

Redstone Rocket

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Personnel survey gets generally good responses

A survey on the attitudes of MICOM people got generally favorable reviews for civilian personnel management.

The questionnaire was distributed in 1985 to a random sampling of workers and supervisors, according to the management employee relations division of civilian personnel office. Of the 705 employee and 548 supervisory questionnaires issued, 468 employees and 207 supervisors responded.

Individuals were encouraged to provide written comments, and 256 did so. All responses to the questionnaire, as well as individual comments, were used "as indicators regarding the pulse of the organization," according to Wally Reynolds, an employee relations specialist.

"It's to determine attitudes of employees and supervisors toward civilian personnel management," Reynolds said. A similar survey was conducted here in March 1981 by the Army's Deputy Chief of Staff for Personnel.

Survey results

The results "closely paralleled" the earlier survey, Reynolds said. "Generally however, the one we did in 1985 showed improvement in the attitudes in some areas of personnel, particularly in the EEO program," he said.

Areas covered by the recent questionnaire included Staffing for Mission Accomplishment; Position Management and Classification; Employee Relations and Morale; and Labor Relations, Incentive Awards, Developing Employee Skills, and Equal Employment Opportunity.

Several factors affecting personnel management at MICOM apparently were present before and during the time of the survey. These included the RASA reduction in force; hiring restrictions; major turnover of key personnel; commercial activities studies; proposed legislation regarding civilian pay and benefits; and major reorganizations.

"Generally, the response to the survey reflected an overall adequate rating," Reynolds said in a written summary of the results. "Favorable responses were expressed toward developing employee skills, position management and classification, and performance management. The respondents expressed unfavorable views toward the filling of jobs and the various procedures for airing complaints, grievances, and appeals."

Need for improvement

Findings indicated a need for improving supervisors' attitudes regarding fairness in the promotion and screening/selection processes, officials said. They believe this can be accomplished through better communication of the positive aspects and goals of the employment programs. Another area officials feel can be improved is to assure that work performed or required tracks with official job descriptions.

The survey showed "supervisors seem fairly well versed in labor relations, however, a need for improvement was indicated in the area of communications from top management to first-line supervisors relative to the philosophy of fostering good working relations between management and union representatives," the results summary stated. "Additionally, a need exists for more positive management support for the suggestion program. Methods for determining the need for job-related training require more study. Also, alternatives need to be pursued for situations where job-related training cannot be arranged. Finally, the survey responses indicated that the techniques for handling EEO complaints appear to need more review."

NAF workers

The entire Nonappropriated Fund work force of 425 people received questionnaires. Some 156 workers and 32 supervisors responded with some of each group providing written comments. Generally, NAF employees said that their jobs made good use of their abilities and they were satisfied with their jobs. They

also voiced satisfaction with the information they get to do their work. NAF supervisors expressed satisfaction, too. However, "some concern was expressed by these supervisors that they were limited somewhat when assigning work or changing organizational structures," the summary said. "Supervisors voiced a need for training in the labor relations area. To improve the NAF personnel climate, consideration will be given to employing more people in part-time and full-time status and less in the intermittent as a means to solidifying the work force and to reduce the high turnover rate. The awards program will be studied with a view toward greater recognition of outstanding performance."

Overall, the survey's positive findings indicate the civilian personnel management program is well administered in several areas, according to Reynolds. Both supervisors and employees generally find that their jobs are properly graded. Employees find their work challenging and that they have sufficient training and experience not only to do their jobs well but to advance, Reynolds said. He added that employees and supervisors find the performance appraisal system to be helpful in improving performance.

"It (the survey results) will be used by managers for further particular evaluation and analysis to improve the climate in their area," Reynolds said.



BALLOONS AWAY — Kids from Redstone's Child Development Center watch as hundreds of balloons sail away as a kickoff for the Month of the Military Child in April. The balloon launch was held at the Bicentennial Chapel April 7.

AER campaign here has \$36,000 goal

The annual Army Emergency Relief fund-raising campaign for Redstone Arsenal continues through June 15.

A kickoff meeting was scheduled for April 15 at MICOM headquarters building. 2nd Lt. Carey Gormes, coordinating this year's drive, was scheduled to instruct people designated to collect funds in their organization.

"The money is used for soldiers who are in some type of financial stress situation," he said. This assistance is in the form of AER grants and/or interest-free loans. "A secondary purpose is to provide educational assistance," Gormes added.

Funds are solicited from the active and retired military community. Contributions can be made through lump sum or payroll deduction. Donations are welcome from civilians.

This year's campaign goal is \$36,000. Last year, \$31,089 was collected here.

"AER is caring Army people helping Army people," Gormes said. The campaign is to raise funds to help support the volume of assistance provided, he said. Another purpose of the drive is to increase awareness about the AER program for active and retired military people and their family members.

Last year was the 10th successive year that assistance provided had increased Army-wide. In fact, the more than \$133 million in assistance over the past 10 years (1976-85) exceeded the \$128,512,335 in help provided over the preceding 34 years.

For more information on the AER campaign, call Gormes 876-1520/4931.



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Block party

Editor:

The military is at its best when everyone — soldiers, military family members, civilian employees and contractor personnel — pull together to accomplish a mission. Let it be known that this happened on April 6 at the Block Party, the kickoff event for the Month of the Military Child.

It was no accident that 2500 adults and children had a super good time in the numerous family events. Literally hundreds of people, to include our Huntsville neighbors, were involved in the planning and execution of the Block Party.

There is no way to thank everyone personally but you know who you are, and you know what you contributed. It is greatly appreciated, especially the marvelous weather provided by the Chaplaincy. On behalf of all the military children who participated in the Block Party, we thank you all.

Shirley M. Mohler
Block Party Chairman

Shirley A. Sterbenk
Month of the Military Child
Chairman

Craft shop user

Editor:

Referring to article "Post residents have their say at town meeting" (Feb. 26 issue): Col. John Walker mentioned converting an under used craft shop to an exercise and fitness facility.

After inquiring which craft shop Col. Walker had in mind, I found it to be building 3466, the multi-purpose craft shop consisting of photography, lapidary, leather works and ceramics.

No, I'm not a post resident; however, I am a concerned and frequent user of the craft shop and enjoyed it very much.

Since I have been out of the military, I am still a frequent user of the craft shop as a guest of authorized personnel. I would like to suggest: Why not allow interested civilian government workers to participate in the use of the craft shop and reestablish instructions on the subjects offered, even at a shop fee of \$1 to \$1.50 per person, rather than doing away with the facility at this time?

Fort Gordon, Ga., Fort Lee, Va., Fort Sill, Okla., and Lowery Air Force Base, Colo., are installations I have visited and do allow government workers to use their craft shops.

