

Redstone Rocket

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March 14, 1984

Groups help solve production problems

BY ED PETERS

The new System Engineering and Production Directorate contains a couple of first-rate laboratories it can call on for help in solving production problems that impair readiness, lower quality and drive up prices.

A microelectronics group within the directorate's manufacturing technology division is expert in the manufacture of printed circuit boards and related microelectronics which often give problems on the production line.

A second prototype development group has the machinery and engineering skills to perform a variety of manufacturing processes involving hardware.

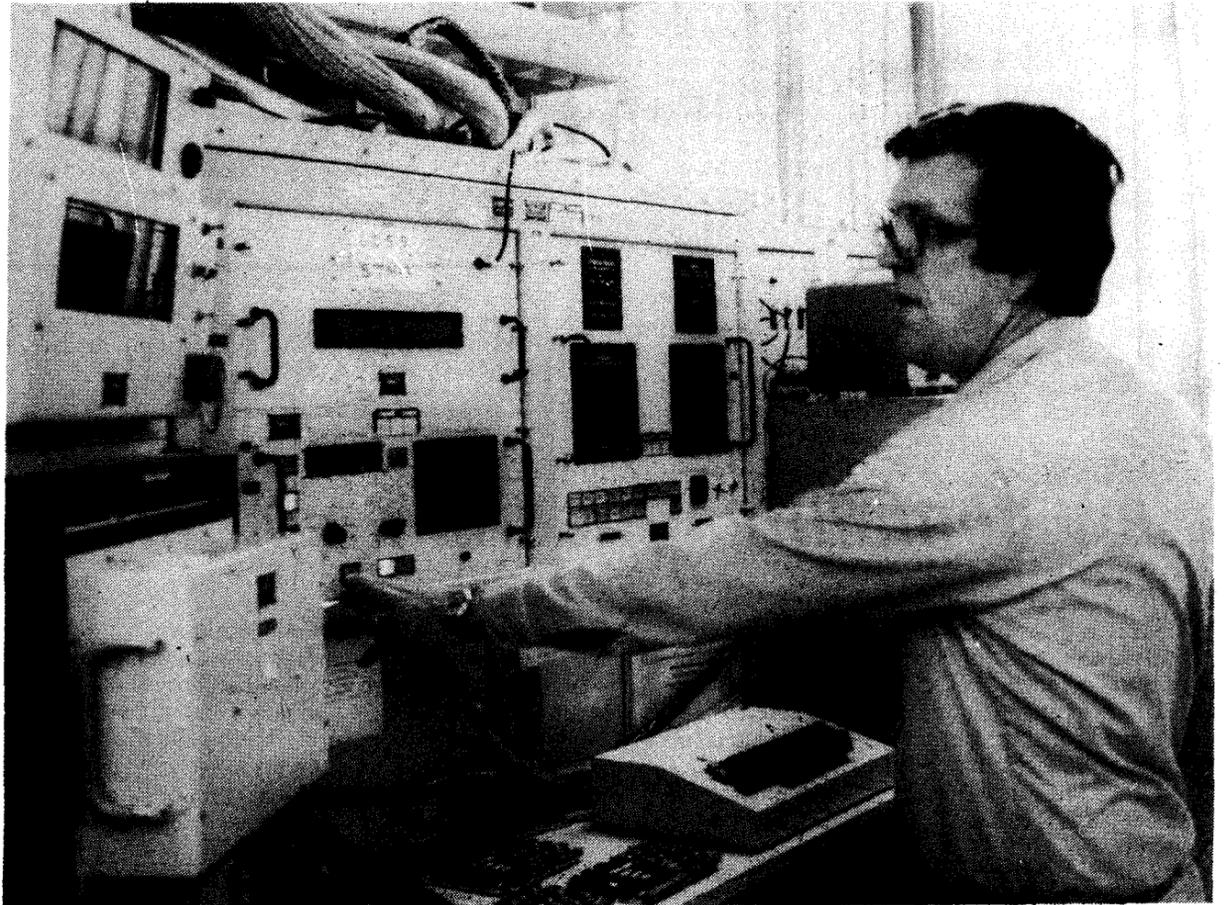
There is a third engineering services group which can design and test printed circuit boards and electrical components of missile systems in the field which are out of production.

Recently the microelectronics group was involved in solving a manufacturing problem typical of those the directorate runs into on manufacturers' production lines.

In this case a process for making strip lines or printed circuit boards was not working. A solution was sought by a team from System Engineering and Production Directorate working with university consultants.

The team launched a study of the manufacturer's process while at the same time the microelectronics group here went to work developing an alternate manufacturing process. "I had my people build the same strip lines by a different process so, if we could not fix what the contractor was doing, we would have a fallback; they (the contractor) could build them the way we were building them here," said Hoyt Harris, director of System Engineering and Production Directorate.

(See Groups help, cont'd on page 8)



MICROELECTRONICS LAB—Technician Wallace Gay tests circuit boards for the LCSS system.

New directorate reflects importance of producibility

BY ED PETERS

A new directorate being formed here underscores the importance of producibility on the missile systems of today.

The new System Engineering and Production Directorate under Hoyt Harris is being established from separate engineering and production functions formerly lodged in the Army Missile Laboratory here.

The new group's main thrust will be to make sure that missile systems developed in laboratories here can efficiently be mass produced.

"We've had a horrible experience in shifting our systems from research and development into production," explained Harris. "I think historically we are very good at pushing the state of the art and building one or two of a system and making them work.

"But we're not so good when it comes to building hundreds instead of one or two. We run into manufacturing problems that we did not identify early on and by then it is too late to do anything about it and what happens is the system suffers from late delivery, in-

creased cost and sometimes, although we certainly do everything we can to avoid it, poor quality."

To head off these problems, says Harris, producibility must be made a prime consideration from a weapon system's very onset.

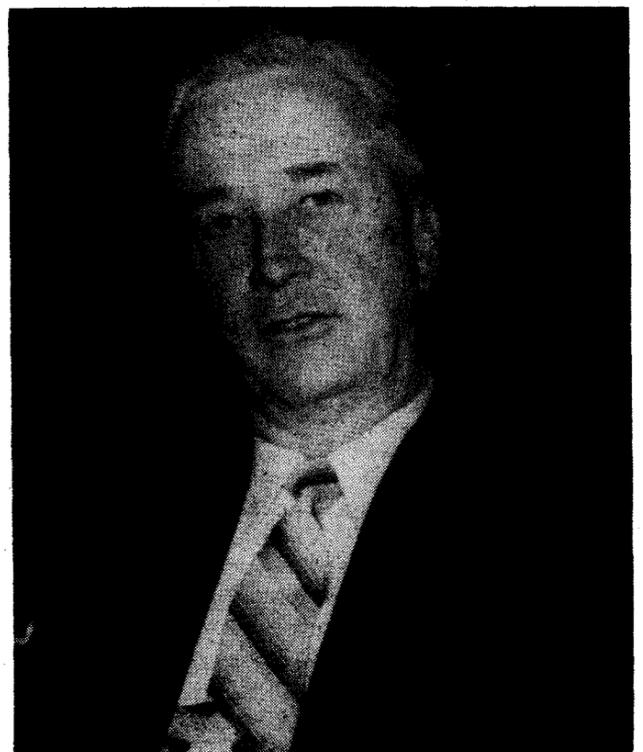
"What we are trying to do is make sure those considerations (such as manufacturing techniques) which lend themselves to the producing of the weapon are identified, addressed and the problems solved early in the acquisition cycle — in other words during concept formulation," he said.

Before a weapon system goes into any kind of development, Harris' group wants to find out if there will be any kind of "critical" materials or manufacturing processes involved in production and whether the manufacturing technology is available or whether it will have to be developed along with the weapon system. "The goal being that when you get ready to produce, hopefully all your problems have been identified and you've addressed them," said Harris.

Harris, 54, is a member of the senior executive ser-

vice. An electrical engineer, he also has a master's degree in management from MIT and has been a deputy project manager on three missile systems. He has found that experience a great help in selling his directorate's services to project managers here.

(See New directorate, cont'd page 7)



HOYT HARRIS leads new directorate

Project manager changes announced

Maj. Gen. Jerry Max Bunyard has announced changes in assignments for several MICOM project offices and the addition of two new members to the MICOM Family.

The new assignments were released by the 1984 Project Manager Selection Board although exact dates for changes to become official have yet to be determined.

Changes are as follows:

Col. William J. Fiorentino is leaving Pershing for the Joint Tactical Missile System (JTACMS) project office. Col. Robert A. Brown, deputy director of the Missile Intelligence Agency, succeeds Fiorentino.

Col. James B. Lincoln leaves JTACMS for TOW,

replacing Col. Byron Powers who is retiring from the Army.

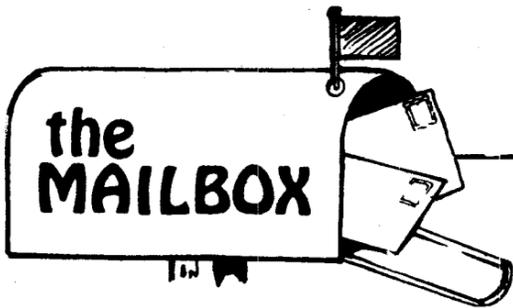
New faces coming to Redstone include Col. Samuel Liberatore, chief of the Missile and Air Defense Systems Division, office of Deputy Chief of Staff for Research, Development and Acquisition, who succeeds Col. John S. Drosdeck, Jr., in Hawk; and Col. William J. Schumacher, former commander of the Iowa Army Ammunition Plant, now attending the Army War College, who replaces Col. Stanley Cass in Hellfire/GLD.

Future plans of Drosdeck and Cass have yet to be announced.

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Traffic enforcement

Editor:

My comments concern the inconsistent enforcement of traffic laws on the arsenal. I know the Military Police unit is capable of enforcing the regulations, the occasional tickets given to me and my co-workers over the years are proof of that. The question is, how do the policy makers decide which regulations will not be enforced, or alternatively, how do they decide which drivers will be allowed to ignore the regulations with apparent immunity?

One point is the continuing gross violations by the garbage trucks running the stop sign as they leave the gravel access road east of building 5678. They don't just roll through, they speed through in high gear at about 30 mph, and have done so for years. I have never seen even one stopped by an MP. That particular

intersection is a five point intersection and is dangerous. Eventually one of these 12 ton trucks will kill someone. Requests for enforcement don't change anything.

Additionally, I have never seen an armored truck delivering money on this post that was not either 30 percent over the speed limit or following too closely. Why?

Is it possible to find out which regulations are not enforced, or, how to obtain immunity?

(My question is, of course, facetious. However, the two dangerous situations referred to are genuine and I do find it distressing that the authorities seem to choose to ignore them.)

James D. MacGibbon
DRSMI-WCMT

Letters to the editor should be signed (name withheld on request) and sent to: The Redstone Rocket, DRSMI-G. Unsigned letters will not be used.

Deputy post chaplain retiring from Army

Lt. Col. Clyde J. Wood, a self-described "Alabama preacher" who says through the Army he was able to see the world and meet people, is leaving his duties as deputy post chaplain Monday in advance of impending retirement.

He began his ministerial career as pastor of the First Baptist Church in Guin, Ala. and joined the chaplaincy in 1965.

He has served two tours at Redstone and also has had tours in Alaska, Italy, Kentucky and Vietnam.

Wood recalls Vietnam service as fulfilling but personally difficult. For nine months he preached an average of 13 battlefied sermons per week. "I preached to the troops where they were," he remembers. "I saw the seriousness and brevity of life and began to understand the worth of humanity. I saw the hell of war."

While in the Army, Wood has received a master's degree in sociology from Long Island University and a doctorate from Vanderbilt Divinity School.

He has taken a job as director of ministries for the Madison Baptist Association and will live in Huntsville with his wife, Jo.

Redstone Chaplain Delbert Gremmels said Wood, who he has known 10 years, "is the best deputy I've ever had."

New committee tries to help children's education

BY SKIP VAUGHN

An education committee consisting of volunteers has formed under Army Community Services here.

The committee, an outgrowth of recent school rezoning efforts, meets weekly. "This group is sort of a group of concerned parents on the arsenal getting involved in the school system," said Linda Abbott, chairman of the Redstone Arsenal ACS education committee.

"We hope to be able to accomplish several things," she added. These include having input in the school board and the parent-teacher association, pushing for curriculum equality in the city high schools, having a summer computer course for all arsenal children, and providing scholarships to the local Space Camp.

This group of women and men wants to work with the Huntsville community, Abbott said. Plans are to meet Wednesday nights to identify needs in the school system, find what needs to change and "hopefully help to ensure those changes come about," she said.

Arsenal children under rezoning will attend Ridgecrest Elementary for kindergarten through first grade, Morris Elementary for second through fifth grades, Westlawn Middle School for sixth through eighth grades, and Butler High School for ninth through 12th grades. Dr. William Resha, child care coordinator and family advocacy officer at ACS, has been appointed by Maj. Gen. Jerry Max Bunyard to the school superintendent's advisory council and at-

tends the school board meetings and workshops. Abbott and Evelyn Fox, honorary chairman of the education committee, were appointed as alternates.

Military families are generally transient so they have problems such as ensuring their child has enough credits for graduation after moving to another school, Abbott said. "Those are problems that very often just pertain to military families. I think our (committee's) goal is to meet the needs of our children and be able to work hand and hand with the community," she added. "The bottom line is this committee works for our children."

Teaching parents to get involved with their child's education is one committee concern.

