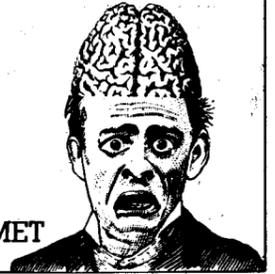
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515 JORDAN LANE

NCO courses scheduled at Fort Ord

The Army is seeking senior NCOs to attend courses at the Organizational Effectiveness Center and School at Fort Ord, Calif. beginning in January 1981, according to a message from the commander of the Army Training And Doctrine Command.

An organizational effectiveness NCO at MMCS, SFC Tommy L. deGrom, completed a pilot program for the course in July 1979. He said the course does not lead to a new MOS.

"You work in this field for only 18 months, than revert to your primary specialty. But it's a good opportunity to get into an organization and cause changes, particularly for an enlisted man."

He added, "It's about the only way I know of

that an NCO can use what he's learned in college to the fullest extent possible."

It is a job that deGrom finds very rewarding. His normal specialty is Nike missile maintenance which he is scheduled to return to in January. Meanwhile, he hopes other senior NCOs here will take the opportunity to attend the training.

He said that he is willing to talk to anyone interested in applying for the program and will have to interview any MMCS soldiers who decide to apply. His telephone number is 876-4359. MICOM soldiers will be interviewed by the MICOM OE Staff in room C-344 of building 5250. Their telephone number is 876-2286.

To be eligible, applicants must be volunteers in grades E-7 or above, proficient in their

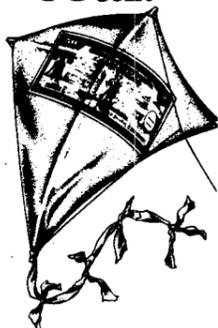
primary MOS and graduates of the Advanced Noncommissioned Officer Education System. They must have high promotion potential and at least a year of service remaining after completion of the course.

Applicants cannot be overweight, be serving in a shortage MOS, or have a record of a courtmartial or Article 15 in the past 10 years.

The years of college, with a concentration in behavioral science, is desirable.

After an interview with an organizational effectiveness representative, applications will go through normal channels. However, applications need to be at Department of the Army by Sept. 20, so there is not much time.

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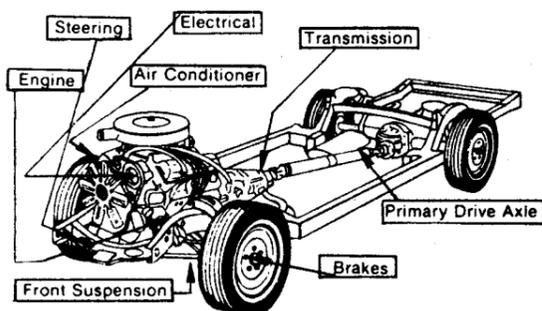
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Federal post card procedure for voting outlined

WASHINGTON — Commanders should make sure that Federal Post Card Application forms (FPCA's) are distributed to service members covered by the federal voting acts, not later than Sept. 15, according to officials.

Because public law requires that FPCA's be distributed, commanders should make sure they have enough FPCA's to meet this need.

Commanders should also be aware of the problems that may arise when states receive FPCA's containing incorrect or incomplete information.

If the information or the form is incorrect or incomplete, service members may not get their absentee ballots. They should use the 1980 Voting Assistance Guide (with change 1), and the 1980 voting information fact sheets as guides when filling out the FPCA form.

Problem areas on the form include:

Item 2 — "Home residence" — as much specific information as possible should be included to help election officials place a person in the correct voting precinct. If home precinct number or ward number is unknown, enter "unknown." Be sure to list a full and complete home address to help election of-

officials place persons in the correct voting jurisdiction. A post office box number or rural route number alone is not sufficient.

Item 7 — "Registration-election ballots" — service members must circle the exact election for which registration and-or absentee ballot is being requested. Circle "all as permitted" only in states where one FPCA will allow a person to obtain the ballots for all elections during that year.

Item 8 — "Political party preference" — to vote in primary elections, people must enter their political party preference. A few states don't require listing the political party, however, and service members should check the guide to verify this.

