

The Redstone Rocket

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Missile Command defines its objectives

What MICOM is, where it is headed and how to measure progress has been defined for the first time in a document given to all command elements this week.

If it serves its intended purpose, those fond of pointing out the good that will happen if all 8,500 members of the MICOM team sing from the same sheet of music will have that longed for sheet.

Although nothing about it indicates special importance — the DF attached to the legal size sheets calls it the Summary of the Commander's Performance Management Conference — the statement of command goals and ways to measure performance now being circulated will eventually touch all MICOM workers. It sets a framework to measure how well they do their jobs, a key factor in determining both pay and promotion potential.

Using it as the command blueprint for the future, MICOM managers have been told to work up goals and objectives for their outfits that support those of the command. When each division and branch of each organizational element has gone through that process, the final step will be to set performance objectives and standards for each person in MICOM.

In effect, what has begun is a

process of aligning individual objectives of all members of MICOM with those of the organizational elements where they work and with the command as a whole.

That should sound familiar to those soldiers and civilians who have heard MICOM's Commander, Maj. Gen. Robert Moore, discuss his determination to find ways to provide better opportunities for members of the MICOM team and better ways to get the job done.

In his visits to work areas, Moore has talked about a command where all members know exactly where they fit, what they are expected to do to contribute to the performance of the team and the command and how they will be measured. Last month he began to define it in an extraordinary three-day meeting with the command's project managers, directors and staff office chiefs.

The Performance Management Conference for top managers had not been attempted here before but it had been used successfully elsewhere, at Army level, in DARCOM Headquarters and in the Depot Systems Command.

The document now being circulated is the result of the mid-September conference and

(Continued on page 9)



Survivor

Sp4 James C. Stonic, a Company A soldier who works in Pershing maintenance at MMCS, recalls the May 24 car-motorcycle wreck downtown which broke his leg. "I

popped it in five places but never dropped my motorcycle," he said. Motorcycle riders push driver awareness. Story on page 13.

Captain here leaves to prosecute refugees

BY SKIP VAUGHN

An Army captain stationed at Redstone Arsenal has left on a temporary assignment as a special assistant U.S. attorney in the Task Force for Refugee Operations.

Capt. Leo P. Martinez left last Saturday to join the task force at Ft. Chaffee, Arkansas. "I will be responsible for the prosecution of minor offenses before the U.S. magistrate there and also felony offenses in U.S. District

Court," said Martinez, who serves as senior defense counsel for the Redstone field office of Army Trial Defense Service.

Martinez, 30, said part of his duties with the task force will be prosecuting offenses committed by the mostly-Cuban refugees housed at Ft. Chaffee. A number of Cuban refugees are kept at the Army base pending their relocation.

"Any offenses committed within the con-

fines of Ft. Chaffee are federal offenses regardless of whether committed by Cubans or other civilians, and are therefore prosecutable in federal court," Martinez said.

He was appointed to the task force by the Army's Office of Judge Advocate General in Washington.

Martinez last week said he expects to be on the temporary assignment "anywhere from two months to six months."

"I'm looking forward to it. It sounds like it will be an interesting job, and certainly will be good experience," said the senior trial defense counsel since September 1979.

At Redstone his responsibilities are exclusively criminal defense work. He said he

(Continued on page 16)

Inside

New arrival. Procurement & Production Directorate will have a new deputy director soon. Meet him on page 5.

Control tower. Redstone Airfield's long-awaited tower finally arrives. See story on page 17.

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Letters

Vets informed

Editor:

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Because of your cooperativeness, Alabama's veterans are well-informed of the benefits which a grateful nation has made available to them. I am especially proud that over 75 percent of Alabama's 122,000 Vietnam Era veterans have taken advantage of their GI Bill education benefits. This is one of the highest usage rates in the nation. Your use of our releases about these and other benefits is one reason for this outstanding record.

Thanks again for your interest and for sharing your newspaper space with us.

Sincerely yours,

William D. Davis
Director
VA Regional Office
Montgomery, Ala.

THE REDSTONE ROCKET

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New 'People' information service starts in Rocket this week

This newspaper is beginning a new feature in this issue intending to improve communication within the Missile Command.

Questions from civilian workers and soldiers will be answered in a regular weekly column. It will be called "People" because that is who it will serve, the people of the MICOM family or other readers of this newspaper who may want to use it.

Here's how it will work:

If you want an answer to a question, call the public affairs office, 876-4161, and ask. The PAO staff will run down the information and respond, to you directly by phone and in the next issue of the "Rocket" if the information, in our opinion, is of general interest to others in the command. If you ask just for an individual response, we will give it to just you.

All the questions and the answers will be reviewed by the command group before we reply to make sure you get straight and accurate information.

No, we won't use your name. Yes, we will respect your confidence. We will ask for a name and a phone number when you call so we can get back to you when we have your answer. If you prefer, we will take your question in writing. Send it to "People", The Redstone Rocket, DRSMI-G.

We do not intend to end-run normal supervisory and command channels, but if you are having trouble getting information, or are afraid to ask, try "People", 876-4161. And watch the column from week to week. It will have information you need to know.



Question: Who makes the determination whether a person can get a handicapped parking space on the arsenal? How and who decides who gets one on the arsenal?

Answer: There are no individually designated handicapped parking spaces for handicapped people on the arsenal, according to military police. Handicapped parking at the commissary (about six to eight spaces) and at the PX is on a first-come, first-serve basis. Handicapped people are entitled to use these spaces but there is no sign-out or identifying vehicle sticker. "We enforce that as best we can," said Sgt. Maj. James Weaver, military police operations sergeant. "Sometimes it is difficult for us to locate the driver and really determine whether he is handicapped. We operate on an honor system of people more than anything else."

Question: External auditors here for auditing purposes are to be provided office space for working. Is AAA (Army Audit Agency) located here considered a visitor, in spirit of policy?

Answer: The Huntsville area office for AAA is provided office space here by the Missile Command. AAA is considered an external auditing agency and not part of MICOM, according to the internal review and audit compliance division of the MICOM comptroller. Under Army regulation, MICOM is required to provide support in the way of office space to AAA, officials said.

Question: I have a question regarding hiring

of temporary employees on Redstone Arsenal. According to the Civilian Personnel Office, the list of employees available for clerk-typist-clerk-steno positions is exhausted; therefore, they cannot fill vacancies for temporary clerical employees. At the same time, OPM says they cannot offer the Civil Service Clerical Exam because they have so many people on the register at this time. Why can't our Personnel Office get additional names from OPM? I realize new temporaries can't come on board until after 1 Oct. '80, but because of their "exhausted list" some offices were unable to fill vacancies created by illness-accidents and therefore created a hardship on employees left to try to do two jobs.

Answer: The Civilian Personnel Office (CPO) said, "Clerk typist and clerk steno positions at the GS-3 level and below are filled through various sources such as former federal employees eligible for reinstatement, other government employees desiring transfer to Redstone Arsenal, and from inventories maintained by the Office of Personnel Management."

"OPM currently has large inventories of candidates available for clerk typist and clerk steno positions. This being the case, OPM will not reopen their inventories for acceptance of new applications at this time."

"A limited number of the candidates of the OPM inventories are available for temporary positions. Therefore, in August 1980 OPM permitted this command to accept applications for clerk typist positions."

"CPO accepted such applications from 5-22 August. Inventories established by receipt of these applications can be used until 31 Oct. 1980. Should sources of recruitment be depleted for filling temporary positions, OPM will again provide CPO the authority to accept applications . . ."



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Merit pay employees being rated

Most of the Missile Command's high-level civilian supervisors and managers are being rated by performance under the Army's new merit pay system.