"It's just educating the parents to stay on top of it and not become complacent. It's their job as parents to make sure that Johnny gets an education and that Johnny gets what Johnny needs," Abbott said.

The newly-formed group coordinates its efforts with Resha of ACS.

There were about 15 members as of Wednesday, March 7, the group's second meeting. More volunteers are needed, according to the wife of Lt. Col. Danny Abbott. They have a 5-year-old in kindergarten and a 10-year-old in fifth grade, both at Ridgecrest. The meetings are held at 7 p.m. Wednesdays at their home at 47 Ripley Drive on post. For more information call her at 837-1706.

Correction

A story in last week's **Rocket** contributed by MMCS contained mistakes. To set the record straight:

SSgt. Wayne Jones assisted with the commentaries of the Black History Month fashion show.

SSgt. Janice Putnam of the 515th Ordnance Company co-directed the event.

A photo caption at the top of page 19 also contained a misidentification. It should have read: Melissa Chasteen and Sp5 Mancy Howard model fashions at the black history observance.



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First Army astronaut discusses past and future

WASHINGTON—The first Army astronaut got his wings March 2 at Fort Myer, Va., the site of the initial military airplane test flights 75 years ago.

Col. Robert L. Stewart was awarded his wings by Gen. John A. Wickham Jr., the Army Chief of Staff. Secretary of the Army John O. Marsh Jr. decorated Stewart with the distinguished flying cross for testing NASA's smallest spacecraft, the manned maneuvering unit, during the last space shuttle mission. And Stewart wore brand-new eagle rank insignia to the ceremony, it was his first day on the job as a full colonel.

Stewart called his accomplishment "only the tip of the iceberg" of the Army's space exploration efforts. "It was the U.S. Army that sent the first two astronauts into space. It was the U.S. Army that helped produce the saturn V Booster that put a man on the moon."

The girl he took for a flight in a Cessna 150 as a first date sat in the audience and listened—his wife, Mary Jane.

The ceremony honored the man who, on the day Sputnik I was launched, told his grandmother that man would surely travel in space and go to the moon; the father who celebrated the first moon landing and his youngest daughter's first birthday with the family: the senior in high school who had started flying lessons with a \$150 Christmas present from his father.

"He told me after that money ran out I was on my own," Stewart said. "So I swept hangars and washed planes for my lessons."

He first flew from a Hattiesburg, Miss., airstrip in a home-made airplane.

Stewart soloed after nine hours cockpit time and went on to earn his commercial and instructor licenses. "I seem to adapt quite well to aviation," Stewart observed, "And I thought that my career had peaked as an experimental test pilot." He spent four years at Edwards AFB, Calif., testing helicopters and airplanes prior to this NASA selection.

He called the manned maneuvering unit "Incredibly easy to fly," a testament to its design. "It was made so that anybody in the astronaut program can fly it, be they a pilot or not."

Stewart is a confident pilot. He has never lost an aircraft, not even as a Huey gunship pilot who logged 1,035 hours in Vietnam during 1966-67, before the Cobra helicopter made its debut.

"Being shot down," he said, "is a state of mind. I've been down in a field with my perimeter defense set up, waiting to be picked up. But I found that I could restart the machine, so I fired it back up and left."

His most hair-raising aviation experience came as a helicopter flight instructor due, in part, to his method



ASTRONAUT'S WINGS—Col. Robert L. Stewart received wings like this on completion of his space flight. On the silver shield of the Army aviator badge is a gold astronaut symbol consisting of a star from which extend three rays circled with an ellipse.

of instruction. "I let the student run right up to the limits I think I can recover from. And since I've never 'bit' a helicopter, I think I'm fairly successful at it."

When he talks about the Army's future in space, his hopes are hooked to the unified space command.

"I think it's important that the Army have a slice of the unified space command pie and that the Army be an active participant in the command. We have a lot to offer," he said. "The Army's satellite communications devices are second to none in the world, for example."

When he talks about his future in the Army, it's pinned to being a part of the Army's space efforts. He thinks the Army can use his brand of technical exper-

tise, and he thinks the Army might be in the market for more of the same. "The technical disciplines are becoming more and more important to the Army, and there is really no limit to what you can do in the Army if you devote yourself and put your mind to it. I'm probably the best example of that around right now," he said.

Stewart puts it simply, "I've had a good career." He's glad to have the shuttle mission behind him now.

"I've been on the road for the past six years, telling people about the program. I'll be glad to be able to tell audiences now about what I did rather than what I am going to do."

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Officers wives donate to new botanical garden

The Officers Wives Garden Club has donated \$175 to help in the construction of Huntsville's first Botanical Garden.

The garden will be located on Bob Wallace Ave. on land that was originally part of the arsenal.

If the garden society can raise \$200,000 by November, the city of Huntsville will match the amount in material and services. The society has collected \$130,000 to date.

Construction will begin after the initial fund raising campaign is over in November. The majority of the

garden is expected to be completed in five years but the total concept, including a conservatory, will take 10 years.

The conservatory will house plants and flowers with enough room to hold flower shows, workshops, meetings and socials.

The land selected for the garden is ideal, according to Gary Murray of the Huntsville Botanical Garden Society.

"The land is a natural arboretum," said Murray. "And the wild flower trails are just a season away."

Command changes at 2nd battalion

Light snow and a cold wind did not hamper the 2nd Battalion change of command here Saturday.

Lt. Col. William Greer turned over command of the battalion to Lt. Col. John Voda Jr.

Greer will work at Combat Developments with Col. Delbert Brooks.

Voda comes to Redstone from the Army's office of the deputy chief of staff for logistics at the Pentagon

where he served as a logistics staff officer for test, measurement and diagnostic equipment.

Voda and his wife, Dorothea, will reside on post.

"I'll do my utmost to uphold the standard of excellence the 2nd battalion now holds," Voda said.

A reception at the recreation center followed the ceremony.

General officer changes announced

Gen. Donald R. Keith, commander of the U.S. Army Materiel Development and Readiness Command, has announced his retirement from military service on June 30 with more than 35 years of service.

Nominated to replace Keith is Lt. Gen. Richard H. Thompson, who has also been nominated for promotion to four-star rank. He is presently deputy chief of staff for logistics at Army headquarters in Washington.

Maj. Gen. Benjamin F. Register Jr., who served briefly as the Missile Command's procurement and production director several years ago, has been nominated for promotion and assignment to Thompson's Pentagon job.

In other general officer changes announced recently, a former commander of the Huntsville Division, U.S. Army Corps of Engineers, Maj. Gen. Max W. Noah, was nominated for promotion and assignment as the Army's comptroller, replacing Lt. Gen. Ernest D. Peixotto who is retiring in July.

Maj. Gen. Louis C. Wagner Jr. was nominated for promotion and assignment as the Army's deputy chief of staff for research, development and acquisition, replacing retiring Lt. Gen. James H. Merryman in August.

Maj. Gen. Robert Arter was nominated for promotion and assignment as commander of the Sixth U.S. Army at the Presidio of San Francisco.

E-9 eligibles must accept or decline

WASHINGTON—Non-commissioned officers eligible for selection as command sergeants major must submit a statement of acceptance or declination, Military Personnel Center officials have announced. The policy change affects all selection boards beginning with the fiscal '85 CSM and E-9 promotion board, according to a Milpercen official. The board is scheduled to convene about May 1. The deadline for submitting promotion packets is March 16.

Under this policy, declination statements will not be placed in official files as they were under the old policy, officials say. Instead, the statements will be used by board support personnel to assemble records of individuals desiring consideration as command sergeants major. Officials emphasize that no statement means no board consideration; individuals who fail to

submit the required statement will not be considered. Officials say this new procedure should eliminate post-selection declinations and streamline individual assignments to CSM positions.

Additional information can be obtained by contacting Milpercen officials at Autovon 221-7686. (Arnews)

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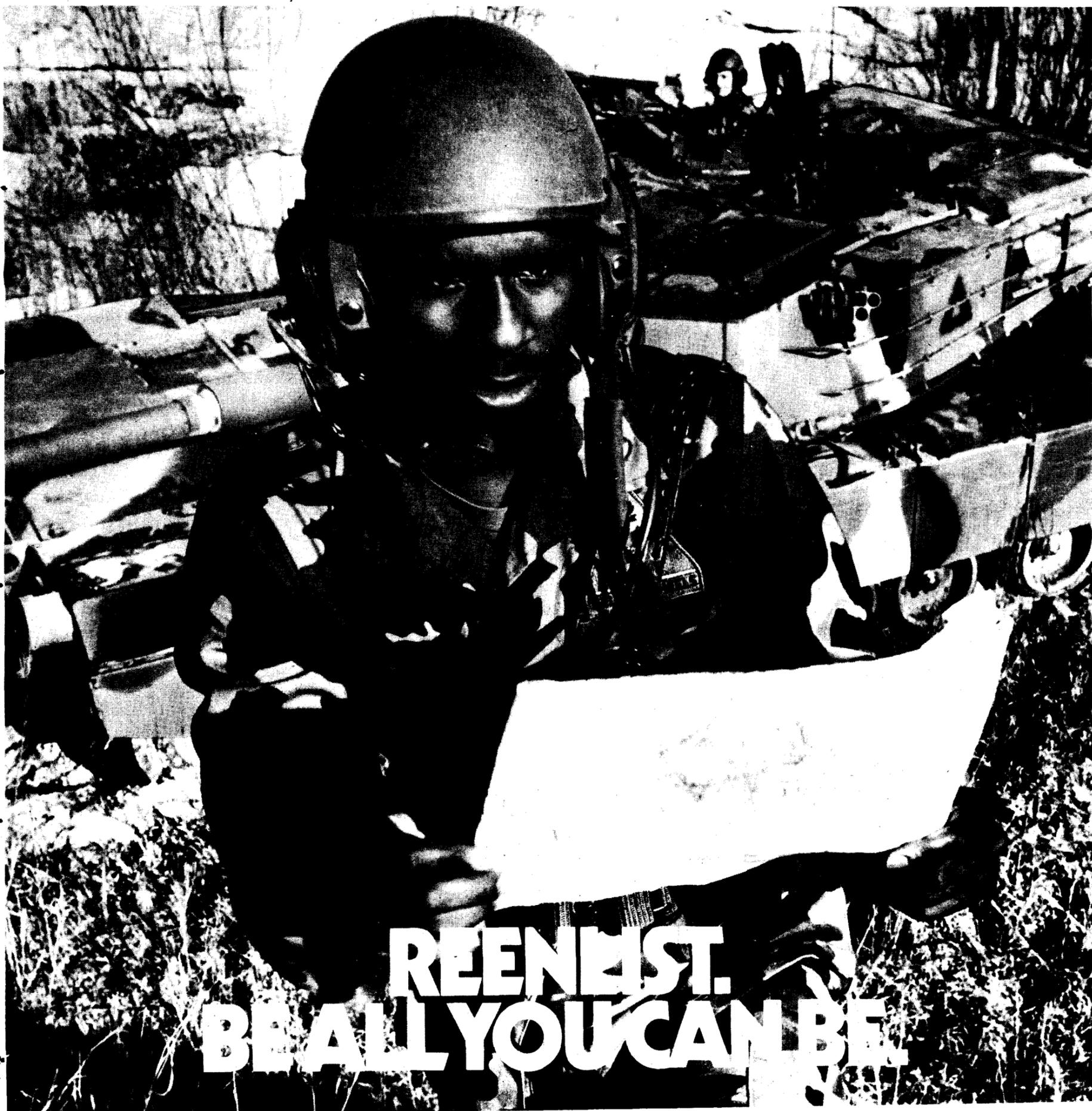
If you're in a shortage MOS and considering a move, think twice. Your best chance for fast promotion could be to stay right where you are.

With the Army's new policy of only promoting E-4s and E-5s in MOSs where vacancies exist, you'll want to study the MOS status roster carefully with your reenlistment NCO.

Right now, some of the best promotion opportunities are in the combat arms. There are more openings there because not everybody can make the team. The physical and mental requirements are tough because that's what it takes to be a leader.

So if you're currently serving with one of the combat arms, you're in the right place at the right time. Your chances for advancement couldn't be better. And if you're in an overstrength MOS and getting itchy, there's no better time to consider switching into the combat arms.

Whatever you decide, we want you to do what's best for you. Because we need you in the Army. See your reenlistment NCO today.



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Equal Employment Opportunity staff gets counseling duty

BY SKIP VAUGHN

Members of the equal employment opportunity staff have been appointed as EEO counselors in anticipation of a move toward full-time counselors.

In the past counselors were workers who had volunteered to take on the additional duty of resolving complaints at the local level. The 24 present "collateral duty" counselors will continue to serve but additional ones will not be added this year, according to Charles Ray, EEO officer here.

"If people have an EEO problem that requires counseling, they may go to the part-time counselors that have been appointed or they may go to the EEO staff," he said. Five members of his staff, including an intern, have been appointed as counselors.

This should give an indication of whether his office can handle the workload without additional spaces and if not, how many would be needed. The move is in anticipation of an "initiative" toward fulltime counselors by the Equal Employment Opportunity Commission, Department of Army, and the Materiel Development and Readiness Command.

"All that is designed to resolve more cases at the informal stage and reap the savings to the government that will result through early resolution of complaints," Ray said.

The staff members will still have their other duties "except that if individuals go to EEO staff for counseling, staff members will drop their work and do that counseling," he said. These counselors include four EEO specialists and a DARCOM intern.

Direction toward full-time counselors is expected in the near future.

"We're trying to get ahead of the power curve by moving before we're directed to move so we can get some kind of feel for workload and manpower requirements," Ray said.