Item 11 — "Mail my ballot to this address" — individuals should complete this section fully and legibly. Abbreviations used in

military addresses are confusing to many local election clerks.

Item 15 — "Signature" — all jurisdictions require a person's signature.

Item 16 — "Oath" — most states require that this block be completed; check the guide.

Service members should complete all items even if they're not sure whether or not an item should be completed.

Persons with questions about the 1980 Voting Assistance Program or FPCA form should contact their local voting assistance officer. If for some reason the questions can't be answered locally, write: Director, Federal Voting Assistance Program Office of the Secretary of Defense, Rm 1B-457, the Pentagon, Washington, D.C. 20301, or call AV 224-4928. (ARNEWS).



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Hispanic week set here Sept. 14-20

Hispanic Heritage Week is being observed here Sept. 14-20. The theme for the observance is "Hispanics in American Defense".

Local activities geared to the observance include a medals display in the lobby of MICOM headquarters building, a poster display at the Recreation Center and book displays at the post, MMCS and RSIC libraries.

Food figures prominently in other special activities planned here. The NCO Club is featuring a Hispanic "Food Feast" on Tuesday, Sept. 16, while Hispanic food will be served at all troop dining halls here on Thursday. A selection of Hispanic foods will be displayed at the commissary.

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"It's good I joined right away, because it took me a couple of months to find a good full-time job.

"Even with a regular job, the extra \$1,300 I earned with the Reserve came in handy. It was the difference between barely making ends meet and being able to put a little money away.

"By going direct from Active into the Reserve, I was also able to keep my rank of E-4. I'm now an E-5, pulling in over \$1,600 a year. Not

bad for a weekend a month and two weeks annual training.

"I'm also taking advantage of some other benefits.

I buy a lot of my auto supplies at the PX. I carry low-cost government life insurance through the Reserve.

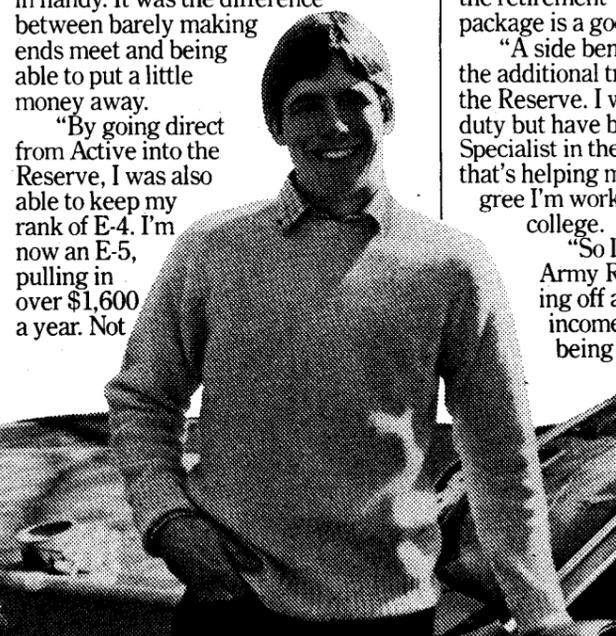
I also think the retirement package is a good deal.

"A side benefit that's helped me is the additional training I've picked up in the Reserve. I was an MP on active duty but have become an Accounting Specialist in the Reserve. Right now, that's helping me with the business degree I'm working toward at a local college.

"So I can recommend the Army Reserve to anyone coming off active duty. The extra income is good, and it's nice being with people who can appreciate what you achieved in the service."

For more, call 800-421-4422. In Cal., 800-252-0011. In Alaska, Hawaii or P.R., 800-423-2769. Overseas, write Box 4000, N. Hollywood, CA 91607.