Berkley E. Penn
AMXTM-LPE

Editor's Note: Lt. Col. William Katholi, acting commander of RASA, provides the following response. "I would like to thank you for your concern regarding our crafts facilities since it gives me a chance to clear up the misconception that a crafts facility is being eliminated. In order to stimulate more interest for patrons by increasing the number of crafts available in one place, a plan was developed to combine some multi-craft activities (to include leather craft, pottery and macrame) into the better utilized craft shop (building 3615). This building previously provided ceramics, art and wood working crafts. This plan is providing a more attractive program, and offers the opportunity for operating in a more cost-effective manner by consolidation. This movement vacated approximately 80 percent of the floor space in building 3466, which allows renovation and establishment of a much needed state-of-the-art personal fitness center. The remaining 20 percent of the facility is retained for lapidary and photography. Congress appropriates funds for construction and staffing of MWR facilities based on military population. The use of MWR facilities is established on a priority system which is designed to ensure that priority is given to military personnel and their families. DOD civilians are in category 14 of 16 categories which allows for usage only after higher categories can be accommodated. At large installations such as Fort Gordon, Fort Lee and Fort Sill, the number of DOD civilians is small compared to the military population, allowing civilian use of facilities without overcrowding. Allowing DOD civilians to use MWR facilities could engender a more cohesive work force at Redstone Arsenal. A current assessment is being made on the usage factor at all MWR facilities for the purpose of allowing more participation."

CFW softball fee

Editor:

Have you ever heard of discrimination in softball? This year the Civilian Welfare Softball League has seen fit to charge contractors that play in the league \$16. Military and civil service personnel are not required to pay this fee. Why should contractors be singled out when the league is sponsored by the Civilian Welfare Fund? As a contractor, we patronize the cafeteria daily and use the soft drink and candy machines which fund the Civilian Welfare Fund.

Who decided on a nice figure like \$16; why not \$5 or \$50? Does this \$16 go to improve the professional quality fields or to have more than one umpire (which is needed)? What about the great lighting system? (You can barely see each other at night, let alone a softball.)

It might be different if the league was just starting or you had a new team, but we've been in the league at least seven years. Why change now, Mrs. President?

Randy Phillips
AMSMI-RD-TE-C

Editor's Note: Lt. Col. William Katholi, acting commander of RASA, provides the following response. "The Civilian Welfare Fund is established to provide for the morale, welfare, and recreation of civilian employees of the U.S. Army. Participation of contractor personnel in CWF activities is a privilege which has been extended to contractors employed on the arsenal in the interest of fostering camaraderie between the government and industry. A MICOM Inspector General investigation into activities of the CWF Softball League after the conclusion of the 1984 season surfaced concerns about contractor personnel participating in the league. In 1985, the MICOM Legal Office informed the CWF Council that while contractors could participate, a participation fee should be charged for all participants who are not DA civilians or non-appropriated fund employees. This is required to ensure that CWF monies are properly spent. The amount of the participation fee was not arbitrarily established. To determine the fee, the CWF Softball League budget was divided by the number of players participating in the league to establish a pro rata share. The fee (currently \$16) will vary from year to year based on the size of the softball league budget and the number of players. The CWF Council invites con-

tinued participation from contractor personnel in the league. We hope that you understand the need for the participation fee."

Off-road cyclists

Editor:

This is to inform interested off-road motorcyclists that there are two off-road motorcycle organizations that meet in the Huntsville area. They are the North Alabama Trail Riders Association— points of contact are CWO 3 Jim Seals 830-9312 and Larry Frakes 828-0668 —and the Huntsville Trails Club, point of contact Barry Langford 534-2045. These groups have approximately 70 and 20 members, respectively.

The NATRA has conducted off road events on Redstone for the past several years and has plans for future events here.

CWO 3 Jim Seals
President, NATRA

Sign your letter

Letters will not be considered for publication in the Redstone Rocket unless they are signed and contain an address or phone number for the writer. Names are withheld on request but unsigned letters will not be used. Send letters to: The Redstone Rocket, AMSMI-IN.

WORTH REPEATING

"Those who expect to reap the blessings of freedom must undergo the fatigue of supporting it."

—Thomas Paine

Correction

There was an error in the story in last week's *Rocket* about Marshall Space Flight Center's parking regulations.

The story incorrectly stated that a cumulative total against a driver of 12 or more points in 24 months could result in driving privileges being suspended for 10 days. The correct period of time for suspension of driving privileges in such a case is six months.

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McCorkle wins award for weapon system design

Dr. William C. McCorkle, director of the Army's missile laboratory here, is a recipient of the Simon Award, presented annually to the individual judged by the American Defense Preparedness Association to have contributed most significantly to weapon system design.

ADPA announced last Thursday that McCorkle had been selected to receive the honor, along with Victor Lindner of the Armaments Research and Development Command at Dover, N.J.

The award, which includes a \$1,500 cash payment, will be presented April 24 during ADPA's annual meeting at the Shoreham hotel in Washington, D.C. Mark Miller, ADPA board chairman and president of Boeing Aerospace, is scheduled to make the presentation.

McCorkle has directed the Army's missile laboratory at Redstone Arsenal since 1980. It was announced earlier this month that the laboratory had been selected in an annual competition as the best research and development laboratory in the entire Army.

This is the first year that the Simon Award has had two recipients. "The competition is intense for this award and the background and achievements of these two people were so great that we declared them co-winners," explained William Eicher, a retired major general and ADPA's vice president for technology management and advisory services.

"Both had significant accomplishments in this field

(weapon system design) and we felt both had done so much good that we made them co-winners of the Simon award," said Eicher. "It's a great honor because there were a lot of contenders" from both government and industry, he added.

The Simon award is named in honor of Maj. Gen. Leslie E. Simon who founded the Army's Ballistic Research Laboratory at Aberdeen Proving Ground, Md. and spearheaded the development of a supersonic wind tunnel and the first electronic digital computer.

McCorkle has been a major figure in Army missile programs since the late 1950s. A physicist and engineer, he is a proponent of "focusing" existing hardware and technologies within the missile laboratory to find ways to quickly meet evolving threats as an alternative to embarking on long, costly research and development programs.

Among the missile laboratory's recent achievements in the weapon systems arena are Sparrow Hawk, a technology demonstration fitting Navy Sparrow missiles to a launcher from the Army's Hawk system to create a versatile new weapon; Setter, an experimental light air defense system that combines Stinger missiles, Spike hypervelocity rockets and advanced sensors in a potent firepower package that is turret-mounted on the Humvee all-terrain vehicle; and FOG-M, a fiber optic-guided tank killer able to find its own targets and engage them out of the line of sight of the gunner.



McCORKLE

Youth activities a growing program on post

BY PAM ROGERS

Until about 18 months ago Redstone's military kids didn't really have a place to call their own. There were activities for them at the Recreation Center, but they had to share the building with other people.

Now they have their own Youth Activities director and their very own building. Youth Activities is growing, even though the facility is small and far away from some of the housing areas.