The GS 13-15 workers who are supervisors and managers are designated as merit pay employees. Under merit pay, they have a pay raise system based on performance rather than the present system of raises based on longevity and step increases.

John Hollenbeck, employee relations specialist at Civilian Personnel, said the majority of MICOM's 1,250 affected workers are on the new performance standards. Responses on whether performance standards

have been implemented are not all in yet, he said.

Merit pay employees were 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.

Orthopedics referred

Due to physician shortage, Fox Army Community Hospital is not currently providing Orthopedic (Bone & Joint) Care, according to the chief of patient administration.

Capt. Ron Sullivan said the hospital has been without an orthopedic surgeon for about two years and does not expect to provide orthopedic care in the immediate future.

Active duty military are referred for this care to other military hospitals, and dependents and retirees are referred to civilian physicians under CHAMPUS (Civilian Health & Medical Program of the Uniformed Services).

Eligible beneficiaries should submit bills for care received to CHAMPUS, he said. Selection of physicians is the responsibility of the beneficiary and participation in the CHAMPUS program by providers is optional.

Forms may be obtained in the CHAMPUS office at Fox Hospital during normal duty hours. The CHAMPUS advisor will be available to assist in submitting claims and to answer any questions at that time, Sullivan said.

Office hours are from 8-11:30 a.m. and 12:30-4:30 p.m. Monday through Friday; telephone 876-2960.

Colonel returns as Hawk PM

Colonel Lynn Stevens is MICOM's new Hawk Project Manager although he needs no introduction to Hawk or Redstone Arsenal.

As a captain, he was a Hawk project officer in the early 1960s and his youngest daughter Karen was born here.

"We are happy to be back at Redstone and I'm particularly happy to be associated with Hawk again," the 43-year-old Blanding, Utah, native said this week. "We have many friends here and we have received a cordial welcome from everyone."

Stevens, who comes here from Germany where he was Commander of the 59th Ordnance Brigade and the Pifmasens military community, succeeds Brig. Gen. Howard C. Whittaker who left Redstone to become Deputy Commander of the Armament Research and Development Command.

The Hawk air defense system which Stevens now manages stands guard with the Army and Marines, both in the United States and overseas, and is vital to the air defense of several foreign countries.

Stevens is a graduate of Utah State University with a BS in Industrial Arts and holds a master's in Business Administration from the University of Utah.

He is married to the former Nedra Wright of St. Ignatius, Mont., and they have three



Stevens

daughters, Shauna and Karen, both of whom are students at Utah State, and Mrs. Ruth Florang whose husband is stationed with the Air Force in Germany.

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New colonel at P&P says Army fit his lifestyle

BY SKIP VAUGHN

The new Army colonel at the Procurement and Production Directorate here did his undergraduate college work in pre-med.

Col. Julius E. Jones, who later this year will officially become deputy director of P&P, took a regular Army commission upon finishing college. He spent two years in field artillery and then transferred to the Ordnance Corps, his basic branch.

"Really the lifestyle and the challenges were the kind of thing I was looking for and I just decided to stay in," said Jones, 21 years in the Army.

He will officially assume the deputy director post Dec. 1 after Col. Henry Miller retires at the end of November.

Jones said his main function will be to assist the P&P director, Al Muller. One of the director's major functions is "principal assistant for contracting activity on behalf of the commanding general," Jones said.

The commanding general heads the contracting activity and delegates management responsibility to the P&P director, he said. "The major effort being to bring into being and to support the weapon systems which are responsibilities of MICOM."

Before coming to the Missile Command, Jones was director of evaluation at the Army Quartermaster School at Fort Lee, Va. He was responsible for planning and conducting evaluation efforts for training materials and the personnel trained through the school, Jones said.

The staff at the evaluation directorate there totaled 18 people — mainly statisticians, research analysts, and education specialists. Jones moved to a P&P directorate here of about 619 people, including about 10 officers and the rest civilians.

"I think the biggest challenge we have is to increase the efficiency and effectiveness and timeliness of our portion of the acquisition process and to provide significant guidance to the project managers and other command activities. . ." Jones said.



Jones

The colonel, whose hometown is Atlantic City, N.J., will be 43 on Oct. 30. He was graduated in 1959 from Virginia State University with a BS in pre-med.

Jones has a master's degree in logistics management from the Air Force Institute of Technology at Wright-Patterson Air Force Base in Ohio, and a master of military art and science from the Army Command & General Staff College at Fort Leavenworth, Kansas.

In 1978, he completed the Industrial College of the Armed Forces in Washington, D.C. His most recent command was commander of the 1st Maintenance Battalion in Germany.

Jones and his wife, the former Audrey Anderson of Camden, N.J., have three children. A 21-year-old daughter, Janel, works for American Telephone & Telegraph in Washington, D.C.; Jerry, 18, is a student in criminal justice at Valdosta State College in Georgia; and daughter Jill, 8, lives with her parents here on the arsenal.

Jones, a tall pleasant man, said his new position is personally satisfying. "I think it certainly reflects an attainment of a major goal in my military career to assume a position of responsibility like this.

"MICOM has a very rich tradition and heritage in the procurement and production field, and I look forward to making a meaningful contribution in the continuation of the heritage."

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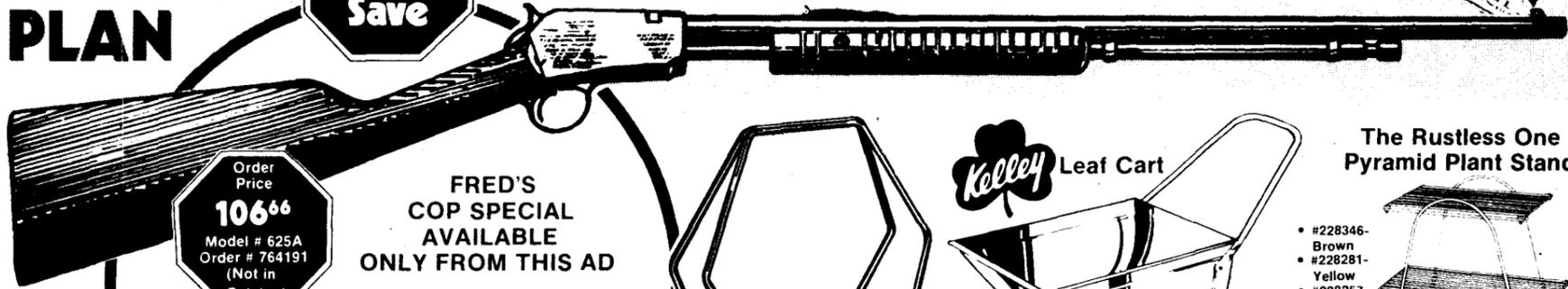
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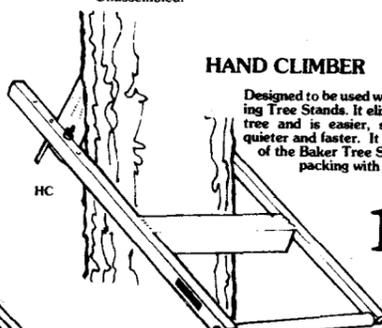