Counselors operate at the beginning of the complaint process. By regulation if an employee feels he or she has been discriminated against for race, religion, sex, national origin, age, or physical or mental handicap, he or she should consult an appointed EEO counselor within 30 days of the incident in question.

The counselor sits down with the person bringing the complaint, conducts an interview, gets details of the situation, and conducts an informal inquiry into the allegations. Based on the facts gathered, the counselor recommends a resolution to the employee and management. A written report is due within 21 days to the person who brought the complaint.

"To attempt to resolve employee problems at the lowest possible level" is the counselor's mission, Ray said.

Appointed by the Missile Command chief of staff as counselors effective March 1 were EEO specialists Becky Miller, Cathy Gant, Bonnie Kilgore, Arleta Martin, and intern Barbara Alexander. Unlike with part-time counselors, additional training was not necessary.

A smaller number of part-time or "collateral duty" counselors may be reappointed in future years depending on guidance and how well the program is working. The difference now is the addition of EEO staff counselors.

"The whole idea is to get a greater degree of expertise applied to the problem early-on and attempt to achieve informal resolution internally to the command," Ray said.

U.S. soldiers train with Panamanians

WASHINGTON—Several hundred U.S. soldiers will join Panamanian Forces at the invitation of Panama's government for a combined engineering exercise on that country's Azuero Peninsula from March to May 1984.

Officials say the end result of the exercise, which involves units of the active Army and of the Army National Guard, will be the upgrading of about 15 kilometers of roadway between Llano De mariato and Arenas, plus the surveying of an additional 27 kilometers.

They expect both sides to benefit from the training in realistic engineering, logistical operations, and field medicine. Panama's tropical environment is seen as a bonus training factor, since the United States has no

comparable environment for training.

For its part, the U.S. Army will draw engineer and support personnel from the National Guards of Louisiana, Florida and Puerto Rico. Out of these, some 150 soldiers will form a cadre to remain on-site for the duration of the exercise. Elements of about 140 soldiers each are scheduled to rotate to Panama in four 17-day training cycles, say officials. Those guardsmen are to be supported by the 1930 infantry brigade, stationed in Panama.

U.S. funding for the venture, say officials, will come from allocations for Army National Guard training and exercises, while the Panamanian defense forces absorb the costs of fuel and materials required in the road construction. (Arnews)

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New directorate

(cont'd from page 1)

Over the life cycle

"I'm going to each project manager and showing him over the life cycle of each system what I believe he must have in the way of support in order to do this that we are trying to do and what I feel the manpower requirements are for support by us," Harris said. Harris and the project manager then enter into a long-term support agreement for the period fiscal 1985 through fiscal 1992. "This is a departure from what we've done in the past. We've normally done this year by year but I think this way we're getting into a more business-like way of support," said Harris.

Harris has thus far made support agreements with four projects — Stinger, Pershing, Hellfire and Patriot — and in each case the project manager's response "has been super as to the approach and the type of support we want to provide."

Harris has assembled a talented staff of approximately 300 representing industrial, aeronautical, electrical, mechanical and civil engineering disciplines "because the problems you run into in a manufacturing plant are all of those.

"We might be concerned about the manufacture of printed circuit boards at one moment and the next moment something, say, in hydraulics or something else that might require a different type of engineer," he said.

Diversity of experience

Some of the engineers have advanced degrees. Harris says he is especially pleased with the diversity of experience the staff represents. In line with the emphasis on producibility, he has been able to attract into the group engineers with civilian manufacturing experience to work with weapon system experts who may not have had that exposure. Also, there is a good mix of younger engineers at lower grade levels to help ensure continuity in the directorate's new long-term support agreements with project managers.

Harris started looking at producibility late in 1981 at the request of Maj. Gen. Robert Moore. "He was concerned because there were so many problems in systems early in production. We were having very large overruns of cost and there didn't seem to be a methodology or a program or approach to avoid those," Harris said.

In the space of two or three months, Harris had devised an approach based on addressing system

engineering and producibility considerations early in a system's life cycle, identifying specific tasks throughout the life cycle and identifying who is responsible for each task.

Maj. Gen. Jerry Max Bunyard gave Harris the grades and spaces necessary to implement the approach and in late February set up the system engineering and production group as a new Missile Command directorate.

Harris' group will be working closely with other elements of the command, notably in the new directorate's alternate role as an agency that will bring expert attention to manufacturing problems being experienced with missiles already in production.

Smoothing the transition

Explained Harris: "Quite often we will go into a plant because of a problem they're having. The problem may stem from a manufacturing process, or it may be a quality problem or a documentation or design problem. So when we are called upon to determine what a problem is, quite often we will put together a group of people to identify the problem and in doing that we might ask for a person from the Product Assurance Directorate for the quality considerations, a person from the Army Missile Laboratory to see whether the integrity of the design is there and it's a good design, or I might take some of my own documentation people to see if the documentation is adequate to build the piece of hardware we are trying to build. So, the point here is that it's a team effort. While 80 to 90 percent of that team rests in this directorate, we do call on other resources of the command to fill out the balance.

By smoothing the transition of a weapon system from research and development into production, and thereby preventing cost overruns, late deliveries and quality problems, the new System Engineering and Production Directorate should contribute significantly to the command's commitment to giving soldiers good weapons and taxpayers their money's worth. Also, a division within the directorate is involved in an engineering review of documentation to help determine if spare parts now bought sole source can be procured competitively. "If we do a good job of that, then we will buy more parts competitively and that's the principle way of driving down costs," said Harris.

"I think we're really going to make a big splash around here," says the new director, grinning broadly.

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Groups help

"That had to me all the ingredients of a good analysis," Harris said, "an analytical review, a thorough root cause analysis and a fallback position if we couldn't fix theirs, so that there would be minimum impact."

"As it turned out, what we suggested they do fixed the problem so they did not have to go to our process. But our process was there in the event theirs didn't work and it's still there. That's maybe typical of things we're doing now for systems in production."

Grady Easterling took part in that investigation. He is in charge of the microelectronics group. "It was a team effort to try to solve the problem at the least cost and schedule slippage to the government," said Easterling.

"I went as part of the team. We looked at the contractor's processes, looked at his investigation of what was causing the problem and got some sample material and came back to the laboratory here and prototyped some generic boards to determine ways to solve the problem," he explained.

Easterling is one of the engineers with civilian backgrounds helping System Engineering and Production Directorate focus on producibility problems. Before joining the group, he attained 13 years of microelectronics manufacturing experience with private industry.

He likes what he's doing here. "There are a lot of challenges when you get into these problems. It's more challenging than some of the jobs on the paperwork end of things — you get to handle and fabricate some of the hardware," Easterling said.

Working with Easterling in the fabrication end of the microelectronics laboratory are technicians Jimmy Merrell, Gene Price and Ed Lang. Their principal facility is located in building 5400.

An engineering, machining and hardware fabrication capability unsurpassed in this area of the state is located at the directorate's prototype engineering division in a big shop building west of Rideout Road.

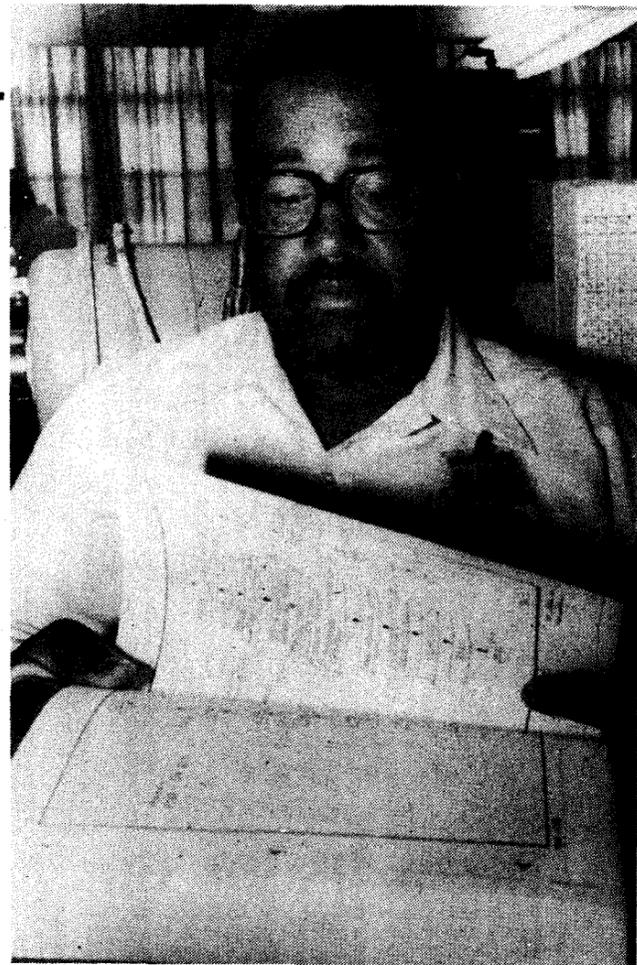
Acting division chief Robert Forgey, with a staff of about 20 engineers, and an equal number of machinists, welders, sheet metal mechanics and other tradesmen under shop foreman John Byrd, support System Engineering and Production Directorate and other elements of the command in many ways.

With their engineering skills and machining capability, they can contribute to producibility studies of hardware items.

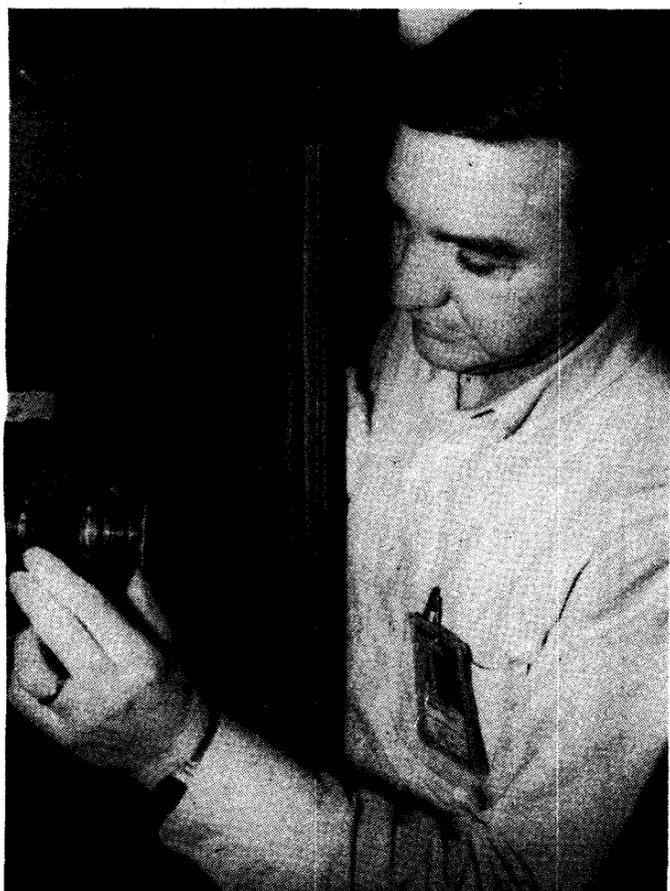
"We fabricate parts to see that they can actually be made from drawings and in the process of making it, we see if there are easier ways to build that part," explained Forgey.

In some cases, his group finds that parts cannot be fabricated from drawings, thereby focusing attention on a manufacturing problem before it can cause costly delays and disruptions on a production line. In other cases they are able to save money by finding that items can be made to less costly specifications than those shown in drawings.

Many people, says Forgey, "primarily look at us as a machine shop but we have the engineering capability to go from a concept to a completed item and in some cases to limited production."



TECHNICIAN Frezell Brooks goes scans a book of documents dealing with microelectronics on the LCSS system.



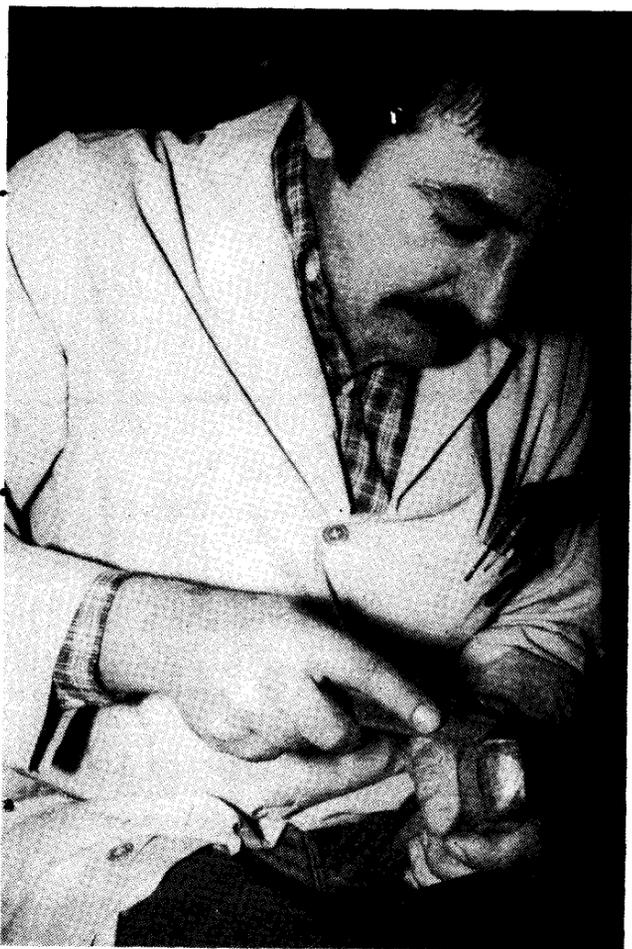
LARGE CAMERA - Grady Easterling adjusts the lens on a camera that can take a five foot square engineering drawing and reduce it to circuit board size.