Director Jim Rhodes' goal for Youth Activities is quality in every aspect of the program, which serves military family members between the ages of 6 and 19.

"People have said we're doing a good job, but when I compare it to some of the places I've been, we still have a long way to go," Rhodes said.

Right now the center offers pool, ping pong, table hockey, free food, dances, and classes in ballet and karate. Attendance is better at some times than it is at others because of conflicts with sports and school activities, Rhodes said.

Every Friday night the center offers a free meal, like hotdogs or taco salad. "Parents can drop kids off at 5 p.m. and go to shopping, or go out to eat themselves—just have some time to themselves, and they know their children are going to be fed. It's like an inexpensive babysitting service," Rhodes said. To attend a free food night, children must sign up at the youth center by Thursday, he said.

There are times set aside for younger and older children, but the two periods overlap, just in case parents want to send their children together.

Membership in the youth center is free, but children who want to join must register.

Rhodes hopes the program will be out of its present 4,000 square-foot facility and into its new building within the next two years. "It will be 18,000 square feet, and the building will be designed to enhance the participation of older kids, with a gathering area with a fireplace. We can use the entire gym for skating, dances and social events. There will be a stage for plays and puppet shows—we're committed to pro-

viding them with things like they've never seen before," he said.

The youth sports program also is operated out of the youth center, and there is a fee for participating. Among sports offered are football, baseball, basketball, soccer, golf and bowling. Right now soccer, which is offered in the spring and fall, and baseball are the most popular sports.

A certification program has just been started for volunteer coaches, and will include training in

philosophy, pedagogy, and sports medicine. The entire youth sports program is geared toward total participation and learning, not winning at any cost, according to Rhodes.

"We want to put winning in the proper perspective," he said. "Some kids will know they're not as good as others, but they won't be treated any differently."

For more information on any of the programs offered by Youth Activities call 876-BALL or 876-KIDS.

Smart shopping results in cost savings

ROCK ISLAND, Ill. — The Army is getting more for its money, thanks to smart shopping by contract specialist Charlene Bailey of the Army Armament, Munitions and Chemical Command (AMCCOM) at Rock Island.

Bailey saved the government more than \$12 million by competing an item previously procured sole source. The \$12,063,914 savings came on the M737 projectile, a sophisticated munitions item used in tank training.

When Bailey was assigned to buy the projectiles, she questioned why there had been no competition for bids, since the M737 was added to the inventory in 1976. Research revealed that the previous contracts were sole source because the low quantities were adequate enough to maintain only one producer.

Bailey noticed requirements for fiscal 1985 were very large and the five-year plan projected equally large quantities for future buys. But she did not want to lose a proven producer of a complex item requiring precision machining, numerous gages and environmentally controlled production areas.

Many meetings and conversations at various levels of management with Army officials followed. Bailey had to convince and reassure all parties that field re-

quirements would be met, the mobilization base maintained and emergency procedures in place in the event a new producer failed or could not meet the delivery schedule. Armed with this information, she sought other producers of similar items.

Nine bidders competed for the contract, which was awarded to a new producer of the projectiles for a quantity of 276,000. This resulted in a \$9.5 million cost reduction from previous years.

In addition to the savings realized through the new producer, Bailey negotiated a price reduction from the mobilization base producer on 240,164 projectiles. That resulted in a \$2.5 million savings, providing this work to the mobilization base producer assured production levels would be met should the new producer fail to meet required delivery schedules.

The \$12 million savings is thought to be only the tip of the iceberg, however. Additional savings are anticipated as purchases of larger quantities of projectiles are planned over the next five years.

AMCCOM is a subordinate element of the Army Materiel Command, which is responsible for the acquisition and support of Army weapons and equipment. (Arnews)



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Military draft led to 30-year career

BY JEFF WATSON

A draft has not been held since 1973. Even so it seems that everyone who ever received a draft-notice can recall the day, the time, and what they were doing when they received THE envelope and peered inside to read the greetings from their Uncle Sam.

The thoughts of being selected, willingly or not, for military service can have a big influence on a young man's life. In the late 1950's the idea of being drafted led one Ordnance Missile and Munitions Center and School officer into a career that has spanned nearly three decades.

"I never thought about making the military a career when I was in high school," said Col. Regis P. Dietrich Jr., OMMCS assistant commandant. "I thought about the draft though. You had to give the Army two years, and if I was going in, I wasn't going in as a private. The draft — it was a powerful motivator."

Dietrich was born July 8, 1937 in Pittsburgh, Pa. His father was a milkman and he, the oldest of four sons and one daughter. Dietrich, who according to his mother broke his glasses at least once a week, had a variety of jobs while growing up, including the only 'honest' job he says he ever had; newspaper boy for the *Pittsburgh Press*.

After graduating from high school, Dietrich enrolled at Duquesne University in Pittsburgh.

"My parents told me I was going to college," said Dietrich. "No one in our family had ever gone to college, and since I was the oldest son it was expected of me, so I went."

While attending Duquesne and majoring in business administration, Dietrich again worked at different jobs: Running an elevator, washing walls, and oddly enough, changing light bulbs in a Pittsburgh post office, thanks to a college friend's dad who got them the job.

When Dietrich graduated from Duquesne in 1959, in addition to his bachelor of science degree, he was also a distinguished ROTC graduate. Following his graduation he continued his military education by completing the Infantry Officer Course, the Airborne School, and the Ranger School.

"Before I joined the Army I had a total of \$46," said Dietrich. "I decided to stay in after my commitment was up because it was fun, and retiring after 20 years was attractive. There was always one more interesting place to go, and later after you have a family you want the security."

Dietrich met his wife Pat here in Huntsville in 1962 while attending a party for the youth group at the Church of the Visitation. Pat, a Knoxville, Tenn. native, was working as a secretary at the John Blue Company which manufactured farm-tractor implements. Dietrich was here attending the Ordnance Officer Guided Missile Course after serving as the direct support platoon leader in the 136th Ordnance Company at Fort Wainwright, Alaska.

"He (Dietrich) told me he never had owned a new car until after he was in the Army," recalls Pat. "He said it was a new Corvair and that he hated it for some reason. After he drove it to Alaska he sold it before he came back. Then when he got back to Pittsburgh he bought an Austin Healey."

"When we first met I thought he was neat, different, and older and more mature than the other guys

I had been dating. But I'll never forget him driving around town in that Austin."

Three months later, in January 1963, they were married. Pat says that Dietrich claimed he was going to make them rich, although Dietrich now claims nothing more than saving Pat from a dreary, boring life at the John Blue farm implement company.

Dietrich's military education and assignments continued. He attended and completed the Nuclear Weapons Officer Transition Course, the Command and General Staff Course, the Senior Commanders Orientation Course, the Corresponding Studies Course of the Army War College, and in 1979 completed his MBA from Pepperdine University in Hawaii.