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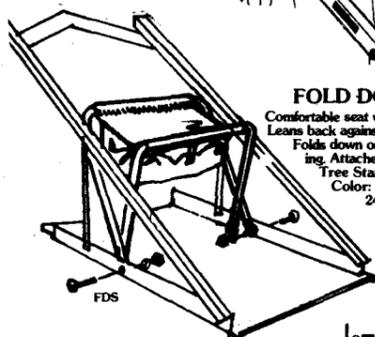
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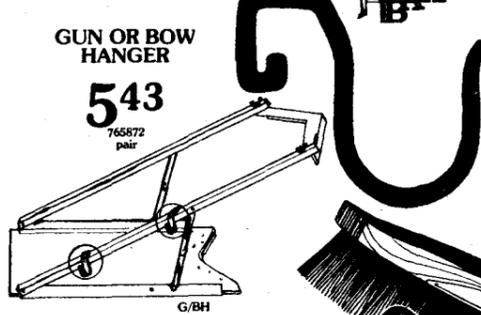
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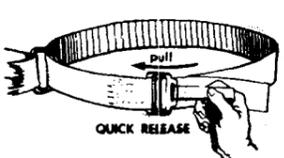
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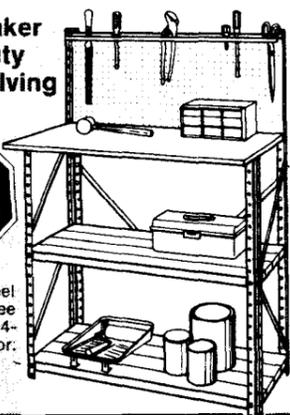
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Sturdy, steel space saver. Wobble free construction; side and back braces. 4-shelf unit is 58" H x 30" W x 12" D. Color: Grey. Weight: 17 lbs.



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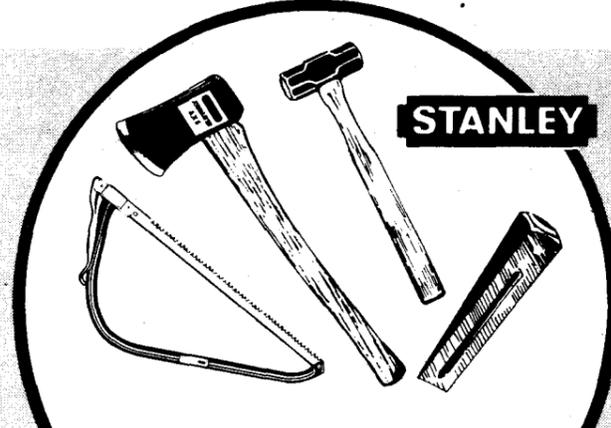
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AMCC expands responsibilities

The Army Metrology and Calibration Center (AMCC) took on an expanded mission recently. It is now responsible for all DARCOM Test, Measurement, and Diagnostic Equipment (TMDE) throughout the world.

The expansion was completed this month when all DARCOM TMDE activities in CONUS and the Far East were transferred to the Metrology and Calibration Center's command.

The change began more than a year ago, when AMCC assumed responsibility for

TMDE functions in Europe. With that move, AMCC became the only DARCOM organization to act as higher headquarters for troops in the field. Most of these people are in Germany, with a few in Italy.

The expansion has brought 1,900 people to AMCC, according to officials.

Prior to the consolidation, AMCC acted as the Army's Primary Standards Laboratory. It was the pocket of expertise, where calibration standards were maintained. TMDE calibration was done as part of the duties of the commands.

Toastmasters celebrate 25th birthday

Redstone Toastmasters will celebrate the 25th anniversary of their club at 6 p.m. Oct. 24 at the Redstone Officers Club.

The Toastmasters Club, the oldest such club in North Alabama, was founded in October 1955. The group was organized at the request of the late Gen. Holger Toftoy, who was Redstone Arsenal commander.

In recent years, the Redstone club has distinguished itself in local, state and international Toastmasters programs. It has been named the outstanding club in district 48 seven occasions and has been rated among the

top 10 clubs in the world on five occasions.

Redstone's club was instrumental in the forming of other Toastmasters clubs. Huntsville branched from one club in 1955 to seven in 1980.

The Oct. 24 meeting will be highlighted by winning speeches by past speech contest winners who represented the club in area and district competition.

All north Alabama Toastmasters and guest are invited. Those planning to attend should phone Hugh Michaels at 883-2672 or 876-2523 before Oct. 23.

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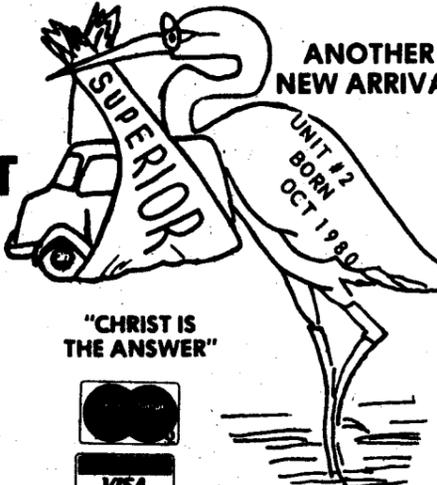
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Two racquetball courts planned

Redstone's racquetball enthusiasts will soon have two new courts to play on, according to Bill Jeffries, chief of Morale Support Activities.

Jeffries said the four courts now in use at the gym are usually scheduled to capacity throughout the winter months. The two new courts should make it easier for players to make court reservations, he added.

B.J. Hoppenjans of Facilities Engineers said the new courts will be built adjacent to courts 3 and 4 on the north side of the building.

He said the cost should be about \$80,000.

The new courts will be designed much like those already at the gym, Hoppenjans said. They will not include galleries for spectators or judges.

Construction should not interfere with normal gym operations. Court reservations will continue to be made for one-hour periods from 6 a.m. to 10 p.m. weekdays, 8 a.m. to 6 p.m. Saturdays and 10 a.m. to 6 p.m. on Sundays.

Picker went 12-2

BY SKIP VAUGHN

This picker went 12-2 last weekend to bring his record for weekly college football guesses to 42-11 (plus one tie).

Southern Mississippi's Golden Eagles travel to Alabama on Saturday to take on the number 1 ranked Crimson Tide. Bama should meet the test.

Meanwhile, Auburn's Tigers take on the Mississippi State Bulldogs at Jackson while Pittsburgh's Panthers visit Tennessee. This picker says Miss. State in a tight one, and Tennessee's Volunteers in a rebound victory following their loss last weekend to Bama.

Here are more predictions for selected major college games Saturday:

Southern Mississippi at Bama — Bama by 14
 Auburn at Mississippi State — State by 7
 Pitt at Tennessee — Tennessee by 3
 UCLA at California — UCLA by 14
 Southern Methodist U. at Texas — Texas by 10

Arizona at Notre Dame — Notre Dame by 14
 Nebraska at Colorado — Nebraska by 21
 Georgia at Kentucky — Georgia by 14
 Louisville at Fla. — Florida by 21
 E. Carolina at N. Carolina — N.C. by 21
 Arkansas at Houston — Arkansas by 7
 Baylor at Texas Christian U. — Baylor by 14
 Rice at Texas A&M — A&M by 14
 Army at Boston College — Boston College by 10

HHC team No. 1

Headquarters and Headquarters Company's team 1 became the arsenal's tennis champion Thursday night after victories in its final match against Company B.

In singles competition, Edward Voelker downed Thomas Burrell 6-4, 6-2, and Frankie Turnbow defeated Danny Allen 6-1, 6-3 for HHC wins. The only wins of the night for Company B were posted by Richard Walters.

HHC swept the doubles events 6-1, 6-3 and 6-0, 6-2.

Football standings

East	W	L
Co. A	11	1
515th Ord. Co.	8	3
4th S.C.	6	5
8th S.C.	5	5

West	W	L
Co. B	11	0
HHC	7	4
95th SVC	7	4
7th S.C.	4	7
MEDDAC	2	9
Marines	2	9

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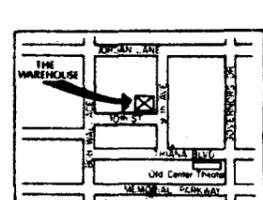
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Objectives

(From front page)

reflects not just the commander's views but the consensus of all MICOM managers. What they agreed to was a statement of the command's mission, a set of values and norms for the command and 29 general goals for the command with specific criteria to measure performance toward achieving each of those goals.