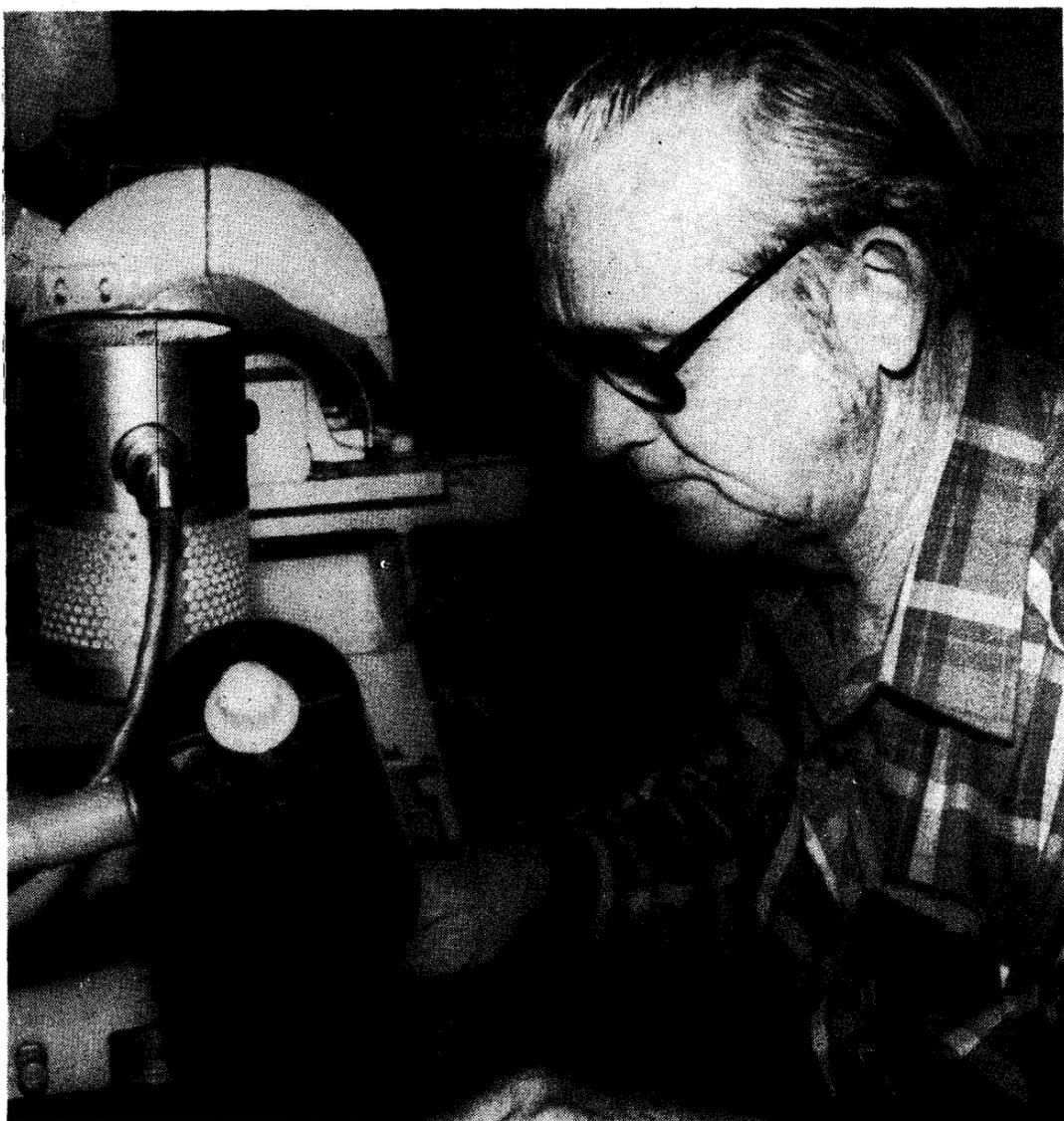
NO JOB TOO BIG—Robert Forgey shows giant drill bit used in prototype engineering Directorate's shop which can handle machining jobs both large and small



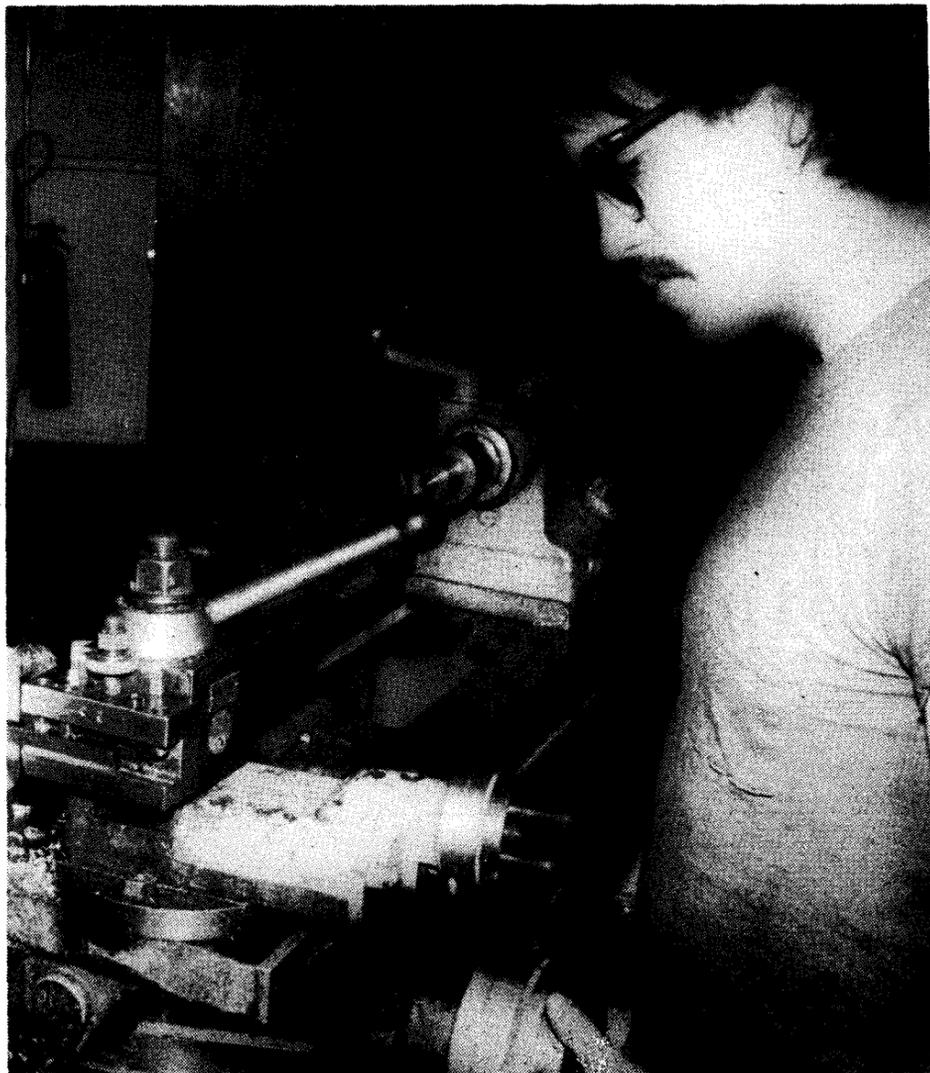
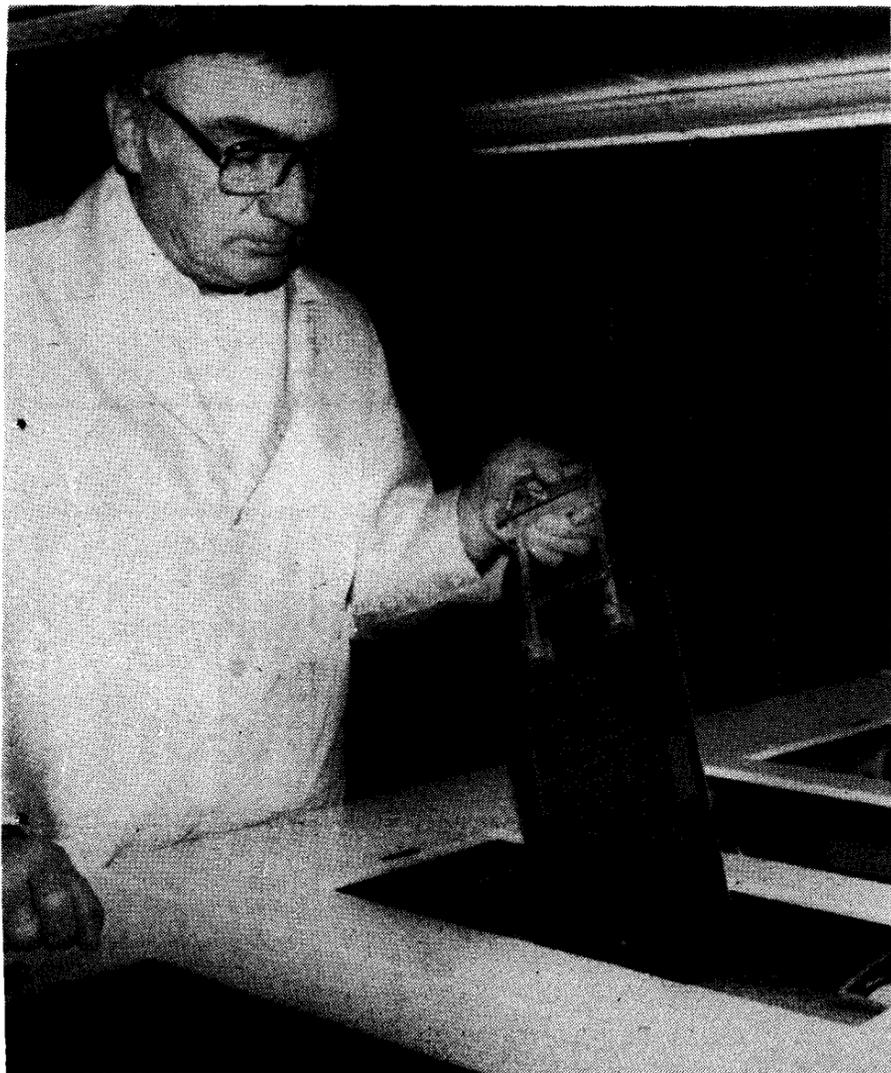
ROY DUTTON uses a milling machine to enlarge a hole to a close tolerance.



HAND FINISH - Even with the best machines available, some tasks still have to be done by hands. Here model maker Tom Whitaker uses a file to shape a missile part.



JIMMY MERRELL shows how a router is used to enlarge holes in a printed circuit board.



PLATING TECHNICIAN Gene Price shows how circuit boards are put through a plating process. **BOBBY HURST** uses a lathe to cut threads on a small rocket case.

Sick leave usage declines slightly in first quarter

BY SKIP VAUGHN

Average sick leave usage here increased in fiscal 1983 but the trend looks a little better so far this year.

For the first quarter of fiscal 1984, Missile Command workers used an average of 15.4 hours of sick leave per employee. The average for the first quarter of last fiscal year was 15.6.

"It's a slight decrease which would put us in sync with the Army's trends," said Louise Dalton, an employee relations specialist in the management-employee relations division of civilian personnel. Use of sick leave Army-wide dropped to its lowest rate in 10 years during fiscal years 1982 and 1983.

A number of commands experienced increases, however. Average sick leave usage for MICOM in fiscal 1982 was 63.3 hours but the number rose to 66.8 last year. "I don't know how you describe what causes an increase," said Dalton. "I do think that we have an older workforce and probably we have more long-term illnesses."

The Missile Command goal for this year is 63.5 hours sick leave usage per employee which represents a five percent reduction from last year's usage.

"We must continue our efforts to control and reduce sick leave (usage)," Dalton said, "including analyzing and monitoring the usage, training supervisors on their responsibilities in the sick leave area, identifying and correcting sick leave abuse, and recognizing those individuals who conserve sick leave."

Use of sick leave Army-wide dropped by 11.6 hours to 62.3 per employee during fiscal years 1982 and 1983. The Army's goal for this year is 60 hours, aiming for a usage level of 48 hours in fiscal 1985, according to civilian personnel officials.

In a recent contest here, workers were asked to design a poster for encouraging sick leave conservation. A common theme of the winning entries was "It's money in the bank when you need it," Dalton said, "when you need it for illnesses. And if you're fortunate enough not to need the sick leave, you can apply it towards your retirement. Anyway you look at it it's money in the bank if you conserve it."

Workers earn four hours sick leave each pay period or 13 days per year. Unlike annual leave, there is no maximum accumulation.

"The sick leave that you have in your account (at retirement) can be converted to length of service with 2080 hours being the equivalent of one year's service," Dalton said.

The 15.4 average hours usage for the first quarter of this fiscal year was lower than MICOM's 15.8 hours goal. The goal for each of the remaining three quarters is 15.9.

Civilian personnel office provided a list of first quarter 1984 usage as compared to first quarter 1983 usage for offices here. Number of employees in an office could affect the sick leave average in cases of long-term illness. In an office of two people; for example, the average is likely to be higher if one has a long-term illness than if that person worked in an office of 30 people.