Military duties took Dietrich to six overseas assignments in addition to his state-side assignments:

Alaska, Redstone Arsenal, Germany, New Mexico, Guam, Korea, Hawaii, the Pentagon, and finally back to Redstone Arsenal. For his last tour of duty, Dietrich will be going back to Hawaii serving as the director of resource management in CINC-PAC.

Dietrich says he believes his most challenging assignment was working in the Pentagon; there were many people to please and a lot of stress.

Recalls Pat, "When he was working in Washington at the Pentagon he was working on a study concerning how fast woods rot that are used in crates and shipping containers. Whenever the general would ask him how the study was coming he always replied, 'it (the wood) only rots as fast as it rots'. It became a well known saying around his office and when the time came for him to leave he was presented a plaque, made of rotten wood with that 'saying' engraved on the inscription plate."

Dietrich and his wife now have three children. Michael, 23, is a University of Minnesota graduate stu-

dent studying philosophy; Valerie, 21, will graduate from Virginia Tech in June with a degree in

psychology; and Scott, 15, is a freshman at Butler High School in Huntsville.

How will Dietrich remember the Army OMMCS and Redstone Arsenal?

"I've enjoyed the Army," Dietrich said. "It's been everything you see on a recruiting poster. The thing I'll remember most though is moving or getting on another airplane."

"I've had a lot of fun being here. We (his family) have enjoyed north Alabama, my wife and I married here 23 years ago and it was nice to come back and see the changes. The people of Alabama are very nice."

"You are always anxious to move on to bigger and better things when the time comes, but the one thing you'll always miss is the people you got to know."

After his three-year tour of duty in Hawaii, Dietrich will retire with 30 years of military service. He and his wife plan to live in Fountain Hills, a small town outside of Phoenix, Ariz. To occupy his free time, Dietrich says he is going to put his wife to work, possibly enter politics, and if that doesn't work, become an actor if he can find a monkey. After all he says, "That's what is so nice about retiring, you don't have to make plans anymore."



HAWAII-BOUND — Col. Dietrich plans to retire after a three-year tour of duty in Hawaii.



ROTC CADET — Dietrich poses in ROTC uniform at Duquesne University in 1958.

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Army hopes to use technology of the market place

BY SKIP VAUGHN

The Army is managing its resources in a "multi-faceted environment," according to the deputy chief of staff for logistics.

Lt. Gen. Benjamin Register, speaking here last week at a graduation luncheon for an extension of Florida Institute of Technology, said the Army is working together with the other defense services and other agencies.

"I've never seen the 'jointness' between the services that there is today," Register said. He added that the Army shares budget information at the departmental level with the other military services.

The Army is also looking toward using technology already available in the private sector, according to Register. "We will be looking more toward nongovernmental items," he said. "We hope to use the technology of the marketplace, buying off the shelf where possible."

Register, a Columbus, Ga. native, served three tours at Redstone Arsenal, the first in 1958. In 1975, he came here after a tour in Vietnam and served as the colonel in charge of procurement. He went on to become commanding general of the Army Armament, Munitions and Chemical Command. In November 1983, Register was appointed as deputy director of the

Defense Logistics Agency. He was promoted to lieutenant general and sworn in as the Army's deputy chief of staff for logistics in June 1984.

"We're reaching the point now where we can start to realize the effects of the modernization program," Register said during his speech last Friday at the Officers Club. On another topic, he said the Army has a procurement directorate at Department of Army level for the first time since 1962.

This is "the year of values" as established by the secretary of the Army and the chief of staff of the Army, Register pointed out. "We must use our resources wisely," he said.

Degrees were awarded by Dr. Jerome Keuper, founder and president of the Florida Institute of Technology. These included five masters of business administration, an MBA with concentration in contract management, two MBA's with concentration in data processing, four MBA's in logistics management, four master's of science in contract and acquisition management, and seven master's in engineering management.

"We have in place an environment where you in the business world can grow," Register told the graduates. "The challenges are there. It's up to you to meet the challenges."



GRADUATIONS SPEAKER — Lt. Gen. Benjamin Register addresses the FIT graduation luncheon.

VA takes part in consumers week

"Quality Service for Veterans" is the theme the Veterans Administration has adopted for its participation, National Consumers Week, April 20-26.

Set aside by presidential proclamation, the national theme for this year's observance is "Consumers Rate Quality." The VA plans to focus attention on the services it provides to veterans, their family members and beneficiaries.

"America's veterans have faithfully and honorably served their country and we must strive to return that service courteously and compassionately," said James Conway, director of the VA Regional Office in Montgomery.

The VA's goals for National Consumers Week include ensuring veterans are aware of the benefits to which they are entitled, responding fully to inquiries and complaints, and improving performance in meeting veterans' needs.

National Guard service means extra pay

Serving in the Army National Guard can mean an extra \$2,000 a year plus other benefits, according to a local spokesman.

Those with prior active military service (excluding retirees) can draw monthly pay, earnings for 15-day summer camp, and paid leave from a current civil service job.

"Basically it's a way that a person can pick up an extra \$2,000 a year on a part-time job," said SFC Randall Grady of the Alabama Army National Guard in Huntsville.

A prior service sergeant with six years time in grade, for example, would earn \$143 per month for his weekends as a guardsman. Summer camp would mean an additional \$538, bringing his part-time earnings to \$2,258. "Plus he's going to get 15 days paid leave from

civil service per year," Grady added.

"Why waste prior military time when it can mean so much to you right now?" he said. Twenty years in the National Guard entitles a person to draw retirement when he or she reaches age 60. This would be in addition to any civil service retirement that person might be entitled to.

Former military members are not the only ones who could benefit from joining the Army National Guard, according to Grady. Federal civilians can also get the 15 days of paid military leave plus a starting part-time salary of about \$1,600 a year.

Training and college benefits are among the advantages of signing up, according to Grady. For more information on Army National Guard, call him at 883-5860.

Presentation April 22 for best laboratory

An award ceremony is scheduled here April 22 to recognize the Missile Command's research and development laboratory as the best in the entire Army.

Dr. William C. McCorkle, director of the missile laboratory since 1980, will accept the award from Dr. Jay R. Sculley, assistant secretary of the Army for research, development and engineering, in a ceremony

next Tuesday at 2 p.m. in the high bay of building 5400. The public is invited.

The missile laboratory is receiving the award for the second time in five years, having won it also in 1981. The competition involves all 34 of the the Army's research and development laboratories.

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Boss loses half his office staff to motherhood

BY PAM ROGERS

They're all outstanding workers, and together they make up a major part of the force in their office, but somewhat reluctantly, their boss has decided to let them go. For a while, anyway.

He knew he didn't have much choice when they came to him in a group last November and announced they were all pregnant.