The mission statement, norms and values appear elsewhere in this issue. A second article in this series next week will discuss command goals and some of the detailed criteria that will be used to measure progress.

MICOM values outlined

MICOM MISSION

A STRONG DEFENSE CONTRIBUTING TO THE NATIONAL GOOD BY DEVELOPING, FIELDING, AND SUPPORTING TECHNICALLY EXCELLENT AND AFFORDABLE MICOM DESIGNATED SYSTEMS AND SERVICES FOR THE SOLDIER.

MICOM VALUES AND NORMS

A. INTEGRITY — Doing what is right because it is right. To support this we will:

1. Tell it as we see it.
2. Hear it as it is stated.
3. Do the harder right instead of the easier wrong.
4. Be truthful with ourselves and others.

B. FULFILLMENT — Having a sense that our work is meaningful and the organization contributes to society as the individual con-

tributes to the organization. To support this we will:

1. Identify the individual's role contributing to the organization's success.
2. Insure that individuals understand their roles.
3. Identify the organization's contributions to society.
4. Provide for recognition of accomplishments.
5. Create an environment sensitive to people.
6. Continue to evaluate and improve the organization's standard and performance of work.

C. PURPOSE — Having a clear sense of purpose — a mission — which the organization commits to and uses to evaluate all its results and activities. To support this we will:

1. Clearly state the mission to all organizational levels.
2. Determine objectives that relate to the mission.
3. Establish evaluation criteria.
4. Apply evaluation criteria to job performance.
5. Insure all job descriptions support mission of the organization.

D. SUCCESS — Efficient and effective accomplishment of the mission consistent with the values of the organization. To support this we will:

1. Maximize productivity.
2. Establish priorities.
3. Be results oriented.

4. Challenge questionable requirements.

E. CARING — Making people important; providing equality of opportunity and being committed to meeting their needs. To support this we will:

1. Treat people as individuals with dignity and respect.
2. Enhance quality of life.
3. Encourage self-development.
4. Practice two-way communication.
5. Recognize and develop people potential.
6. Identify and address inequities.

F. ACHIEVING — Making a worthwhile contribution to the larger society and meeting the needs of individuals. To support this we will:

1. Set the example in people programs with strict adherence to national policies.
2. Contribute to the national good and national defense by developing, fielding, and supporting technically excellent and affordable weapons systems.
3. Make our technology available to assist in solving non-defense problems.
4. Conserve precious national resources.

G. TEAMWORK — Working together to achieve unity and wholeness beyond a simple summing of the parts. To support this we will:

1. Jointly set goals.
2. Develop common understandings through open communication to include alternate views.
3. Recognize contributions — achievements.
4. Contribute to the solution and support the decision.

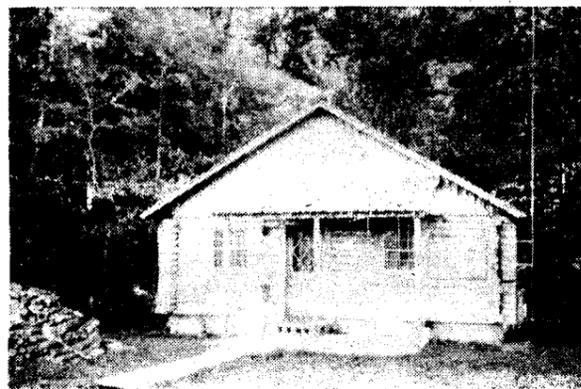
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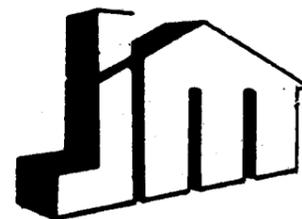
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All work and no play makes Alexsey a tough soldier

Compared to civilian life, Army life is hard. But there's no place like the U.S.A. How would you like to serve for six dollars . . . a month? At more than twice your normal working hours? And grow your own food to boot! There is an Army that does that, and maybe it's a good idea to get to know them. They are your enemy.

By Sp5 Michael T. Walsh

The "typical" American soldier is characterized as being a reluctant soul who is put-upon, misunderstood, mistreated, and complaining. In part, he has a right to complain, the pay is less than on the outside, the hours are long, the management is sometimes incomprehensible, and he is frequently assigned to an obscure post in whowantsitland. There is no post in downtown Miami. But consider this, the "typical" Soviet soldier has many of the same problems and attitudes. Let's look at the life of Private Alexsey Volkov in the Leningrad Military District.

Volkov's day is much the same from season to season and the training leaves very little free time. Reveille is at 0600 hrs. after which he must clean the barracks and get ready for inspection by 0650. There is no off-post housing for privates in the Soviet Army.

He then has 30 minutes to eat breakfast, which may consist of food grown by the unit, depending on current shortages.

Basic Training

Morning training runs from 0800 until 1400, this portion concentrates on basic military skills. The training is often very realistic and always difficult and repetitive. Lunch is 40 minutes followed by 20 minutes to clean or repair personal clothing and equipment.

The afternoon hours are spent on a schedule of political education, equipment maintenance, and organized sports. After 1830, Volkov is required to spend an hour in self-study doing homework. The evening meal is served for 30 minutes and Volkov is allowed the next hour and a half to himself — his only free time during the week. His free time is often taken up by voluntary work on the unit farm or garden. Many units have started their own gardens in order to supplement the quartermaster rations. At 2140, there is evening roll call and a com-



The Soviet Soldier: The Soviet Government claims to have produced a "new Soviet man", who possesses different values than his western counterpart.

radely unit walk. Taps sound at 2200 hours.

Volkov has spent 18 hours awake and was given a total of 10 hours of formal training in addition to normal duties. The Soviet soldier usually does not complain for reasons that will be seen.

The Soviet soldier, like Alexsey Volkov, starts military training very early in life and the military is a major element in Soviet society. Military training is a mandatory subject in all schools, starting in the seventh grade and at age 14, every boy and many girls are encouraged to join DOSAAF (the Voluntary Society for Cooperation with the Army, Aviation and Navy).

DOSAAF is sometimes compared to the Boy Scouts in the U.S. but is actually far more militarily oriented. DOSAAF teenagers learn military organization and regulations, drill and ceremony, small arms use, first aid, and civil defense techniques in high school and special skills in their club.

Some of the clubs' specialties are: flying, parachuting, radio, mechanics, scuba and truck driving. The freight truck driver club provides 550 hours of training in all aspects of driving from maintenance to traffic safety. The common ingredient in all DOSAAF activities is a "healthy" dose of political training. All is not well or uniform with the DOSAAF system however, many clubs lack the equipment, space, or both and consequently, do a poor job of training the Soviet youth.

Draft

When Volkov turned 19, his high school days were over and he looked forward to working with his father as a truck driver but was also expecting a postcard from the local military district commissariat.

Twice a year, fall and spring, the draft board sends out postcards that begin "You are urged to appear . . ." and so begins the training cycle. Volkov received his postcard in October and reported, as urged, for training. His hair was shaved off and he was shipped south to the Ukraine for basic training.

Basic training for the Soviet soldier lasts about four weeks and is very intensive, especially in physical training, political doctrine, and marksmanship. At the end of the "Course of the Young Soldier," the recruit takes the oath of allegiance (recited from memory) and enters actual military service for 2 years.