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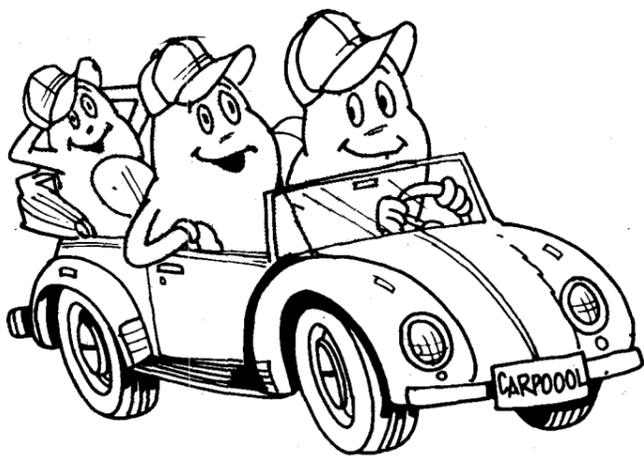
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Announcements

Surplus property sale

There will be a spot bid sale of government surplus property Sept. 17 in the Rocket Auditorium, Bldg. 7120. Registration starts at 8 a.m. and the sale begins at 9 a.m. The property is located in Bldg. 7426 and the Property Disposal Vehicle Yard on Warehouse Road. The items may be inspected each day, excluding Saturday and Sunday, between 8 a.m. and 3 p.m. Anyone can buy.

Yard of the Month winners

Yard of the Month winners last month were, Single unit, Capt. George R. Spencer Jr., 413 Hughes Drive, and SFC Terrance P. Reese, 1108 Benet Circle. Multi-unit winners were CW-2 Robert M. Jernigan, 252-B Skinner Drive, and Sgt. Maj. Bobbie G. Null, 1362-B Dragon Circle. Winners get to display a Yard of the Month sign at their quarters and receive two free dinners. Maj. W.B. Moore Jr., 282 Skinner Drive, and SFC M.R. Jones, 1200-B Crozier Drive, received honorable mention.

Square Dancing

Square Dancing for singles: Engineers' lessons (first three are free) to start Sept. 11. Lessons will be held at Waterford Square (Westbury Rec Center), 7900 Westhaven Drive SW from 7:30 p.m. to 10 p.m. For more information, telephone 881-5720 after 4:30 p.m.

Technical meeting

The Alabama Society of Professional Engineers (ASPE) and American Institute of Aeronautics and Astronautics (AIAA) will have a joint meeting at 7 p.m. Sept. 11 in the Redstone Arsenal Officers Club. S.H. Wainwright, chairman of the Alabama State Board of Registration for Professional Engineers and Land Surveyors, will discuss the board's operation. For reservations call Bill McCallum 533-3311 or Bob Trenkle 536-8735.

Recreation Center

Tonight — **Movie** at 7 p.m., Thursday — **Bingo** at 8 p.m., Friday — **Pool** at 7 p.m., Saturday — **Volley Ball** at 3 p.m., Sunday — **Pizza Night** at 4:30 p.m., Monday — **Movies** at 7 p.m., Tuesday — **Bumper Pool** at 7 p.m.

Post Exchange

Effective Sept. 14, the Main PX will open on Sundays at noon and close at 4 p.m. The Shoppette will start opening at 10 a.m. daily, Sept. 14.

Christian Womanhood Seminar

The Protestant Women of the Bicentennial Chapel are sponsoring a Christian Womanhood Seminar in the Assembly Room at the chapel on Sept. 18 from 9:30 to 11:30 a.m., 1 to 2:30 p.m., 7 to 9:30 p.m., and on Sept. 19 from 9:30 to 11:30 a.m. and 1 to 2:30 p.m. Anyone planning to stay all day should bring a sack lunch. Reservations must be made for the free child care services at Rocket Nursery. For further information, phone Delbert W. Gremmels, Staff Chaplain 876-2337 or 876-2409.

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DUMP THE BUMPS!

With the Norelco Black Pro™, razor bumps go away. And stay away.

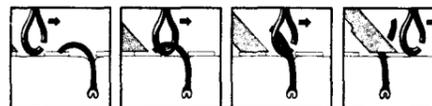
"In a study conducted at a leading black university, black men suffering from razor bumps tested the Norelco Black Pro™ Rotary Razor™ in daily shaving. In almost every case, black men were able to shave regularly with the Black Pro™ without creating razor bumps, and a majority found that the Black Pro™ actually reduced or eliminated razor bumps entirely!"

A leading Professor of Dermatology



A built-in Razor Bump Brush™, custom-designed for the black man's beard, surrounds three floating heads. It brushes whiskers up and away from your tender skin, setting them up for a comfortable shave.