"They stood right there, with big smiles on their faces, and said in unison, 'Guess what? We're pregnant!' and I wondered what in the world I was going to do," said Hugh Michaels, chief of the Hawk Major Items Branch in the Procurement Directorate. The three women are contract specialists in the branch, and will leave behind only four others to do the work while they're on maternity leave.

"Never before in my life have I had a situation like this," Michaels said.

Things may work out well, though. Valeta Crandall's baby is due this week, Ellen Richardson's is due in May, and Paige Vaughn isn't expecting her baby until June.

"With any luck, I'll be back before Paige leaves," Crandall said.

They do admit to a bit of conspiracy in the way they announced their collective condition.

"I had waited sort of late, until about my third month, to confess. I came down and told, and went back upstairs, and there was Ellen sitting in my office, waiting to tell me she was pregnant," said Crandall, who is the supervisory contract specialist for her group. Then they found out about Vaughn's pregnancy and decided a group announcement was in order.

Being pregnant together has made things easier for the women. They have more emotional support and can discuss things together.

The initial reaction of their co-workers was "great amusement," said Crandall. Then they started worrying about how they were going to do the work of their office with three people absent.

"I've been wondering if there's a way we can make a success story out of this," Michaels quipped.

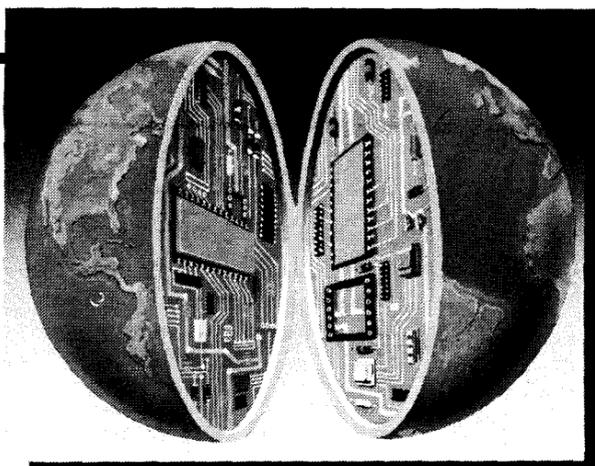
The latest problem has been over baby showers. Workers asked to have a combined shower for all three women.

"I said absolutely not," Michaels said. "This is Paige's first baby, and she should have a shower of her own."



NEVER BEFORE - Hugh Michaels discusses his unusual personnel situation as (from left) Valeta Crandall, Ellen Richardson and Paige Vaughn listen.

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Propulsion technician cooks up money-saving invention

BY PAM ROGERS

To hear her tell it, Jacqueline Meador's invention was developed much as a good cook would create a new dish.

But her idea has resulted in her first patent, and has saved the Army time and money.

Meador, a physical science technician in the Propulsion Directorate of the RD&E Center, developed a new way to make the plastic cases which contain the igniters for rocket motors. "It really was just like a recipe. I mixed it up here in the lab. I had a little steam pot here, and I used a cup of this and a dash of that," she said.

Her "recipe" resulted in a case that was strong enough to hold the charge during ignition, yet broke into small pieces that were safely discharged through the engine's nozzle when all parts of the charge were ignited.

Previous methods of making the cases had resulted in frequent nozzle plugging, which aside from being an obvious safety hazard, reduced the accuracy of missiles. Since using Meador's mixing method, there has been no evidence of plugging in hundreds of firings, she said.

Some benefits of her method of fabrication were unexpected. It results in cases which are of uniform size. The old method produced cases which varied as much as a gram in weight. Additionally, it only takes a fraction of the time it used to take to make cases Meador's way.

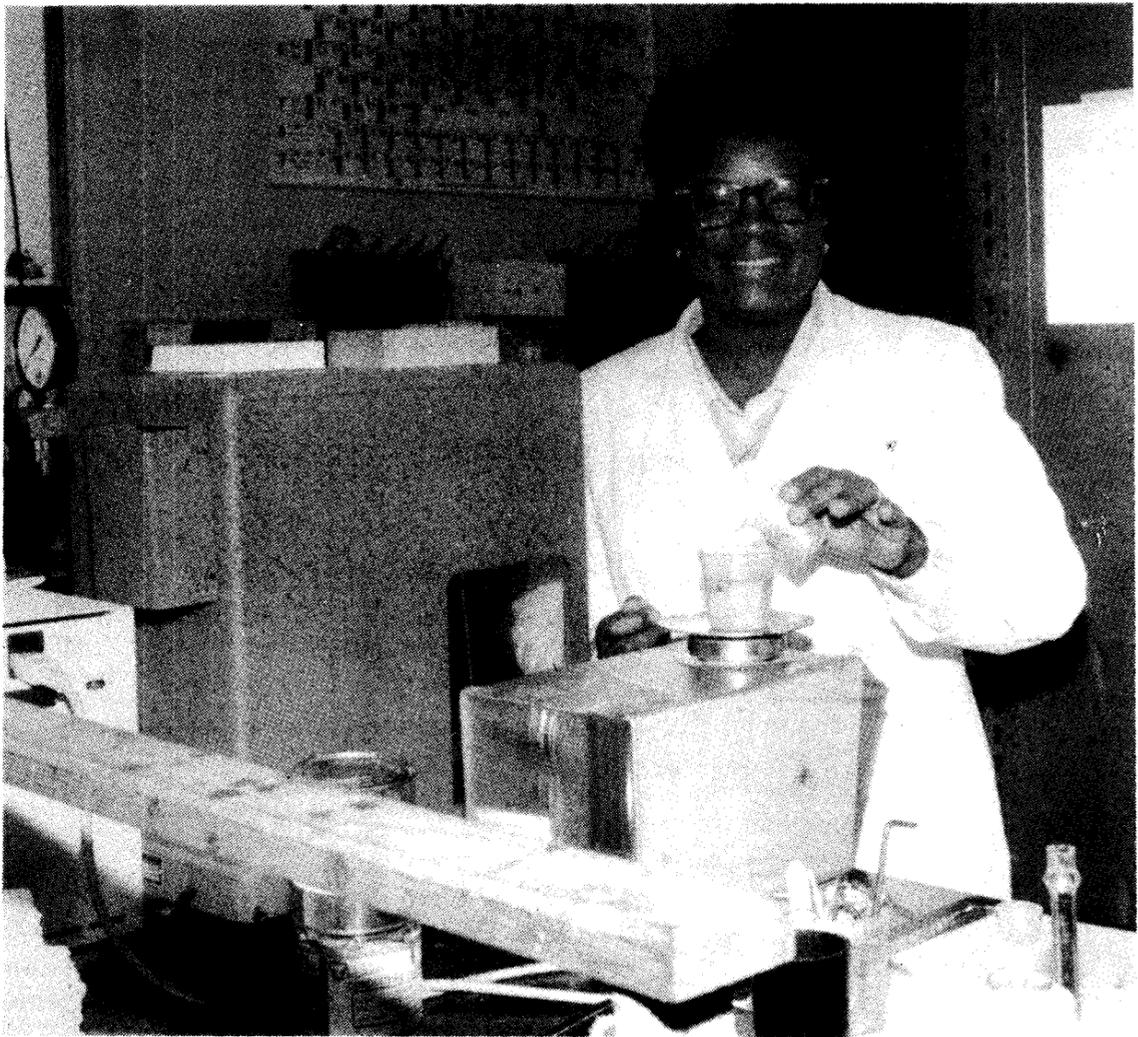
"I don't feel like an inventor, just very creative. When I think of an inventor I think of someone like Benjamin Franklin.