Soon after joining his permanent unit, Volkov was helping to prepare for the winter training period. The winter training period is mostly garrison training in the classroom and workshop but does include a large amount of field training, exercises, and marches.

The winter period is used to prepare a unit for the summer field training which begins on the day after May Day — the worker's holiday. Summer training covers the same material as the winter period but is in the field and ends with divisional maneuvers or Warsaw Pact exercises in the fall.

Each soldier goes through two cycles of winter-summer training and then is released to the reserves. Alexsey Volkov will have a reserve obligation until he is fifty years old or crippled.

The training of the Soviet soldier is very repetitive and concentrates on field exercises under



Soviet Ground Forces include men from many nationalities (right) A Yakut, Kazakh, Uzbek, Byelorussian, Russian



The Soviet Army stresses realistic training in all kinds of weather conditions.



es. This group from a motorized rifle unit includes, (left to armenian and Ukrainian.

realistic conditions. Each lesson is repeated over and over with only slight differences so that the soldier will react instinctively without question. Real conditions are used, including NBC warfare and live ammunition, to accustom the soldier to combat. Consider the recent exercises in Afghanistan.

PT

Physical training is very important with exercise, calisthenics, diet and organized sports a part of the training cycle. Even the attitude of the Soviet soldier receives training. The mind is psychologically prepared for combat to defend the socialist motherland. This training is incorporated into all aspects of Volkov's life and centers on a schedule of political training of at least five hours per week.

This attitude training has recently been seen in "socialist competition". Socialist competition is used by every unit, from services of the rear to tanks, to improve unit performance, conserve materials, and generally improve the life of the soldier. Each unit pledges to meet goals in training, conservation, behavior and re-enlistment that are chosen by the commander and political officer according to weaknesses in the unit.

Any waste of goods or slowness in training is treated as a crime against the unit and could result in court martial or the Soviet equivalent of the UCMJ Article 15. If caught, punishment is swift and sure. Even so, the success of the program is limited and is a reflection on the problems of Soviet military life.

The Soviet soldier is usually assigned hundreds or thousands of miles from his home in an area suitable for training or according to defense needs. No thought is given to providing Volkov with bars or topless dancers in town or passes to see his family for the holidays. He has little money, pay is roughly \$6 a month, and no place to spend it. His leisure time is frequently organized by the political officer but due to isolation is not very interesting.

Some of the activities are concerts by local schools, picking apples in the orchards of a near-

by commune, planting trees along the highway, and painting the commandant's office. The traditional Russian vodka is a favorite past-time even though drunkenness is severely punished. Volkov may have had an NCO in charge of his "podrazdeleniye" who was a good leader and teacher. If so, his training would have been interesting and his morale high. If not . . .

Despite separation from family, low pay, hard training, and strict regimentation, morale in the Soviet Army is not a big problem. The Soviet citizen is indoctrinated from birth in the supremacy of the socialist state and the need for defense. The victories of the Great Patriotic War of the 1940s are still remembered and celebrated at all levels of Soviet society.

Honored duty

To be a soldier is an honored duty and the greatest service a Russian can perform for his homeland. Collective farms and factories are encouraged to "adopt" a battalion or regiment as their own. This recognition of the soldier relieves some of the loneliness of service and builds pride in the profession.

Professionalism, the watermark of military service, is the goal in all Soviet military training. Self improvement is encouraged in all branches and commented on in the various military newspapers and magazines. For example, in *Tyl i Snabzheniye Sovetskikh Vooruzhennykh Sil No. 7-79*, (Rear and Supply of the Soviet Armed Forces), a Major Ye. Shaforostov is reported to be shirking his duty as deputy commander for rear. First the author praises other officers for their savings and improvement and then points out that Shaforostov has wasted old furniture by burying it, records are not properly kept, and the utility lines are in bad repair in his area. No mention is made of punishment or of the men who had to dig up the furniture they had been ordered to bury.

In another article, V. Rudakov was reported to have neglected the field training of his subordinates. This criticism had been acknowledged as correct and the officer was told to analyze his faults. The result was that training was done "by the book" and field training skills improved. This type of comment is not only for officers — the NCOs and privates receive the same type of classic carrot and stick treatment.



All young men in the Soviet Union are subject to the draft and military service of two years duration.

The best and the worst soldiers receive recognition (good and bad) for their deeds no matter how small. The baker who is happy in his job and bakes good bread is treated as the equal of the captain who excels in division exercises.

The Soviet armed forces draft more than 1.5 million men every year and release about the same number to the reserves, re-enlistment is about 6 percent for first term draftees. With the army such an honored profession, why do so many draftees leave after two years?

There are two answers to the question. One is that the Soviet system is geared to having a large reserve of trained soldiers. The other is that perhaps Volkov would rather earn more, date girls, buy a car, grow his hair and wear black-market bluejeans. He regards his military time as a service to his country, an obligation, but wants some freedom of choice in his life as well.

The choices in the civilian life in the Soviet Union are not as great as they are in the U.S. but are much greater than those in the military. A soldier is trained to do only those things he is told to do, initiative is stifled. The Soviet soldier is well trained to work with his equipment and to do his job, he is a formidable opponent but not a superman.

After 2 years of service, Pvt Alexsey Volkov will become Comrade Volkov and be proud of himself and his country.

(Walsh writes for the Fort Eustis Wheel)

Former guerilla describes Cuban Army

By SSgt. Rich Lamance

A decade ago, Fernando Bonachea was a young Cuban guerilla training for war against the United States. Today, he is a sergeant with Battery B, 2nd Battalion, 57th Air Defense Artillery.

"As a guerilla, you learn hit-and-run warfare tactics, how to take apart and use the different American weapons and anti-American philosophy from texts by Ho Chi Minh and Che Guevara." The Havana native says that unless you're exceptionally gifted or very wealthy, the military is where you'll spend most of your life.

"Military schooling begins when you're 12. Marching, assembling and firing the AK-47 (Soviet automatic rifle), nuclear, biological and chemical training, history and the Russian language are drilled in your head until you're 17," he says.

"At 17, if you're physically able, you serve in the military. If you're college material, you may be exempt, but you'll still belong to the state. Your career is the career the state feels you're most qualified for. Otherwise, you're in the Army until age 35."

"We used live ammunition in guerilla warfare training and real gas in NBC training. It was always offense — destroy the enemy using everything you're got. In basic, there were 150 of us to begin with and 130 at the end — the rest died. They'd let you fall asleep in class if you wanted. But if you didn't learn it, you would probably die in training."

It was discontent and a longing for freedom that made Bonachea seek an escape with the Cuban underground. "My father was educated in the States, and my mother had enough money to buy our way out of the country. My father died in prison as a political prisoner, which helped me gain admittance into the United States."

(Lamance writes for EurArmy)

New computerized system to fill job vacancies

Briefing is scheduled to begin Friday for a new local career management system for engineering and science careerists here.

The MICOM Automated Career Appraisal and Referral System (MACARS) will involve GS-9s through GS-14s in engineering and science non-construction jobs. These include people working in missile management and research at the Missile Command.

"The program when implemented will involve over 1,500 local careerists. It's the largest career field," said Mary Spears, executive secretary of the MACARS steering committee.

The steering committee consists of top-level engineers and scientists from the varied disciplines in the local engineering and science workforce. Dr. Edward B. Dobbins

Jr., chief of the Tech Integration Office of the Army Missile Laboratory, is chairman. The committee also includes a team of Civilian Personnel Office functional advisors.

The new system will replace the Interim Decentralized Engineers and Scientists system which is used to competitively fill vacancies in those occupations.