Here's the chart comparing average hours of sick leave use per employee for first quarter of fiscal 1984 (October through December) with first quarter of fiscal 1983. Dashes indicate unavailable totals:

| Office | 1st quarter FY84 | 1st quarter FY83 |
|----------------------|------------------|------------------|
| Command Group | 2.1 | 8.4 |
| Small Business | 7.9 | 5.9 |
| SGS | 14.4 | --- |
| Comptroller | 15.7 | 16.4 |
| Inspector general | 6.8 | 5.5 |
| Legal | 12.9 | 23.2 |
| EEO | 9.0 | 20.9 |
| Public Affairs | 10.7 | 4.3 |
| Mgmt Info Sys Dir | 13.1 | 13.9 |
| Pers Trg & Force Dev | 13.9 | 11.5 |
| Safety | 19.0 | 8.7 |
| Security | 16.8 | 12.8 |
| Product Assur | 16.0 | 15.3 |
| Integ Logs Supp Ofc | 9.3 | 9.1 |
| Civilian Personnel | 14.4 | 15.2 |
| JTACMS | 15.0 | --- |
| Proc & Prod | 17.9 | 17.1 |
| Sys Integ Office | 10.7 | 14.5 |
| Intl Logs Dir | 18.5 | 15.1 |
| Army Msl Lab | 14.2 | 12.5 |
| Msl Sys Read Dir | 14.3 | 14.7 |
| Msl Logs Ctr | 16.3 | 17.8 |
| Plans & Concepts | 14.0 | 5.2 |
| Foreign Intel Ofc | 13.0 | 22.3 |
| Joint ATM | 8.6 | 0.0 |
| Sys Anly & Eval Ofc | 16.3 | 7.3 |
| RASA | 18.6 | 19.4 |
| MIA | 13.6 | 14.4 |
| Patriot | 14.1 | 15.6 |

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*T, Th-9:30-10:30
*Fri-9:30-10:30
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Sat.-9:00-10:00
T, Th-6:00-7:00 (TEENS)
T, Th-7:15-8:15
M, W-5:30-6:30

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Teller machine pays soldiers

FORT BENJAMIN HARRISON, IND.—Army-operated automated teller machines will be used to pay a select group of Harrison-based soldiers during a six-month test beginning in June.

About 600 students in advanced individual training at the soldier support center will receive their mid-month and end-of-month pay from the machines, according to officials at the U.S. Army Finance and Accounting Center here. The project, co-sponsored by the Army and the Department of the Treasury, will use soldiers who do not have a check-to-financial-organization pay option.

Officials explain that, rather than replacing existing services provided by on-post financial organizations, the machines are being keyed to trainees whose short stay at an installation often discourages them from opening a bank account.

Unlike comparable ranking machines, the new ones used in the Army-Treasury project will use no "personal identification numbers" to control access to the machines. Instead, the Army version will read hand-characteristics data previously entered on a soldier's plastic access card. That information will be compared to an actual reading of the soldier's hand when placed on a hand geometry device. If the readings match, the soldier can proceed with the transaction, which will take only 35-45 seconds.

The test follows a recommendation by the president's private-sector survey on cost control (Grace commission), which concluded that significant savings are achievable through the delayed disbursement of pay (whereby soldiers withdraw only part of their money on payday) and reductions in treasury

check preparation, handling and processing costs. In addition, the commission said the use of teller machines would save basic trainees about \$1.5 million per year in cost for money-orders and traveler's checks. Officials point out that the machines also provide security and round-the-clock accessibility of funds for soldiers. (Arnews)

File photos not needed

WASHINGTON—Starting in April, enlisted soldiers' official military personnel file will no longer include official photographs, according to officials at the Military Personnel Center.

The regulation change requires that enlisted soldiers have two prints of their official photograph forwarded through their local personnel office, one for use in the branch career management individual file and the other by centralized selection boards. (Arnews)

More promotions to E-4

WASHINGTON—A new promotion guideline gives commanders the option to promote more PFC's with 18 or more months' time in grade.

Under the new guidelines, commanders who use the monthly E4 allocation to promote only PFC's in that unit who fall into the same category, explained officials in the enlisted personnel promotion branch. Soldiers may be promoted with or without a waiver.

If the commander uses the allocation to promote a PFC without the 18 months then no additional promotions are authorized, the guidelines say. (Arnews)

Some eligible for repayment of loan

WASHINGTON—Soldiers in some specialties still have the opportunity to have the military pay back their student loans.

Soldiers can apply for the DOD/DA loan repayment program after completing one year of service, officials say. For each year of service completed up to three years, the Army will repay \$1,500, or one-third of the principal—whichever is greater—on a soldier's student loan.

The program started in late 1980 and was discontinued less than a year later. It was reinstated in October, 1982.

To qualify for the loan repayment, soldiers must be a high school graduate and have enlisted (or entered the delayed enlistment program) between Dec. 1, 1980, and Sept. 30, 1981; Oct. 1, 1982, and Sept. 30, 1983; or Oct. 1, 1983, and Sept. 30, 1984.

Also, they must have scored 50 or higher on the Armed Forces Qualification Tests and have incurred a guaranteed student loan, national direct student loan, or federally insured student loan after Oct. 1, 1975, but before they enlisted.

Finally, soldiers must have entered and remained in one of the several occupational specialties qualifying them for the repayment. Local education centers have lists of eligible MOS'S and other information, officials said. (Arnews)

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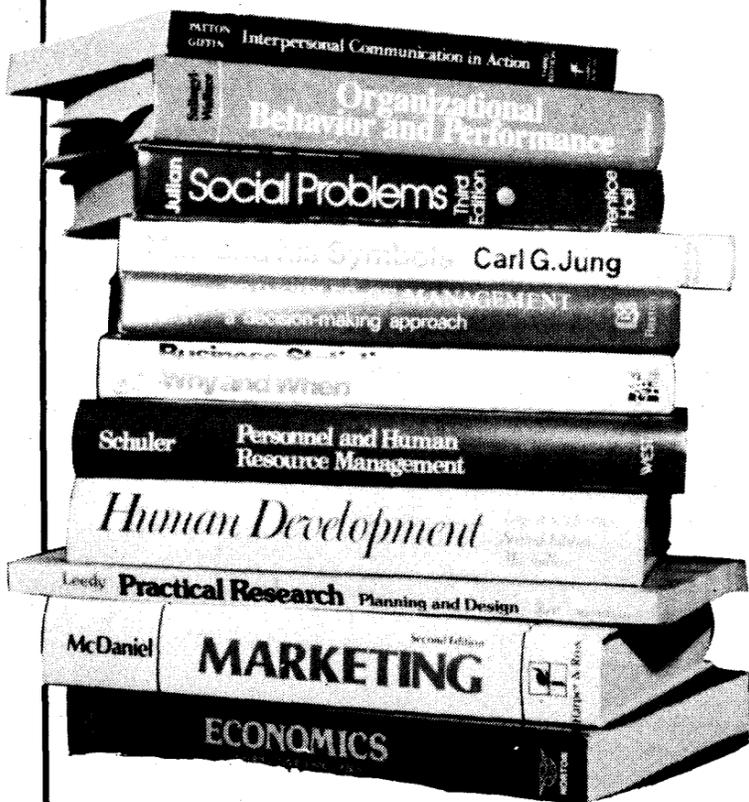
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Keeping Redstone rolling is a tough task nowadays

BY ED PETERS

It is almost 3 p.m. and mechanic Robert DeBerry is nearing the end of his shift at the arsenal's vehicle maintenance shop.

He has labored seven hours on a nine-year-old pickup truck and still has a lot to do, working down a list of some 16 defects inspectors found when the truck was brought in for maintenance.

There are brake problems, bearing problems and many of the lights do not work. The horn won't blow and DeBerry has to remove the dashboard to fix it.

As he fixes the known defects, he finds other problems that need attention. But DeBerry isn't complaining. "I like to run down problems," the mechanic said in a sincere tone of voice that tells you indeed he likes what he is doing.

The maintenance shop is a busy place on this day. Mechanic Boyd Shipley is putting the finishing touches on a camshaft and valve lifter job. The truck he is working on is several years old, a discontinued model that is sometimes hard to find parts for.

In the next lane, a mechanic is putting a new clutch in a vehicle. It had a brake locking problem which ruined the clutch.

The mechanics are having to fix more and more problems as the arsenal attempts to squeeze more and more miles out of its aging vehicle fleet. Numerous staff cars and light trucks have passed the 100,000 mile mark and some have traveled more than 150,000 miles.

"When you get that kind of miles on them there's something to do to them all the time," said lead mechanic Carmen Driver. "I've been with the motor pool section 29 years and never seen vehicles go this far."

He says keeping the fleet on the road is a big job for the mechanics who are doing a lot of front suspension, differential, transmission and engine work they didn't often do when the fleet was younger. "We used to hardly ever keep one till the front end wore out but now we get a lot of them.

"They're all just so worn out it's almost impossible to keep them going. But we manage to do it and I reckon we're satisfying everyone," Driver offered.

Although vehicles are experiencing break-down-type mechanical failures, probably most repair problems are found by inspectors when vehicles are brought in for regular maintenance.

Little things

"You find so many little things wrong when they come in for scheduled maintenance; for example, ball joints, tie rod ends, bearings and bushings that just wear out when you use them that long," explained Arthur Grant, inspection branch foreman. "The problem is that you find so many things wrong that they have to stay in the shop a while."

The inspectors' job is to make sure that vehicles are in what the Army calls "safe and serviceable condition". They look at the vehicles after repairs are made as well as when they are brought in for maintenance.

When a lot is found wrong with a car it may stay in the shop a week or more. Sometimes vehicles have to be sent off post for repair when mechanics here have more than they can handle.

Grant understands the complaints he hears daily. "You've got a man out here with a mission to perform and his mission depends on a vehicle and it's having to stay in the shop a third of the time," the chief inspector observed.

"But if you can't buy a new one, you have to fix the old one, right? Well, that's what we are having to do," he said.

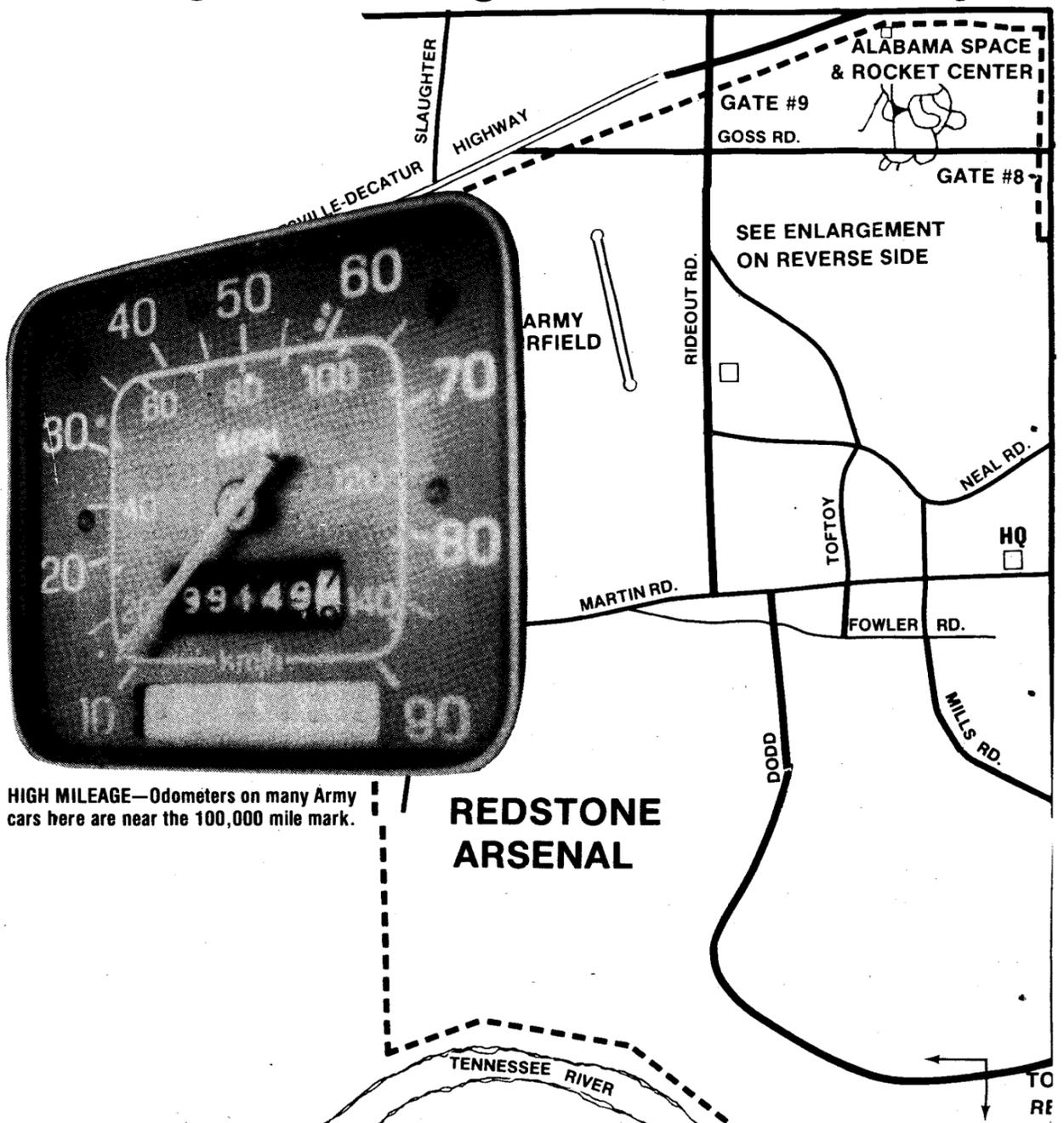
He says down time on vehicles can be reduced by not allowing small problems to become big ones. In a recent instance, a driver disregarded a slipping transmission and instead of a simple \$16 repair to correct the condition, the unit burned up and had to be replaced. "So if you've got something wrong with that vehicle, get it down here and get it fixed," Grant advised.