"I'm going to try some more (inventions). I have a few little things, and I write them down and put them on my refrigerator. Every once in a while I take them down and look at them again," she said.

Meador didn't start out working on rocket motors. She's certified as both an X-ray technologist and a nuclear medicine technologist.

"There are not that many women who like to work with explosives. I've worked with hazardous materials before, and I'm well-read on safety. You just have to practice it every day," she said.

Meador, a native of Cherry Hill, N.J., moved here five years ago when her husband, Nathaniel, retired



INVENTOR — Jacqueline Meador received her first patent for her method of fabricating ignition containers.

from the military. They have two children. Their son Kennest is 12 and daughter Maria is 7.

"I'm working on one more idea that I can't talk

about right now. It's up on my refrigerator, and eventually I'll take the time to sit down and write it out," Meador said.

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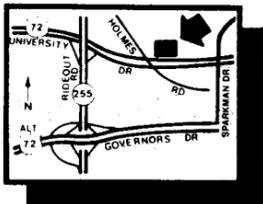
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Unmanned aerial vehicles have come a long way

BY BOB HUBBARD

They come in various shapes and sizes, differ dramatically in what they can do, but most of all, they've come a long way since Rex Powell and MICOM researchers here began flying model airplanes by television more than 13 years ago.

Today, they're called unmanned aerial vehicles, studies are continuing at Redstone, and the sky appears to be the limit for future Army applications, including surveillance, communications, meteorological data, even attack vehicles.

MICOM has a UAV office, headed by Jim Shepard, which is studying the marketplace to see what systems are immediately available, and might be purchased "off the shelf" as non-development items.

MICOM's Research, Development and Engineering Center is supporting the office and looking at such vehicles for several R&D programs.

In fact, William Matkin, a mechanical engineer in the Structures Directorate, traveled to Korea just recently to evaluate one system used in Team Spirit 86, a joint training exercise with U.S. and Korean forces.

The vehicle was developed by the Jet Propulsion Laboratory for the Army Development and Employment Agency (ADEA) in Fort Lewis, Wash., and called Airborne Surveillance Sensor Evaluation Testbed (ASSET).

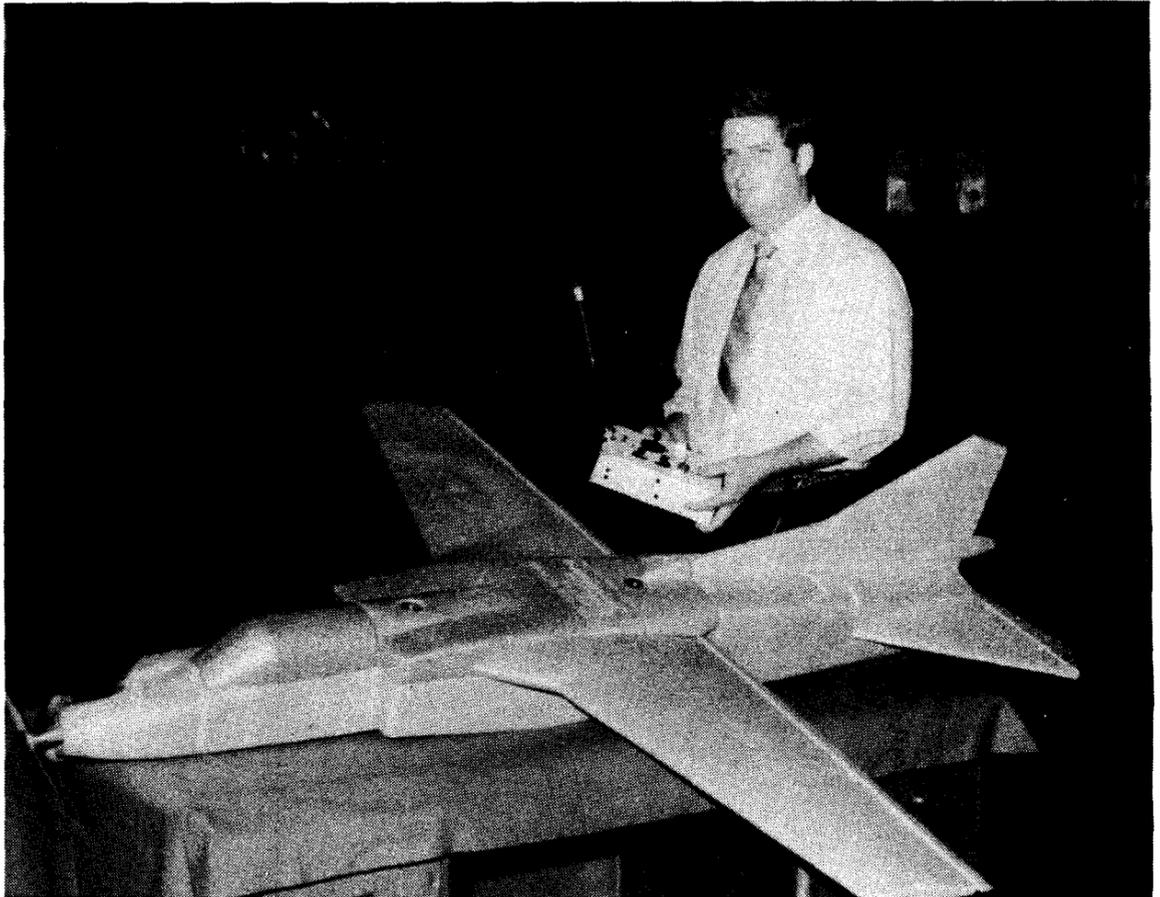
"I wanted to look at it, see how the system performed in the field, and what the problems might be with it, if any," said Matkin, who is temporarily assigned to the UAV office.

Matkin said that ASSET is a surrogate UAV that can be piloted by a man.

"With a man piloting the vehicle, ASSET could be flown at Redstone and used to support several of our research programs."

Powell, a renowned model airplane builder and flyer, is director of system simulation and development. Dr. Billy Jenkins is the lab point of contact for unmanned vehicles.

Approximately 600 Alabama guard and reserve soldiers, many from Huntsville and surrounding communities, participated in the two-week training exercise in Korea.