Inside three floating heads, expressly designed for the black man's beard, are 36 blades that shave your whiskers off without a nick or cut. And without encouraging razor bumps.



The Norelco Black Pro™ stands whiskers up and away from skin, into the blade.

THE NEW NORELCO BLACK PRO™ ROTARY RAZOR™

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1. FOR RENT

CONDOMINIUM
Destin, Fla., Chateau La Mer. 2 br., 2 bath. Completely furnished. Pool, club house, pvt. beach, lighted tennis cts., restaurant. Sleeps 6. \$60/day; \$300 wk. Call 895-3483 (K) day or ATHENS 232-2828 ttc

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FOR RENT
On beach Panama City, Fla. 1 br. condo (could convert to 2 brs.) Sleeps 6 first floor in front of pool. Color TV, stereo system, whirlpool. \$335.00 per wk. For more info. 881-1348 Pictures available upon request. ttc

FOR RENT
Cedar Chalet on Guntersville Lake. Stone fp, cathedral ceiling, sleeps 6, beautiful view of lake & woods, \$215 per wk. 533-3302 days 881-4926 night. ttc

FOR RENT
Condo at Gatlinburg, 2 br, stone fp, mountain stream, conveniently located to downtown. 533-3302 or 881-4926 ttc

2. CARS

MUST SELL
1976 Pinto Wagon, or 1971 Buick 4-door Centurion. Both auto., & air. Call Herb Cleveland Collect Arab. 586-6041 or 586-4574 ttc

'74 FORD F100
Camper shell, one owner, low mileage, 852-6950 after 4. 9-17-p

3. MISC.

NEW SELECTION
Resistol & Stetson Hats at Circle J. 305 No. Mem. Pkwy. 534-4225. ttc

NOTICE

Have retired and now selling cars full time all Ford & most General Motors products, new & used.
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Put your cleaning problems in good hands with prompt licensed & insured service. For free estimates call — **SQUEAKY CLEAN CLEANING SERVICE.** Windows are our specialty. 852-2478. ttc

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● **Stump & Tree Removal** ●
Landscaping & lawn care by **Economy Tree Service.** The lowest prices in this area. Free estimates. Call 881-8268 anytime. ttc

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1979 Zig Zag Sewing Machine. Sews on buttons, button holes, monograms. \$38.95, or finance \$5 mo. New Home Sewing. 2418 No. Pkwy. Ph. 539-8540. ttc

IBM IBM IBM
Typewriters \$125. Others \$35 Adding Machines \$35. Calculators \$75. Ph. 881-5510. ttc

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Shampoos & sets \$4
All haircuts \$4
Frostings \$15
Bleaches \$18
Colors \$12
Senior citizens discount every day. Walk-ins welcome. ttc
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4. HOUSES

WATERFRONT
Cabin with 2 brs, great room, screen porch plus boat house & pier. Priced in the 30's for the best in summer fun.
RESULTS REAL ESTATE
837-5634

3 BEAUTIFUL ACRES
On Stringfield Rd. Perfect for church or development. Call Vergie Robinson 883-4587 or ask for her at **LANDMARK Gallery of Homes So. 881-4900** ttc

PRICE DRASTICALLY REDUCED!
This home boasts 5 brs, over 1800 sq. ft. of living area, huge amount of storage, new paint inside, convenient to Arsenal & school. Separate garage/workshop. Central heat/air, country kitchen. A good buy at \$37,900. **C13930 LANDMARK Gallery of Homes 859-4660** 1tc

LOW EQUITY LOW PAYMENTS!
3 br brick rancher offering den with woodburning heater, 2 baths, living room, dining room plus a beautiful fenced yard. Call today for appointment. **H3314 LANDMARK Gallery of Homes 859-4660** 1tc

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Huge double garage, 2 full baths, great room & 3 brs on the edge of the city. Country living! Low \$50's.
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New Hope, attractive brick, veneer basement, ranch, 4 br, 2 baths, central heat/air, large shaded lot, only \$16.00 per sq. ft.
RUSSELL-BROADHEAD REALTY
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\$5,100 EQUITY!
Lovely 3 br brick rancher in cul-de-sac. Nearly new carpet thru-out, fenced backyard, garage and much much more. Don't let this one slip away. **J4704 LANDMARK Gallery of Homes 859-4660** 1tc