Worn out

The Army considers a car to be worn out when it reaches seven years of age or 72,000 miles. Such cars are regarded as having reached their "expenditure limit" meaning they are no longer worth spending money on. This means many necessary repairs to arsenal vehicles cannot be made without obtaining special permission. "I can't approve major repairs if the life expectancy has expired. That has to come from DARCOM," Grant said.

Carl Pack is foreman of motor pool #1 which operates the post taxi service. He maintains a fleet of 16 vehicles in order to keep 11 on the road.

"They break down a lot. I have three to five down per day," says Pack. "They're just flat-out worn out." Until a couple of weeks ago, every one of Pack's



HIGH MILEAGE—Odometers on many Army cars here are near the 100,000 mile mark.

REDSTONE ARSENAL

taxis had over 100,000 miles on the odometer, but he has been able to replace a number of them with lower mileage cars turned in by Redstone Readiness Group which has begun using lease cars. The readiness group keeps its cars on the road continuously, covering more miles than any other local Army group.

Pack's taxis rank second in miles covered, with individual vehicles averaging 185 miles per day. Even though he's running some of the highest-mileage cars on the arsenal, they are also among the better cared-for ones, he says, because drivers at the motor pool follow a program of preventive maintenance.

Driver maintenance responsibility is strongly stressed by R.V. Wall, chief of the equipment pool section responsible for more than 750 vehicles the Army has here.

The key

Performing driver maintenance on the Army's cars and trucks is "the key to keeping them on the road," says Wall.

He said drivers are supposed to go through the inspection sequence shown on the back of the vehicle's trip ticket each day before it is driven.

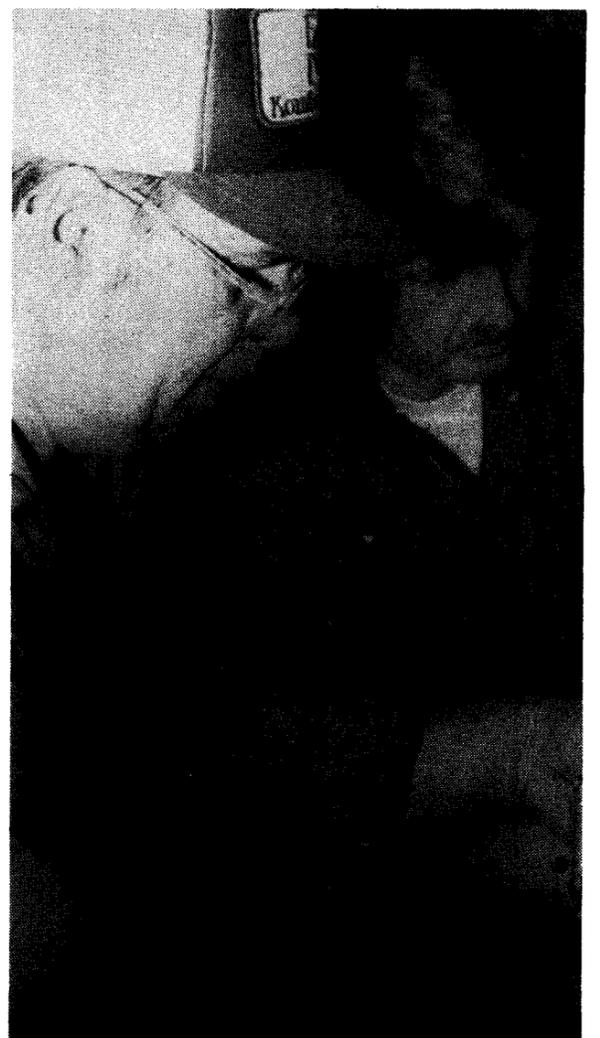
While it isn't likely that many drivers take seriously the inspection sequence, that specifies daily checks of belts and pulleys and 17 other items, motor pool drivers do, according to Wall. "I can't say for others but I can say for my men around here, someone must be doing it or we wouldn't have this long life from our vehicles," said Wall, pointing out that numerous cars, trucks and buses in daily use by his people are high mileage vehicles.

Before obtaining a government drivers license, soldiers and civilians here must attend a class in which driver maintenance responsibilities are explained. Drivers license examiner Donald Bevel gives the class to as many as 850 people each month.

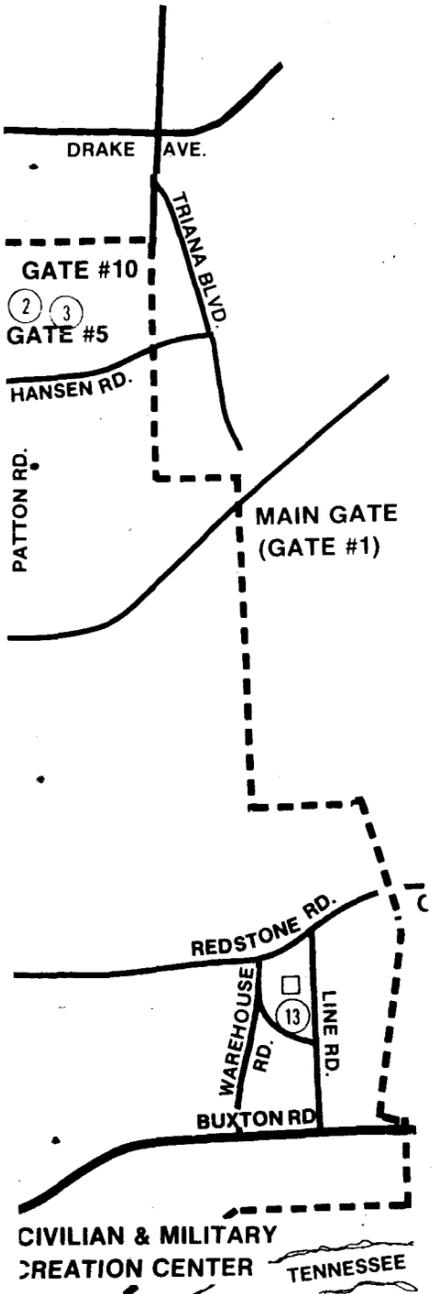
Wall says that as much as 75 percent of the arsenal fleet is composed of high mileage vehicles. And that situation isn't likely to change anytime soon.

It has been several years since the arsenal received any significant quantity of replacement cars and trucks. "You maybe get 10 vehicles a year but that doesn't give you much leeway when 95 percent of your fleet is over age," said Wall.

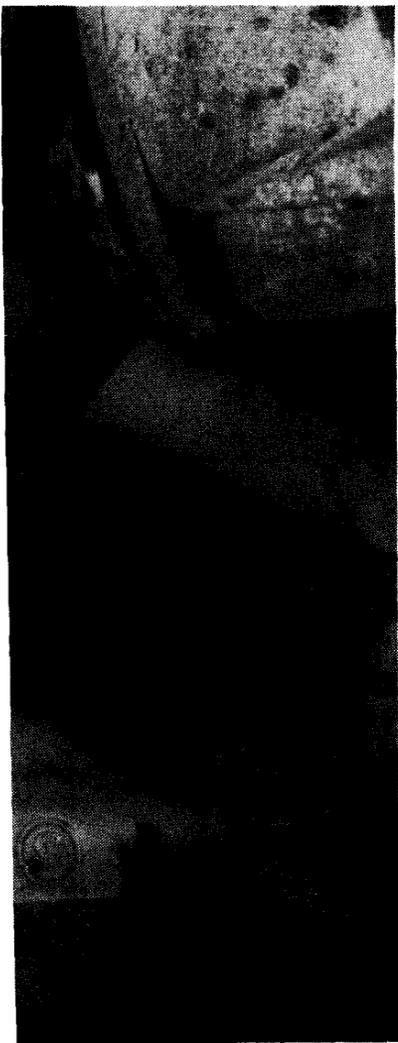
Twenty-two replacements are scheduled to come in this year. "But 22 vehicles are not going to take care of 100 vehicles that need replacing," he said.



REPAIR JOB—J.D. Smith uses an impact wrench to assist on the front axle of a beat-up Army truck.



DISPATCHER Jerry Overcast uses tiny metal cars to track the movement of taxis around the arsenal. Taxis here cover many miles and motor pool officials say preventive maintenance by drivers is an important factor in keeping the well-used vehicles on the road.



ert DeBerry in removing a stubborn nut



MECHANIC—Boyd Shipley puts the finishing touches on a camshaft and valve lifter replacement job. He says many Army vehicles are worn out but appreciates the fact that their condition ensures plenty of work for the mechanics.

Family member program has new coding system

WASHINGTON—Soldiers who need special consideration for their handicapped or gifted children or spouses are again being urged to sign up with the Army's Exceptional Family Member program.

The program, started last year, attempts to match up a soldier's assignment with medical or educational facilities needed by the family member. After numerous calls to the field for soldiers to sign up with the program, officials say a high percentage of those eligible still fail to do so.

For those who do sign up, a new coding system should increase the chances of getting the right assignments, officials explain. Starting in March, the Army medical department will specially identify the

health and educational needs of the family members, sending that information to Milpercen for use in the assignment process.

Soldiers who want to enroll in the program should go to their nearest medical treatment center.

An official said priority will be given to those soldiers already on overseas orders, but noted that "if they try to enroll now it may not make any difference on that particular assignment."

Officials said that while enrollment in the program will not disqualify a soldier for any overseas assignment, the Army will make every attempt to assign them to areas where the appropriate facilities are available. (Arnews)

New law extends burial benefits

WASHINGTON—Active and retired soldiers who die while in a military medical facility are now entitled to government transportation to place of residence.

The Army's casualty and memorial affairs directorate says the benefits of the new public law 98-94 extend to any military member entitled to retired or retainer pay or equivalent pay.

Officials note that this applies only to personnel who were properly admitted to a military medical facility at the time of death. Both the medical facility and place of burial must be in the United States, they add.

Officials say more information is available from the mortuary officer at local Army installations. (Arnews)

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The Next Quarter



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Contract Management—Human Resources Management
Logistics Management—Data Processing

Master of Science in Engineering Management

Master of Science in Systems Management

Master of Science in Contract and Acquisition Management

Spring 1984 Quarter

Registration is now open for the
following courses:

| Course # and Title | Class Begins | Class Ends | Class Night |
|---|--------------|------------|-------------|
| SM 5013 Behavioral Science and Management | 16 APR 84 | 25 JUN 84 | MON |
| SM 5014 Management Information Systems | 16 APR 84 | 25 JUN 84 | MON |
| SM 5018 Policy Formulation | 16 APR 84 | 25 JUN 84 | MON |
| SM 5021 Business Law | 16 APR 84 | 25 JUN 84 | MON |
| SM 5034 Program Evaluation | 16 APR 84 | 25 JUN 84 | MON |
| SM 5001 Managerial Accounting and Control | 17 APR 84 | 26 JUN 84 | TUES |
| SM 5006 Managerial Statistics I | 17 APR 84 | 26 JUN 84 | TUES |
| SM 5011 Management Theory and Thought | 17 APR 84 | 26 JUN 84 | TUES |
| SM 5026 Computer Applications for Managers | 17 APR 84 | 26 JUN 84 | TUES |
| CM 5017 Contract and Subcontract Formation | 17 APR 84 | 26 JUN 84 | TUES |
| SY 5051 Maintainability Theory & Practice I | 17 APR 84 | 26 JUN 84 | TUES |
| SM 5000 Financial Accounting | 18 APR 84 | 27 JUN 84 | WED |
| SM 5002 Financial Management and Control | 18 APR 84 | 27 JUN 84 | WED |
| SM 5005 Economic Environment of Management II | 18 APR 84 | 27 JUN 84 | WED |
| SM 5062 Logistics Policy | 18 APR 84 | 27 JUN 84 | WED |
| CM 5011 Procurement & Contract MGMT & ADMIN I | 18 APR 84 | 27 JUN 84 | WED |
| OR 5012 Operations Research II | 18 APR 84 | 27 JUN 84 | WED |
| SM 5022 Analytical Methods in Management | 19 APR 84 | 28 JUN 84 | THURS |
| SM 5028 Data Base Management | 19 APR 84 | 28 JUN 84 | THURS |
| SM 5032 Personnel MGMT & Industrial Relations | 19 APR 84 | 28 JUN 84 | THURS |
| SM 5109 Organization Theory and Design | 19 APR 84 | 28 JUN 84 | THURS |
| CM 5018 Contract Neg & Incentive Contracts | 19 APR 84 | 28 JUN 84 | THURS |
| OR 5020 Linear Programming | 19 APR 84 | 28 JUN 84 | THURS |

Approval has been granted for Veterans Administration tuition assistance for eligible persons. For information contact F.I.T. Resident Director, 876-1581 or visit the Center in Building 7446 Warehouse Road, weekdays between 0900-1630.

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Transportation group begins baggage test

WASHINGTON—The Military Traffic Management Command will begin testing a new program on April 1 for moving unaccompanied baggage.

The six-month test will move unaccompanied baggage via commercial carrier with an "international

through government bill of lading," with the Military Airlift Command providing over-ocean transportation.