The MACARS system is expected to provide managers with competitive referral lists in "a fraction of the time required under the existing system," said Spears, of the training and career management division at Civilian Personnel.

Under the computerized system, engineering and science careerists will appraise themselves on desired Job Element Definitions which describe local E&S

positions. Then the careerists will be appraised by their first-level supervisor.

After a second-level review, screening panels of experts in the appropriate specialty will assign final ratings.

Supervisors with jobs to be filled through MACARS will select the appropriate job element definitions. A computer will then determine the best qualified individuals by comparing each careerist's panel ratings.

A MACARS test program is scheduled to run from now through March 1981. The occupational series selected for the test program are the physicist (GS-1310) and the physical scientist (GS-1301).

Careerists at grades GS-9 through GS-14 in these occupational series will be asked to complete MACARS appraisal packages over the next two weeks, Spears said.

Federal Women's Week planned

A kickoff brunch and a series of workshops will be presented at the Rocket (Bldg. 7120) and Morris (Bldg. 4200) auditoriums Oct. 27-31 in observance of Federal Women's Week.

The guest speaker will be Carol E. Harvey, acting director for Federal Women's Program, Office of Personnel Management, Washington, D.C. Price per person will be \$4.25 for the 9 a.m. Oct. 27 brunch at the NCO Club.

Reservations are required and may be made by calling Muzett Baxter 6-1366, Mace

Hood 6-1600, Billie Slagel 6-2670 or Arleta Martin 6-3591.

Workshops will be conducted on such subjects as Achievement Motivation, Enhancing Your Self-Esteem, Marketing Your Skills, Survival Skills for Women in Business and Management, Making the System Work for You, and Career Planning Managing Dual Roles. Attendance at workshops will be considered as official training and must be approved by supervisors.

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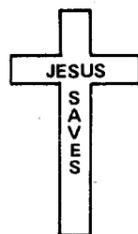
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Motorcycle riders push driver awareness

BY SKIP VAUGHN

Some motorcycle riders, sounding like comedian Rodney Dangerfield, will tell you they "don't get no respect."

They mean motorcycle awareness: auto drivers being aware that there are motorcycles on the road.

"I guess they (car drivers) should be more aware of what they're doing — driving — instead of what they're going to be doing later," said SFC Jim Morrison.

Morrison is president of the Redstone Riders, a motorcycle touring club consisting of mostly military Department of Defense people.

There are approximately 38 members of the club which recently returned here after a four-day trip to Florida. Formed in November 1978, it presently consists of all male riders and their wives but has had women riders in the past.

"Our main goal is motorcycle safety and changing the outlaw image of motorcycle people," said past president SFC Ken Blackmer. "We're military and family oriented."

Blackmer believes it's up to motorcyclists to make car drivers more aware of them on the road.

Riders should wear bright clothing and keep their headlight on at all times day or night, Blackmer said. He also suggests brightly-colored accessories such as saddlebags. "Making themselves obvious," he said.

For safety, Blackmer also recommends always wearing a helmet, gloves and heavy shoes. "Anything that can protect you in case of an accident," he said. "And driving defensively is the primary thing. You don't get aggressive on a two-wheeler."

Blackmer said generally car drivers on the arsenal are considerate of motorcyclists. "I've never had any problems. I've heard of people who had but by a large, I've never had any problem."

Don Rogers, safety specialist with the Missile Command's safety office and an instructor in the drivers safety school, said there are plans here for a motorcycle safety course.

The four-hour supplement to the defensive driving course would be in a classroom setting and consist of a student workbook and a slide presentation. "We're probably going to start teaching it sometime next year," Rogers said.

Anyone age 14 and up can take a motorcycling course offered each spring and summer by the Huntsville City Schools system. Several people from Redstone Ar-

senal were among the 105 adults and students who completed the 23-hour course last year, according to one of its two instructors.

Johnnie Becton, course instructor and director of transportation for city schools, said the free course includes five hours of classwork and 18 hours with a motorcycle.

It covers "everything from buying the proper bike to minimum maintenance on a bike, proper riding techniques, proper clothing, controls, how to operate one, how to ride in a group, how to ride over objects, over grass, over dirt."

Motorcycles — 75 cc's to 250 cc's — are furnished by local motorcycle dealers. All other equipment is also provided for those who take the course, Becton said. "The only thing the student has to do is show up and take the class."

The instructors together teach a class of 12 people. Reservations won't be taken until March 1 for the class slated to start in late April.

For six years, Becton has been helping to conduct the Basic Rider Course provided through a grant from the State Department of Education.

"We've had as high as four in one family take it at one time," he said.

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

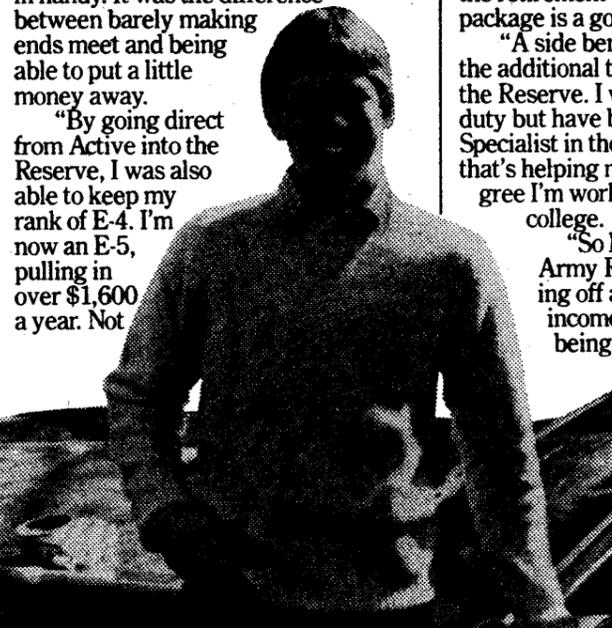
"I'm also taking advantage of some other benefits.

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."

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Charity Ball set Nov. 1

Antebellum South will be the theme when the Redstone Arsenal Officers' Wives Club presents its 18th Annual Charity Ball on Nov. 1.

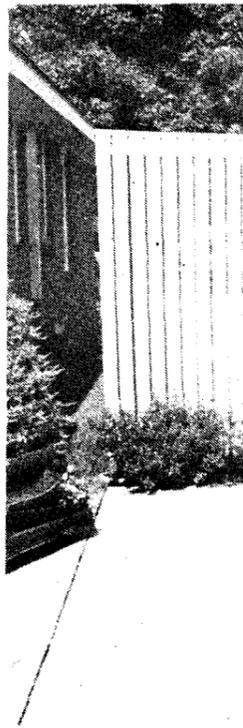
Cotton Blossom Charity Ball at the Officers Club will feature an old Southern mansion atmosphere. Guests will dine on lamp-lit tables and enjoy a paddleboat named "Charity Bell." The R.F.D. Band will be onboard playing music.

The evening begins with cocktails at 7, dinner at 8 and dancing at 9. Tickets are \$12.50 per person.

Proceeds from the evening will be used to further charitable projects on Redstone Arsenal and in Huntsville.

Betty Chesak is chairman of the Ball; Marie Pellegrini is honorary chairman; Rusty Hutchison is decorations chairman; and Nancy Russell is ticket chairman.

For more information, phone Nancy Russell at 837-1869.



Gazebo

Patriot Wives fashion a gazebo into a garden setting to be used for photographs at the Officers' Wives Club Annual Charity Ball, Nov. 1.

1. From left, Emily Savage holds paint can while Karen Moore paints and Gisela Nuelle holds fern.

PCS rate hiked

WASHINGTON — Soldiers moving on permanent change of station (PCS) orders are now collecting mileage reimbursement at a higher rate.