GURLEY — NEW HOMES
3 & 4 br. 1½-2 baths, energy efficient, carpet, central heat & air, completely equipped. FHA-VA, 30 yr. loan, 4% interest, small down payment, approx. \$200 per month. Ph. 881-9589 ttc

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9 Acres \$3,500
10 Acres \$4,000
Located in Tenn. near Pulaski. Partly wooded. Terms available. Call Pulaski (615) 363-5349. ttc

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5. REAL ESTATE

50 ACRE FARM
Just 8 miles west of Huntsville. Beautiful 5 brs, home w/large den & rec room, 2 fps. Full basement. Many other extras. Seller will consider some trade. Call Roy Shavers 837-1472 for more information. Near schools. **SCOGIN REALTY 533-0584**

GREENACRES
Lovely 3 br home in nice neighborhood, beautifully decorated, near school & UAH, priced high \$20's. Roy Shavers 837-1472. **SCOGIN REALTY 533-0584**

DUPLEX & TRIPLEX
4 units — 2 bedroom
1 unit — 1 bedroom
Excellent location, very good condition. Price: \$100,000.
SCOGIN REALTY
533-0584, after hrs. 852-3714 1tc

FOR RENT
2613 La Grande SW available Sept. 15. Centrally located near schools, parks, shopping & hospital. 2 brs, 2 baths, large living room, dining room, den & sewing room or office & equipped kitchen. Fully carpeted, large corner lot off Whitesburg between Bob Wallace & Drake. \$285.00 per month. 881-9589. 9-10-C

1975 SPORTSTER XLH
\$1800, 852-6950 after 4. 1tp

1980 CONCORD
4-door D.L., auto., air, 6 cyl., nice automobile, low mileage
\$6250⁰⁰

1975 Toyota Celica LT
4 spd., 4 cyl., air.
\$3,350

1975 Camaro LT Coupe
Auto., air, power steering.
\$3,350

1975 AMC HORNET
Wagon, "As is" special
\$1,950

1974 AMC Wagoneer
4 wheel dr., 44,000 actual miles. Auto., power steering & brakes.
\$3,350

1973 JEEPSTER
Last of its kind!
\$2,850

1973 CAMARO
Auto., air
\$2,395

1977 SUNBIRD
Black beauty, 4 cyl, auto. air
\$3,675

1976 VEGA
4 speed, 4 cyl., air.
\$2,150

1972 HORNET
Wagon, "As is", special!
\$1,095

1978 AMC CONCORD
2 dr. DL. 6 cyl., auto, air, one owner.
\$4,250

1978 GMC High Sierra
K Jimmy 4 wheel dr., loaded, 18,000 miles.
\$6,395

1978 PEUGEOT 504
Diesel, loaded! 26,000 miles. One owner.
\$8,350

1978 Jeep Renegade
CJ5, 13,000 actual miles. V8, 3 speed.
1977 GREMLIN
6 cyl., auto., air
\$3,650

1976 MONTE CARLO
52,000 miles., auto., air, power steering.
\$3,350

1976 Chevy Chevette
Hatchback, 4 speed, air.
\$3,550

NEW JEEP CJ
'80 model, 4 cyl., 4 sp. Hurry... Only 1 left!

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1980 CONCORD
4-door D.L., auto., air, 6 cyl., nice automobile, low mileage
\$6250⁰⁰

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4 spd., 4 cyl., air.
\$3,350

1975 Camaro LT Coupe
Auto., air, power steering.
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1975 AMC HORNET
Wagon, "As is" special
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4 wheel dr., 44,000 actual miles. Auto., power steering & brakes.
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Hatchback, 4 speed, air.
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Most Alternators	\$27 ⁹⁵	Brake Shoes (set of 2)	\$6 ⁹⁵
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Bedroom Set**
Dresser, Mirror, Chest, Canopy Bed,
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6 pc. County Country Pine



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**The Thomasville I
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Medium & Firm **\$59⁰⁰** ea. pc.
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**Broyhill
Traditional Bedroom**
with Brass Trim, Dresser, winged Mirror,
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