Spain and the United Kingdom will be the first test destination. If the test is successful, it will be expanded to most high volume destinations overseas.

Benefits of the new program include single carrier responsibility, reduced loss, damage, and claims, and improved on-time delivery of property to members overseas. (Arnews)

Troop league Rockets blast civilian cagers

There is good and bad news in the Civilian Welfare Basketball League.

The good news is that CWF all-stars don't play the Redstone Rockets anymore this year. Twice was enough, the shellshocked stars will admit.

The bad news is that CWF's top six teams face the same tough opposition next week, however, when they square off against NASA's best in a single elimination tournament.

The annual Army-NASA basketball tournament kicks off Monday night (March 19) at 5:30 with games continuing nightly until the championship finals Thursday night at 6:30.

CWF cagers hope for a better fate against NASA than they had against the Rockets.

The Rockets, composed of players from the troop leagues, demolished the CWF all-stars in a best of three series last week, overwhelming the civilians 101-57 in the first game and 111-88 in the second.

Using quickness, a smothering defense and a lightning fast break, the Rockets surged to a 66-22 halftime lead in the opener and never let up in notching the easy victory.

Leon Williams led the stunned stars with 14 points and 10 rebounds. For the Rockets, Ronald Caldwell had 22 and Cornelius Williams 17.

Hoping for a better showing in the second game, the stars started off in good fashion and trailed by only three, 21-18, after seven minutes. But the Rockets blasted off at that point to pull away to a 61-30 halftime edge. When the stars rallied briefly in the third quarter and narrowed the margin to about 10, the Rockets got their fast break in high gear and won going away.

Willie Epps led the stars with 26 while Aubrey Askew had 19 and James Battle 18. Rayfus Davis sparked the Rockets with 18, Darrell Wright had 15 and Caldwell 14.

European charter flights move to Philadelphia

WASHINGTON—European commercial charter flights now leaving from McGuire Air Base in New Jersey will soon operate from Philadelphia International Airport, the Air Force has announced.

The move, scheduled for later this year, is part of an overall shift to move department of defense charter traffic from military to civilian airports, officials say.

They add that the Air Force will continue using McGuire as a "readiness terminal," which provides a secure marshalling and processing area for passengers during emergencies and wartime. (Arnews)

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AUSA membership campaign planned here

Volunteers will spread through MICOM next week looking for more than a few good men and women to join the only organization that exists to back the U.S. Army.

That organization is the Association of the U.S. Army. Their message to potential recruits - at least the soldiers and civilian workers of MICOM - is a simple one: You are a part of the Army. You can show your support by joining AUSA.

This year's campaign for new members is headed by CSM Harvey W. Kahl, responsible for military membership, and Dr. William E. May, in charge of civilian memberships.

Both men asked for the job. They believe in AUSA and believe it effectively speaks for the Army and its people, often in situations where they cannot speak for themselves.

They will start their drive with an organization

meeting March 20 at 1 p.m. in room A115, building 5250. Each command element has been asked to name a campaign representative and an alternate and to be represented in the brief kick off meeting.

Kahl and May hope to wrap the drive up in about six to eight weeks, sooner if possible. The MICOM drive is part of a community wide effort involving all other local Army commands as well as industry and business in the area. Anyone looking to join AUSA in the next few weeks will not have far to walk.

The command chairmen plan to have their solicitors do the walking. Their objective is a personal contact with every potential member sometime during the drive.

Annual dues for AUSA run \$16. Kahl is quick to point out that some of that - \$2.15 to be exact - stays with the local chapter and is used, in part, to fund chapter programs that benefit Redstone soldiers.

Among them: savings bond awards made quarterly to instructors and top NCOs, recognition for the post soldier of the month, a dress blue uniform and an all-expenses-paid-trip to the AUSA annual convention in October for the post soldier of the year.

May says AUSA members can look forward to receiving the organization's monthly magazine with articles of professional interest to all Army people and are eligible for participation in AUSA reduced rates for group life insurance and health care plans.

The local chapter which once boasted the largest civilian membership in the national organization now has about 2,500 members which includes about 1,200 Army civilian workers and some 675 civilians from the community. The overall local chapter goal is 3,000 members. Kahl and May hope to sign up about 20 percent of the MICOM workforce.

Columbia College

REDSTONE ARSENAL CENTER



Session II
March 19 thru May 12, 1984

| COURSE NO. | COURSE TITLE | INSTRUCTOR | PREREQUISITE | DAYS | TIME |
|-------------|--|------------|--------------------|------|------------|
| BUS 294 | Microeconomics | Traylor | BUS 293 | MW | 5:00-7:30 |
| BUS 150 | Introduction to Business | Smalley | None | MW | 5:00-7:30 |
| PSY/BUS 336 | Industrial & Organizational Psychology | May | PSY 101 or BUS 150 | MW | 5:00-7:30 |
| *ENG 104 | Developmental English (Tuition free course) | Yates | | | |
| MA 105 | Intermediate Algebra | Patty | None | MW | 5:00-7:30 |
| BUS 395 | Money and Banking | Smalley | BUS 281 | MW | 5:00-7:30 |
| PSY 101 | Introduction to Psychology | May | None | MW | 7:30-10:00 |
| ENG 111 | English Composition I | Yates | None | MW | 7:30-10:00 |
| ENG 204 | Technical Writing | Anglin | ENG 111 & 112 | MW | 7:30-10:00 |
| CS 110 | Computer Literacy BASIC/BASIC (Lab fees) | Jones | None | MW | 7:30-10:00 |
| BUS 231 | Principles of Marketing | Shepard | BUS 150 | TT | 5:00-7:30 |
| CJ 461 | Corrections | Moon | CJ 101 | TT | 5:00-7:30 |
| ENG 112 | English Composition II | Mills | ENG 111 | TT | 5:00-7:30 |
| MA 250 | Statistics | Paty | MA 150 | TT | 5:00-7:30 |
| CS 298 | COBOL II (Lab fees) | Pitfield | CS 292 | TT | 5:00-7:30 |
| BUS 260 | Principles of Management | Foster | BUS 150 | TT | 7:30-10:00 |
| ENG 344 | American Novels | Dyar | ENG 111 & 112 | TT | 7:30-10:00 |
| CJ 101 | Introduction to Criminal Justice | Bill | None | TT | 7:30-10:00 |
| CS 190 | Introduction to Data Processing | Thomas | None | TT | 7:30-10:00 |

ACADEMIC CALENDAR—SESSION II MARCH 19 THRU MAY 12, 1984

| | |
|--|-------------|
| Registration Begins | February 15 |
| Classes Begin | March 19 |
| Late Registration | March 27 |
| Tuition Assistance Form Deadline | March 27 |
| Last Day to Drop without Financial Penalty | March 30 |
| Classes End | May 12 |

NOTE: Columbia College offers 4 year degrees in Business Administration, Criminal Justice, Psychology and Individual Studies. 2 year degrees General Studies and Data Processing. (IBM PCs used in Computer Lab)

Classes are opened to ACTIVE DUTY MILITARY, THEIR DEPENDENTS AND CIVILIANS employed on Redstone Arsenal. The Columbia College office is located in BLDG 3650 on Roland Drive. Office hours are 8:30-4:00 Monday thru Friday. Tuition Assistance students should see an Education Counselor at Army Education Center for TA forms.

PHONES: 881-6181 or 876-4851

*ENG 104 is a tuition free course students receive 3 semester hours of elective credit for the course.

ANNOUNCEMENTS

Quality Control Society

The Huntsville section of ASQC will meet March 15 at 6 p.m. at the Knight's of Columbus Hall, 3053 Leeman Ferry Road. Harold S. Page, vice-president of quality assurance for Polaroid Corp., will speak on "Quality Strategy for the '80's." For reservations call Mac Chaney 882-4136 or John Allen 882-4320.

Recreation center

Today-Hearts tourney at 7 p.m. Thursday-Bingo at 8:30 p.m. Friday-Uno tourney at 7 p.m. Saturday-Yahtzee tourney at 2:30 p.m. Sunday-Jam session at 2 p.m. Monday-Video game tourney at 7 p.m. Tuesday-Pool tourney at 7 p.m.

Child development services

The Child Development Services quarterly meeting will be held March 16 at 9 a.m. in the Bicentennial Chapel activity room. The council combines child care council, children's center council, and quarters-based child care into one council. Membership will be composed of active duty or retired military but the meeting is open to the community. For more information call 876-3704.

Jubilee Singers

The Albert McNeil Jubilee Singers will perform in the Von Braun Civic Center Hall as guests of Oakwood College on Thursday, March 22, at 8 p.m. Tickets are \$6 general admission and \$4 for students with identification.

Science fiction group

The North Alabama Science Fiction Association will have its monthly meeting at 7 p.m. March 17 in the community room of First American Savings and Loan Association, 4008 University Drive NW (next to McDonald's). The public is invited. For more information call Jack Lundy 876-1440/1560.

Bowling center hours

The bowling center in building 3703 will begin new hours effective March 18, opening from 2-9:30 p.m. on Sundays. Hours on other days are unchanged: Monday from 3-10 p.m. and Tuesday through Saturday from 9 a.m.-midnight

CWF softball

An organizational meeting for the Civilian Welfare Fund softball league will be held 11 a.m. Tuesday, March 20 in the second floor conference room of building 7120 (Rocket Auditorium). All team managers or their representatives are urged to attend. For more information, call Doug McKee 876-7363 or Mike McColpin 876-5373.

Communications courses

The Armed Forces Communication and Electronics Association is offering four classified courses in command, control communications and intelligence during March, April and June. For a brochure call 800-336-4583.

Government accountants

The local Association of Government Accountants, the American Society of Public Administration and the Institute of Internal Auditors will hold a dinner meeting at the Cahaba Temple on Thursday, March 15, beginning with a social at 6 p.m. Charles A. Bowsher, comptroller general of the United States, will speak on "Recent Trends in Financial Management in the Government". For reservations call Tom Bair, 895-3192, Gene Eudy, 876-2515, or Tim White, 881-3121.

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Carpool member wanted from Athens to buildings 5678, 5687 and 5400, hours 7-7:30. Larry Nichols 876-6121.

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| Wed. 9:30-7 | Sun. 12-6 |
| Thurs. 9:30-7 | |

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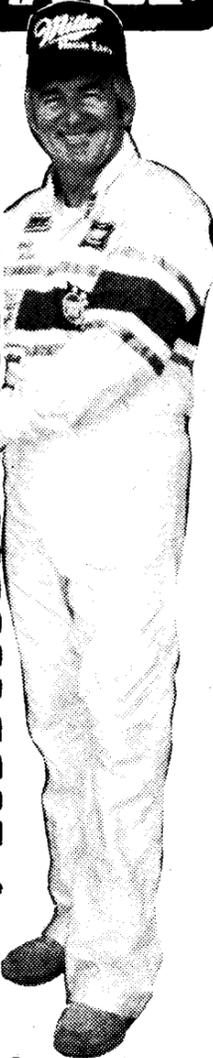
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EER instructions sent to field

WASHINGTON—Sergeants major and military personnel offices around the world should soon receive their "EER preparation instructional packets," personnel officials report.

Officials at the Military Personnel Center enlisted evaluations systems office say they wrote the packet to help officials prepare more complete and accurate enlisted evaluation reports.

"Rating officials must do their part to ensure the soldier is represented accurately on the EER," said John D. Miller, chief of the evaluation office. "This ensures that boards select the best people and that the

Army is best served."

Officials explain that they decided the instructions were necessary after examining evaluation reports received by the Army enlisted records center in Fort Harrison, Ind. Those reports are used by local and centralized selection boards.

Many of the reports were poorly written and contained many administrative errors.

Additional copies of the packet are available, by writing to Milpercen, Attn: DAPC—MSE, 200 Stovall St., Alexandria, Va., 22332.

Applications due for warrant officer course

WASHINGTON—Promotable chief warrant officers step two and higher have only a few more months to apply for the non-resident warrant officer senior course.

According to personnel officials, eligible warrant officers should send their applications to the Military Personnel Center by Oct. 1.

Officials say that effective Oct. 1, a centralized board will begin selecting warrant officers for both resident and non-resident senior courses.