TARGET DRONE — William Matkin checks out a target drone made of styrofoam in the high bay of building 5400.



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Post volleyball team wins

The post volleyball team has won the 1986 Huntsville Monday Night Volleyball League.

The team finished with a 72-18 record. An end-of-season double elimination tournament was scheduled to begin this week. Redstone was the number one seed, with a bye in the first round. Huntsville Cheapshots and Huntsville Breakers, meanwhile, were to play a three-game match to determine the number two and three seeds in the tournament.

All three teams were to compete in the Southern Region tournament at Emory University in Atlanta. Members of the Redstone team include Felix Milar, Lawrence Chargualaf, Abigail Bosque-Gil, Thomas Frush, William Stover, Angel Perez, Richard Goodale, Kenny Smith, Jerry Miller, Les Kahalekai, Marvin (Bob) Robley, and Dennis Schlegel.

Volleyball standings

Here are the troop volleyball standings as of April 10:

Eastern Conference		
	Won	Lost
A Company	4	0
95th	4	0
Marines	3	2
HHC	2	2
7th Students-1	2	3
4th Students-2	2	3
6th Students-2	0	4
515th	0	5

Western Conference		
	Won	Lost
B Company	4	0
Meddac	4	1
6th Students-1	4	1
4th Students-1	3	2
7th Students-2	1	4
C Company	1	4
TMDE	0	4

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For instance, an E-5 with four years' experience now earns over \$130 for a weekend's work. Over \$2,000 a year, counting two weeks annual training pay.

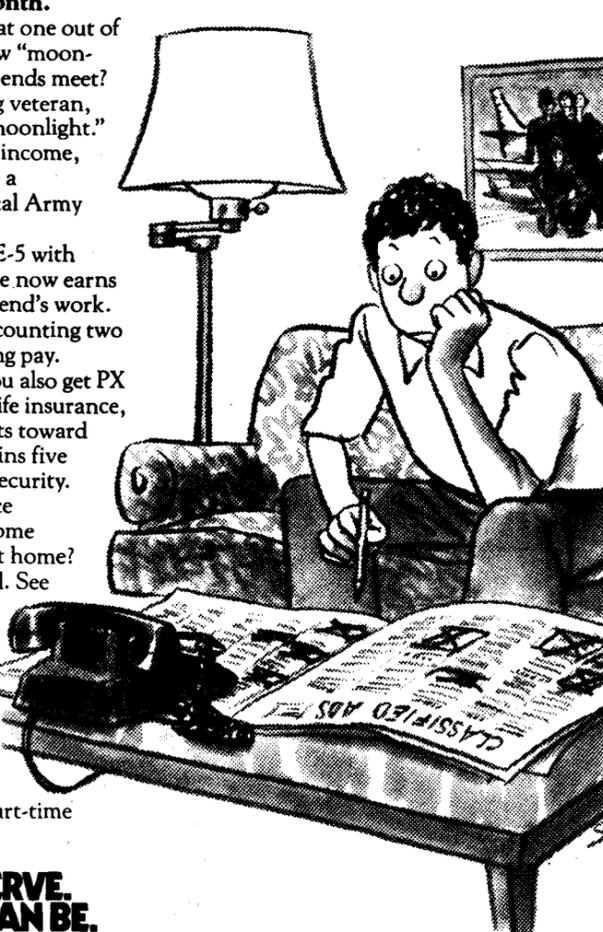
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Training program tries to help civilians advance

BY CINDY WATSON

Civilian career advancement can be made possible through a program at the Ordnance Missile and Munitions Center and School.

The Upward Mobility program began in February 1978 as a means for employees in low-grade positions to advance by filling positions at entry grade levels. The employees then complete training for advancement to higher grades in their training area.

Ronald G. Reed, chief of OMMCS staff and facility development division, said the program covers two types of employees. The noncareer or TRADOC intern training component provides placement and training to selected workers in noncareer field positions that have been redesignated to be filled at less than the full performance level. The para-trainee or functional trainee component provides placement and training to selected workers in career field positions that have also been redesignated to be filled at less than the full performance level.

Eligibility requirements for both components are basically the same, Reed said, in that positions are announced and filled in accordance with existing merit

promotion procedures. To be eligible, an employee must be qualified at the entry level for the particular position he or she is interested in. In the para-trainee component, some cases of promotion from GS-5 to GS-7 may be possible in less than a year if the trainee meets time in grade and experience requirements.

Workers who are selected as trainees in the program are monitored and evaluated during their training period, which takes about two years to complete. A plan is followed outlining the on-the-job training and formal training needed to reach the full-performance level of the position.

The five people in training in the para-trainee component agree that it is good to get people out of 'stale' jobs and into a more competitive field.

They include Sonya Son, a program analyst with the Directorate of Training and Doctrine, who has completed one of the two years in the program. She praised the program and said she hopes to be competitive for the next higher grade by reaching it step-by-step. Son first entered the work force as a clerk/typist. She took advantage of her prior work experience as a book-keeper and was accepted into the Upward Mobility program.

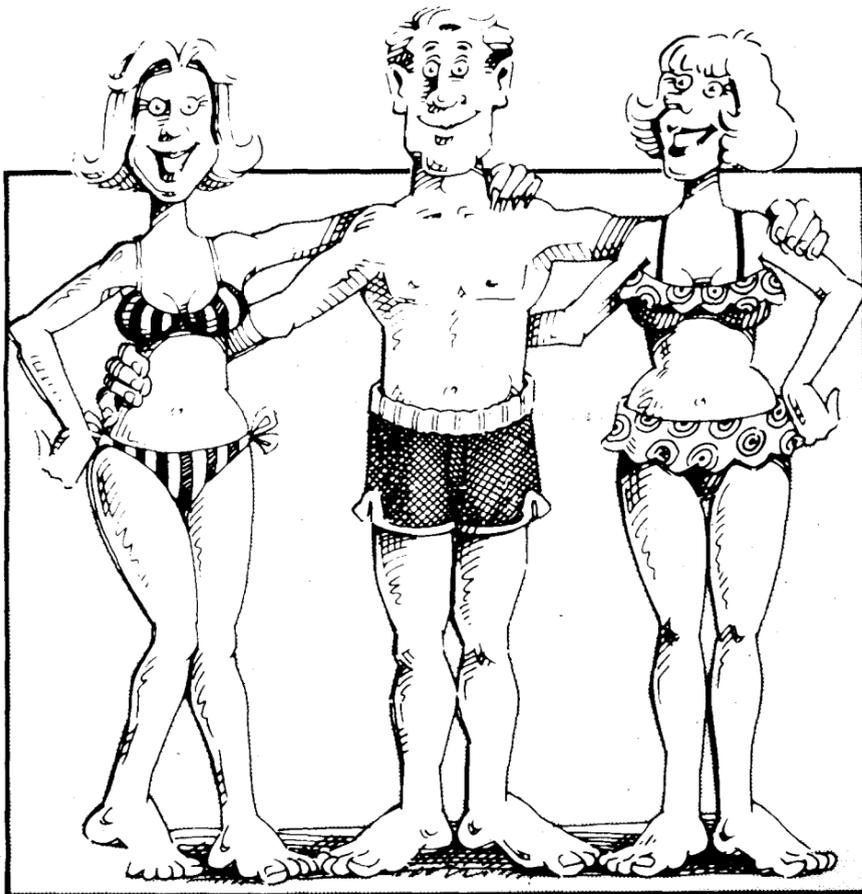
Another para-trainee, Holly Snow, will graduate in

June. She is an editor in the Editorial Branch of the Data Systems Office. Snow, who has a degree in english and communications, said she came across the program by luck. "My mother works in MICOM, she saw the announcement and told me to apply," she said.