The new rate, which went into effect Oct. 1, is 18.5 cents per mile, according to officials. The old rate was 10 cents per mile.

The reimbursement rates for family members of soldiers remained the same at 7 cents per mile for adult dependents (12 and over) and 3.5 cents for dependents age 2-11. (ARNEWS)

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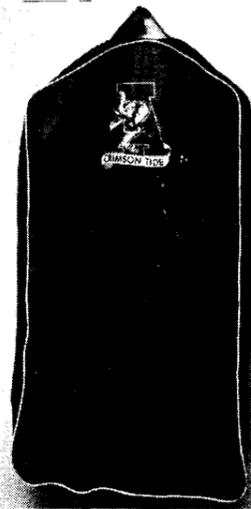


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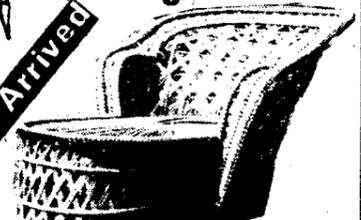


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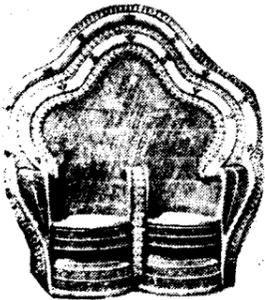
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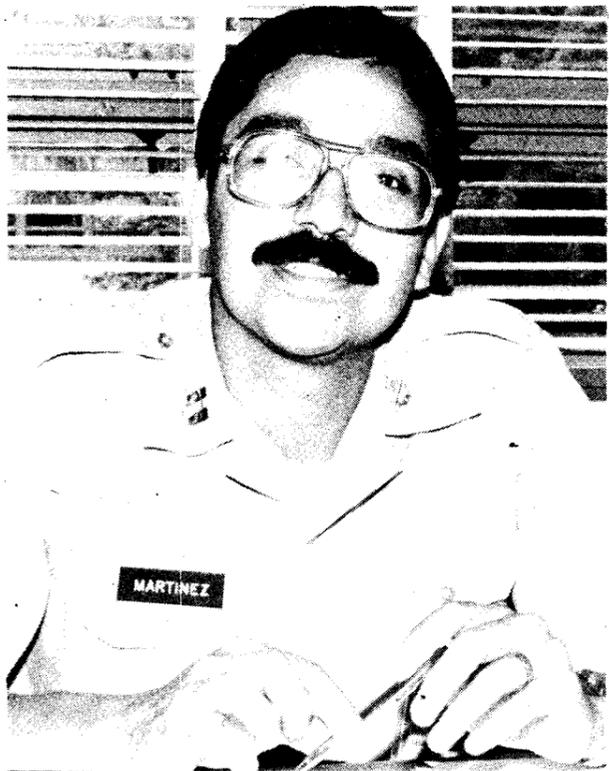
Captain

(From front page)

also defends courts-martial at Ft. Gillem and Ft. McPherson, both in Atlanta, Ga., and at Ft. McLellan at Anniston, Ala.

Martinez has been at Redstone Arsenal a little more than two years, originally with the office of staff judge advocate.

Born in Santa Fe, N.M. and a legal resident of San Francisco, he said he speaks Spanish "well enough to get along" but not well enough for court use. "I think speaking Spanish would be a nice skill to have if I was defending but in the prosecutorial role, I don't think it will really matter," he said.



Martinez

WASHINGTON — In a follow-on exercise to nifty nugget 78, the Joint Chiefs of Staff will sponsor a command post exercise starting in November, according to a recent Department of Defense (DOD) announcement.

Proud Spirit 80, to be held Nov. 6-26, will TEST military services and JCS plans, systems and methods for mobilization and deployment during a national emergency.

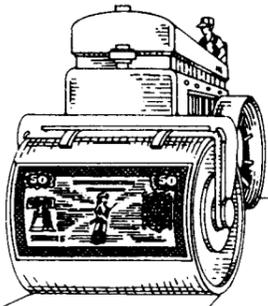
Officials say the exercise will test procedures used to get the military forces on a wartime status. The mock mobilization of all identified units, individual reservists and the logistic, medical, communications and industrial resources needed to support a national emergency will be tested and examined.

Other federal departments and agencies which would be part of the mobilization process will also test their procedures, officials say. These include the Departments of State, Commerce and Transportation, as well as the Federal Emergency Management Agency. Officials add that each agency will have a direct role in the exercise.

Proud Spirit 80 will also look at civilian agencies' procedures to support military mobilization needs while satisfying the emergency needs of the U.S. civilian population.

Exercises such as proud Spirit, officials say, are good in that they permit a review of any difficulties and shortfalls in the mobilization process which can be refined and improved. (ARNEWS)

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Control tower readied at Redstone airfield

BY LIZ CARSON

After waiting almost eight months, Redstone Airfield has a new control tower.

The four sections making up the new tower have been shipped in from Sacramento and are being readied for use.

Sgt. Dean Anderson, air traffic control chief, is enthusiastic about the modular structure. "There is no other Army tower like this," he said. "We have greater visibility. We are higher and you can see more of the airport without the hills obstructing your view."

The idea for the tower had been in planning for a long time with the final meeting ending in February. In June the old tower came down. A temporary training tower has been used until now.

"Usually the training towers are used just to instruct the beginning traffic controllers and are not designed to be permanent functional towers," said Anderson.

The new \$500,000 tower is 25 feet higher and unlike the old one, its access ways are all enclosed. A vertical stairway connects one module with the other.

"With the old tower there was one outside very steep stairway," said Anderson. "It was slick when it rained and it iced over in winter."

Another feature of the tower will be more work room for everybody. Instead of the ground control equipment and the control tower being housed separately, they can be in the same building.

Each boxlike section is made of aluminum, reinforced with steel. They resemble giant building blocks stacked one atop the other.

The ground module containing the bathroom and kitchen facilities is on the bottom. Directly above it is the module for maintenance, then one for equipment. The top or "cab" module is where the traffic controllers do their job.

"Better housing of the equipment means better environmental control too," said Anderson, "especially when it comes to temperature control for the communication equipment."

Anderson hopes that with all the improvements being made on the airfield, Redstone will eventually have a "class A" airport.



New tower goes up

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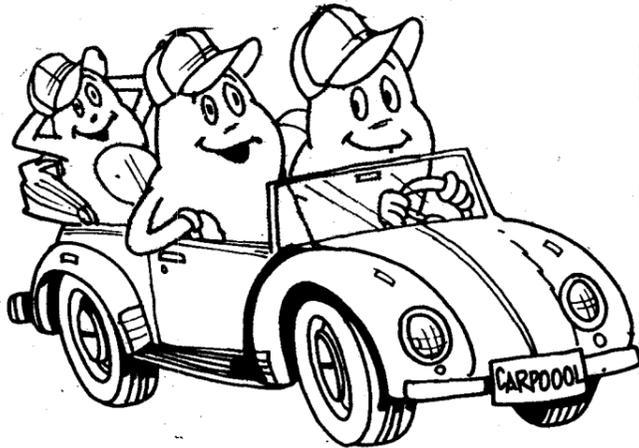
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DRSMI-G

Phone _____

Carpool () Ride () Riders ()

Yes, I'd like to place a free carpool ad:

Name _____ Additional Instructions _____

Starting point _____

Destination _____

Hours _____ *It's helpful if you indicate the section of town you live in.

Southwest Huntsville

Carpool or ride wanted from Airport Rd. to 4488, hours 7:30-4 or 8-4:30, Naomi May 876-4070.