Questions concerning application guidelines and the new selection process should be directed to officials in the warrant officer division at Milpercen: Autovon 221-7843.(Arnews)

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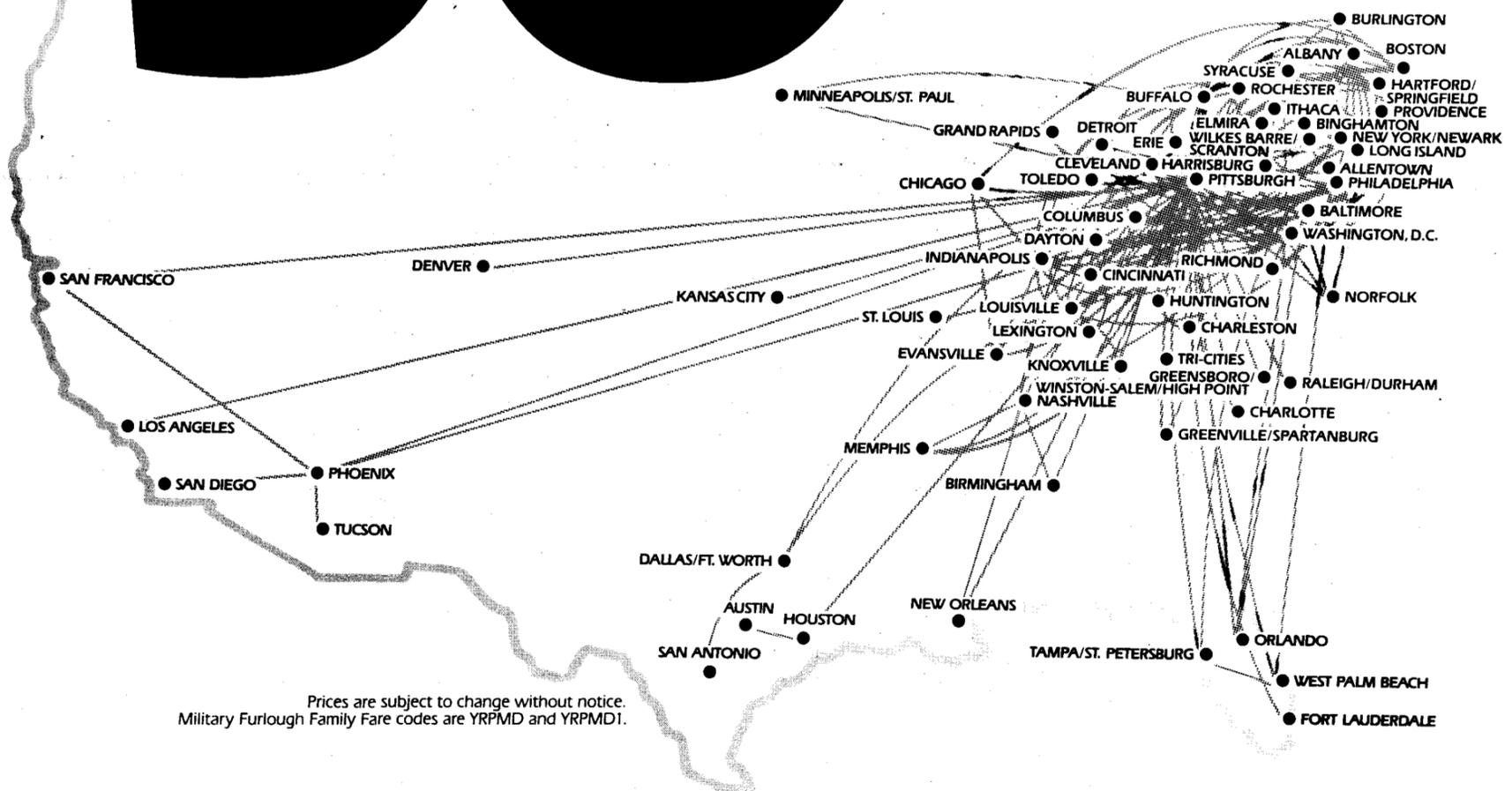
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1982 Mazda B2200 Sundowner deluxe, 5 speed, diesel, 19,000 miles, air condition, AM/FM cassette, with topper. \$5500. Call David 0730-1630 at 536-6689 after 1700 call 859-0474/852-0678.

1976 Casual Mini-motorhome, 18½ foot, sleeps 4, self-contained. Automatic, dash air-new tires. \$9,000 call (205) 423-3866 after 6 appointment to see.

For sale: Sofa and chair \$200. Small dinette set \$35 with 4 chairs. Portable grill, propane bar-b-que grill with 5 pound bottle \$45. Chemical porta-potty for camper, tent or van \$35. Lawnmower, reel type \$10. Floor lamp \$5. Call (205) 423-3866 after 6.

Carpet, 12'x13' beige-\$150. Curtain rods, assorted sizes. GE self-cleaning white stove-\$275. 30 pint Sears dehumidifier-\$75. Call 882-0407 if interested.

1980 Prowler travel trailer, 22 ft. Light weight model, 2000 pounds, sleeps 5, air conditioned, refrigerator, furnace, bath with shower, \$4,800. Call 881-6674.

Motor for sale-1980 Suzuki GS 550L; Blue and Chrome; plexistar fairing; 6500 miles. \$1600 negotiable. Call Dale McNeely, 876-41135 or 837-6325 after 1700.

1979 Olds Cutlass Supreme 2 door, air condition, power steering, power brakes, tilt wheel, AM/FM stereo cassette, V-8, white with saddle top and interior, extended warranty. 42,600 miles, \$4150 Call 830-1969 after 4 p.m.

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1972 14 ft. Monark fiberglass bass boat with trailer, 55 Chrysler Outboard, depth finder & trolling motor. \$1600, call 539-8246 after 4 p.m.

1964 Pontiac, 6 cylinder automatic, maroon, \$375, radio and heater. 1968 Plymouth 6 cylinder automatic, beige, \$550, radio and heater. Call 534-5000

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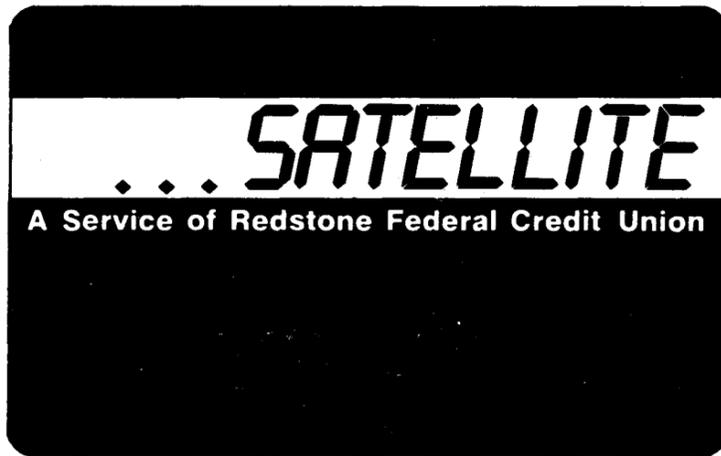
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Commissary sales set new record

FORT LEE, Va.—Army commissaries had gross sales of nearly \$1.56 billion fiscal year 1983, an increase of more than \$54 million (or 3.6 percent) when compared to total sales in fiscal 82, according to officials at the U.S. Army Troop Support Agency.

Allowing for an inflation factor of .9 percent according to the Producer Price Index for finished consumer foods, TSA officials report that this is a new record.

Uniform management practices are cited as one reason for the steady increase in sales in the Army's 179 commissaries and annexes managed and operated by TSA.

An aggressive consumer awareness program encouraging customers to take maximum advantage of vendor price reductions such as promotions, special voluntary price reductions and use of vendor coupons has helped increase commissary sales.

Group elects former MICOM worker

FORT BELVOIR, Va.—Joanne Barreca, a former MICOM civilian worker, has been elected first president of the newly-formed Defense Systems Management College Alumni Association.

Barreca has invited all graduates of DMSC to become active in her group. Annual dues are \$5. Those interested in joining can contact the group by writing DMSC Alumni, Fort Belvoir, Va. 22060.

The group will sponsor a program managers' symposium June 14 on the DMSC campus that will include government and industry speakers and workshops on program management and acquisition management.

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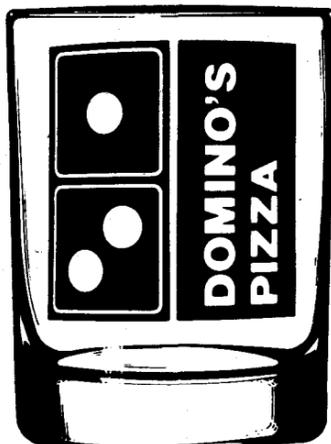
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Army needs more counterintelligence agents

Military intelligence officials here and Army-wide are looking for qualified soldiers to fill a shortage of counterintelligence agents.

The Army needs up to 300 E-4s, E-5s and E-6s to fill the void, according to Special Agent Ken Brown of the Redstone Military Intelligence Detachment. The detachment here is part of the 902nd MI Group.

"Counterintelligence agents are involved in operations security," Brown said. "They do investigations on subversion and espionage directed against the Army and are involved in other counterintelligence activities."

Brown, who is from Huntsville, has been an Army counterintelligence agent for four years. "We want people to give us a call if they meet the qualifications," he said.

These qualifications include a General Technical score of 110 or higher and a minimum score of 89 on the Defense Language Aptitude Battery. Applicants will not be accepted if they've served a tour on the Peace Corps, according to Brown. They cannot have a conviction or court-martial for an offense other than a minor traffic violation. They also cannot have an immediate family member residing in a foreign country unless that family member is there because he or she is a member of the U.S. Army, Defense Department or on other official business.

Applicants should be soldiers E-4 (promotable), E-5 or E-6. "Sometimes we'll take E-7s but that'll be a rare case," Brown said.

The 97B counterintelligence agents course is taught at Fort Huachuca, Ariz. and lasts for 18 weeks. It covers such things as operations security, investigations techniques, and general intelligence training. After that there is a one-year probationary period as an agent on a strategic or tactical assignment.

"It's a challenging field," said Brown, age 26. He joined the Army in 1979, the year he was graduated

from Jacksonville State University with a bachelor's degree in political science. He minored in history. Both were good backgrounds for the field, according to Brown.

"I really enjoy it and highly recommend it if you qualify," he said.

The detachment here includes Brown and three other agents, an operations officer, intelligence analyst, two signal security personnel, a contract specialist, and two clerks. The commander is Maj. William Brady.

Soldiers interested in the counterintelligence agent speciality can call Don Brenno or Ken Brown 876-2673/2816/4981.

Car firm discounts military rentals

WASHINGTON—Hertz Rental Car Company has announced discount rates for active and retired military and their family members for both official and unofficial travel.

According to officials at the Military Traffic Management Command, these are the same discounted rates available to Department of Defense travelers on official business.

A valid military or dependent identification card is required to get the discount. Family members need not be traveling with their sponsors, but all renters must meet Hertz's standard driver qualifications at time of rental.

The new unlimited mileage flat rates offered are: subcompact, \$27.50; compact, \$30.50; mid-size, \$32.50; full size (two door), \$34.00 and full size (four door) \$34.00.

Some conditions do apply to the rental agreement, according to Army transportation officials. (Arnews)

Pensions rounded down with computation change

WASHINGTON—Some retired pay and survivor benefits were rounded down to the next lowest dollar on Oct. 1, 1983. This change was based on the fiscal year 1984 Defense Authorization Act. The act now affects only those persons who started to get these benefits since the first of October.

Persons who were receiving benefits before Oct. 1 effective date will have their benefits rounded down when the next cost of living adjustment is made. (Arnews)

Group studies training; report due in mid-April

WASHINGTON—The Army has formed a DA-level study group to review Army training functions, roles and responsibilities.

Formation of the group was recently announced by Army Chief of Staff General John A. Wickham Jr.

Its mission is to review existing training roles and responsibilities of Army staff agencies to ensure that training and readiness goals of the total Army are supported today and in the future.

The principal focus of the group is on the training policy and planning functions performed at DA level. Major commands have been and will continue to be consulted as a fundamental part of the group's review.

The 12-member group includes representatives from each Army staff agency with responsibilities for Army training. Directing the study group is Col. Roy P. Elliot Jr., of DA operations and plans, with retired Army Gen. Robert Haldane as a consultant.

Preliminary work began in January. The group expect to make its final report to Wickham in mid-April. (Arnews)

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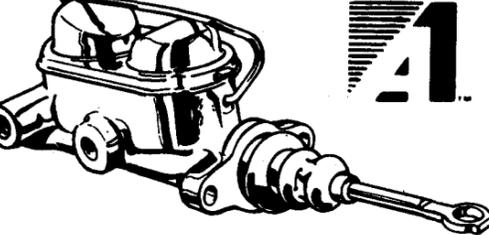
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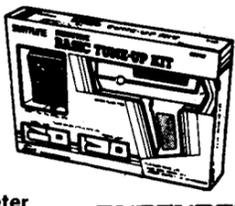
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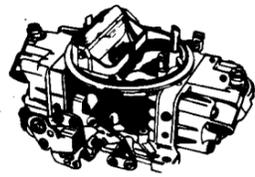
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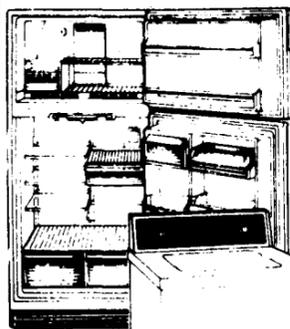
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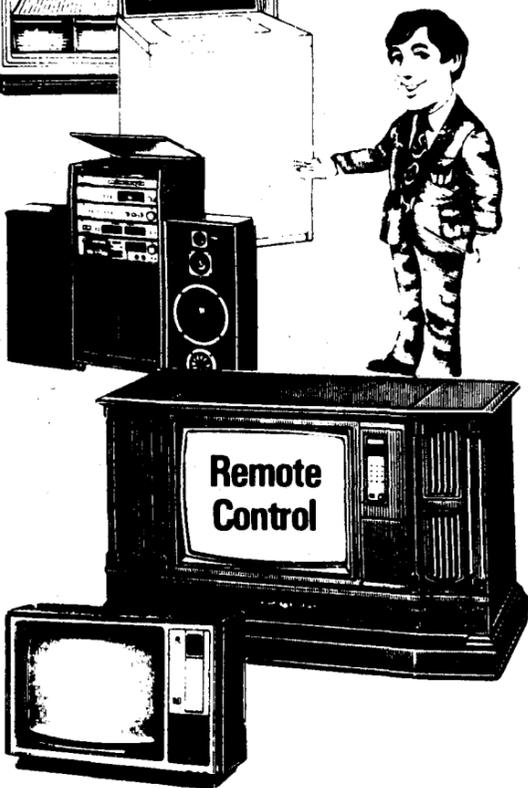
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