Northwest Huntsville

Want to join carpool from Pulaski Pike at Mastin Lake to 8027, hours 7:30-4. Ruth Hudson 6-1366/7514.

California Street

Carpool or ride wanted from California St., south end in southeast Huntsville, to 7101, hours 7:30-4 (flexible). Nancy Engle 876-7274.

Fayetteville, Tenn.

Want to join carpool from Fayetteville, Tenn., to 8027, hours 7:30-4 (flexible). Wanda Towry 876-8386.

Arab

Carpool or ride wanted from Arab to 7101 area. Hours 7:30-4 Janice Torstenson 876-3648/3691.

Carpool wanted from Arab to Fox Army Community Hospital, hours 7-3:30 (flexible), Melissa Isom 876-3326.

Florence/Rogersville

Carpool, ride or riders wanted from Florence/Rogersville to 8027, hours 7:30-4 (flexible), Niles Carter 876-4233.

Guntersville

Carpool wanted from Guntersville to 5250, 4505, 4488, hours 7:30-4. Alpha Camp 876-4423.

Announcements

Local IEEE luncheon

The local chapter of the IEEE Control Systems Society will have a luncheon meeting on Friday, Oct. 24 at the Redstone Arsenal NCO Club. A social will be at 11:00 a.m. followed by lunch at 11:30, and a program at noon. Maurice Belrose of the Systems Simulation and Development Directorate, Army Missile Laboratory, will speak on the - "Validation of RF Environmental Models in Missile Simulations." Reservations are required. For information or reservations call Betty Kirkland 876-2536 or Dr. Chris Kulas 876-5924. All interested parties are invited.

Protestant Women

The Redstone Arsenal Protestant Women are sponsoring an Oct. 23 discussion on "The Christian Perspective Versus Humanism." Pastor Van Watkins of Valley Fellowship, an interdenominational-charismatic, Christ-centered church, will present the discussion on Oct. 23 at 9:30 a.m. in the Assembly Room at the Bicentennial Chapel. For further information call the PWOC Staff Chaplain 876-3433-5707.

Huntsville Section IEEE

A lunch meeting of the Huntsville Section of the Institute of Electrical and Electronic Engineers (IEEE) will be held Friday, Oct. 24 at the Redstone Officers' Club. John Rickard will speak on "Electronic Instrumentation for ASTF." A social hour will begin at 11 a.m. followed by lunch at 11:30 a.m. Cost is \$3.50 per person. For reservations and information call Linda Hooper 895-6316 or Dave Schultz 532-1211.

Brownie troops

The Redstone Arsenal Brownie Troops still have vacancies. If you have a daughter (grades 1-3) who is interested in scouting, meet at the Brownie Hut, Bldg. 3568 on Tuesdays at 3:30 p.m. or call Tommy Wright 837-9615, Jo True 837-7754 or Barbara Smith 837-8056.

Basketball League

An organizational meeting for the 1980-81 Men's Civilian Welfare Fund Basketball League will be held at 11:30 a.m. on Oct. 30, Bldg. 7120, room 116. All coaches of teams which would like to participate should attend.

Shoppette

Effective Oct. 20, the Shoppette on a trial basis began opening at 11 a.m. and closing at 8 p.m. seven days a week.

Surplus sale Oct. 23

There will be a GSA sale of surplus government property on Oct. 23 at 9 a.m. at building 4755. Sale items include typewriters, office machines, vehicles and miscellaneous electronics. The property may be inspected on Oct. 22 from 9 a.m. to 3 p.m.



ADPA dinner meeting

The Tennessee Valley Chapter of the American Defense Preparedness Association will hold a dinner meeting on Thursday, Oct. 23 at the Redstone Arsenal Officers Club Ballroom. Mayor Joe Davis will speak on "The Impact of Mobilization on the Community." A social hour will begin at 6:30 p.m. with dinner at 7:40 p.m. Tickets are \$9.00. For further information contact Cynthia Durham 895-3504, Peggy Preston 876-1804, Maj. Jerry Savage 895-3377, or Francis Akin 876-3395.

Recreation Center

Tonight — Movie at 7 p.m., Thursday — Bingo at 8 p.m., Friday — Pool at 7 p.m., Saturday — Opryland Tour at 8 a.m., Sunday — Dynamic Upsetters Show at 8 p.m., Monday — Bowling Game at 7 p.m., Tuesday — 500 Rummy Night at 7 p.m.

UAH lecture

Dr. Dan Hays, associate professor of psychology at The University of Alabama in Huntsville, will hold a free lecture on the "Communication Between Humans and Dogs" at 8 p.m. Oct. 29 in room 104 of the UAH Science Building. The public is invited to attend. For more information call Dr. Hugh Comfort, Physics Department 895-6404.

Food stamps

All active-duty service members interested in applying for food stamp applications may go to the Army Community Services Office, Bldg. 3491. The completed application will be sent to the Madison County Food Stamp Office for evaluation. Appointment for interviews and notification of eligibility will be made by the food stamp office. For further information call Lt. Garrett 876-5468 or 5397. Appointments and interviews are confidential.

VBAS show

The Von Braun Astronomical Society will present "Cosmos: A Voyage to the Stars," a multi-media show written by Dr. Carl Sagan of Cornell University, at 7:30 p.m. Oct. 24, and 2 and 4 p.m. Oct. 26 in the planetarium at Monte Sano State Park.

Morning coffee

The wives of Directorate of Training will host a morning coffee for the ladies of MMCS at 10 a.m. Oct. 28 in the Safeguard Room, Officers' Club. A program on child abuse will be presented. Reservations should be made by Oct. 24. For further information call Gisela Mulek 837-1640 or Evelyn Bruce 859-0795.

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1. FOR RENT

FOR RENT

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Destin Fla., condominium furnished 1 br, private beach, pool lighted tennis courts, shuffle board, new fall rates - Destin's finest weather, \$200 wk, \$50 a night 3 night min. Call 534-0651 or 881-6045 after 5 p.m. tfc

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3. MISC.

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This may be the one for you. 3 brs, 2 full baths, beautifully decorated with stone fp & security system. Priced in the high \$40's, equity only \$12,500 (406S) Also, I have information on all new townhouse construction in the area. Call now for more information. Bob Baker 881-4075 or ask for Bob LANDMARK GALLERY OF HOMES 881-4900 1tc

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2 brs, extra large living, kitchen, dining, fenced backs. Double this and you have a fantastic Duplex. One side to rent, one for you. \$49,950. Call Vergie Robinson 883-4587 or ask for her at LANDMARK Gallery of Homes 881-4900 tfc

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\$799 Colonial Sofa/Chair wingback, pillow arms, antron nylon	\$588
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\$199 Modern loveseat in sturdy scotchguard herculon	\$88
\$339 Colonial loveseat, pine trim, antron nylon	\$250
\$449 Colonial loveseat, winged back, pillow arms	\$299
\$599 Early American queen sleeper in nylon velvet trimmed in pine	\$399
\$699 Contemporary queen size sleeper in chenile velvet	\$499
\$259 Modern loveseat made in durable herculon with casters	\$139
\$339 Traditional loveseats in plush nylon velvets	\$199

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\$79 Headboards (3 only)	\$29

\$799 Dresser with hutch mirror, chest, book case headboard	\$599
\$1299 Broyhill Bedroom Set, dresser, hutch mirror, chest headboard, footboard	\$799
\$399 Spanish Bedroom Set, includes dresser, mirror, chest, headboard	\$239
\$179 5-pc. Dinette Set, wood top, chrome chairs	\$88
\$319 5-pc. Glass Table Dinette Set, smoke glass, swivel chairs	\$169
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