Snow feels she is fortunate she got the job and is pleased to be working in an area she was trained for. She sometimes finds the Army's technical language somewhat difficult but says she is eager to learn every day. She said she has had great support from her supervisors who have allowed her to get the needed training.

Generally, the trainees have had little or no problem getting trained. As might be expected in programs that require specialized training, however, there have been some problems. For example Sharon Knowles, a budget analyst in the Logistics Division, says that two of the courses she needs to complete for her first year requirements have a waiting list. To further complicate things, the courses are not taught locally, she said. Aside from this, she also is pleased with the advancement she will receive from this training program.

For more information on the OMMCS Upward Mobility program, call Reed at 876-1749.



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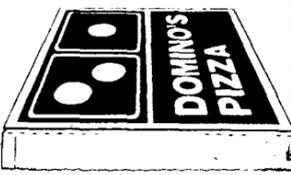
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Army offers education incentives to new enlistees

Gone are the days when an Army enlistment meant a paycheck of \$59 a month. Gone, too, is the time when a large percentage of Army enlistees had never completed high school, and the Army was the last resort for an 18-year-old with no job or experience.

Today, requirements to enlist in the Army are tough, due to higher standards set to increase the quality of the soldiers serving in the Army. Futhering an education is encouraged, and even financed by the Army.

Today, benefits for the new enlistee often exceed of-

fers made by many of the larger corporations in the nation.

And not only is the salary considerably larger than in the past, but programs such as the New Army College Fund, Loan Forgiveness, and the two-year enlistment program make the Army a competitive option for the serious high school graduate.

With the New G.I. Bill plus the Army College Fund, the Army offers up to \$25,200 for a four-year enlistment; \$22,800 for three years, or \$17,000 for a two-year term. The basic educational benefit through the

new G.I. Bill is \$10,800 for a three- or four-year enlistment; \$9,000 for a two-year enlistment. The Army offers additional educational funds as an incentive for choosing the Army.

To participate in the New Army College Fund, a new soldier must have a high school diploma and score in the top half of the Army's aptitude test. The soldier must enlist for one of approximately 85 critical skills needed by the Army. The assistance from the New G.I. Bill and the New Army College Fund must be used for continuing education at any of the approximately 6,200 approved colleges, universities and technical schools throughout the nation.

Another education incentive is Tuition Assistance, a program that finances up to 75 percent of college tuition costs as the soldier attends school part-time while on active Army duty.

The two-year enlistment offers young people the benefits of the Army College Fund (up to \$17,000) and allows them a break from school that many feel they need, while providing them with training they will find useful in the civilian marketplace.

The Army's Loan Repayment Program enables the Army to attract bright young adults who have made it a priority to seek a college education. Students in college or those who have attended an accredited university since Oct. 1, 1975, on a National Direct Student Loan or a Guaranteed Student Loan, can get that loan repaid by the Army. For each year of service in the Army, the Army will reduce the indebtedness by one-third, or \$1,500, whichever is greater. A three-year enlistment will eliminate any outstanding student loan.

A college education entitles a graduate to start at a higher rank with increased pay and responsibilities. Unlike an entry-level civilian position, the college-educated soldier starts immediately in a job with leadership potential.

The Army still comes with room and board, complete medical and dental plans, insurance, a chance to travel, and a new challenge every day.

(This article was provided by the U.S. Army Nashville Recruiting Battalion.)



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Legal office improves its energy rating

BY SKIP VAUGHN

The MICOM legal office tightened its belt on energy conservation after an unannounced energy audit in January.

Members of that office got in the habit of turning off lights and removed personal heating and cooling appliances. The results showed in the next unannounced audit by Facilities Engineering.

The attorneys, legal clerks and other legal staff members did so well they were recognized in March as the most improved energy savers in this command.

"We were really shocked to get the award," said Claudia Klus, chief of legal's administrative division. "It wasn't that we were totally the best but we were the ones that made more improvements than anybody."

Chief Counsel Frank Buckley set the tone in a message distributed to the members of his office after the first audit. "During an unannounced sampling of energy conservation on Jan. 22 we attained an unfortunate score of 19," Buckley wrote. "The highest score during the three days of unannounced audits was 28. (The highest is unfortunately the worst — a score of one would be the best)."

"The auditors that checked us found room temperatures in the rooms checked, including mine, of 11 to 12 degrees higher than the 68 allowed for winter room temperatures," he continued. "Lights were on in nine unoccupied offices. There was unauthorized

energy consuming equipment in five rooms such as radios, fans, coffee pot, etc. The foot candles (light levels) in all of the offices were substantially too high."

The message sunk in. Auditors returned to the legal office in February and March to find the lights off and the fans and heaters removed. "I think we've done everything that we can do within reason," said Wanda Ferguson, a legal clerk who is the office's energy representative.

Legal office's "4" rating in February was fifth from the best among the 18 places checked. Its "1" rating in March was the best in the command.

"I think that they've set a goal for everyone to try to achieve, to save energy as much as possible," said Joe Dickey, energy coordinator for MICOM. The command hopes to reduce energy consumption by 2.7 percent in fiscal year 1986.

Making people aware has been the key to the success of legal's energy conservation efforts, according to Klus of administrative division. She credits encouragement by Buckley and Ferguson.

Rising cost of electricity is not the only reason for conserving energy, said Ferguson. "I don't think we should be so dependent on overseas oil and we really haven't developed our own oil supply in this country enough to satisfy our needs," she added.

Youth soccer

Here are the standings for Region 388 (Redstone Arsenal) of the American Youth Soccer Organization as of April 12:

Eisenhower League (under 10)				
Team	Won	Lost	Tie	Points
Chargers	3	0	1	7
Sharks	3	0	1	7
Cobras	1	0	2	2
Bobcats	0	4	0	0

Bradley League (under 12)				
Team	Won	Lost	Tie	Points
Lasers	2	1	0	4
Yellow Jackets	1	1	1	3
Scorpions	0	1	1	1

McArthur League (under 14)				
Team	Won	Lost	Tie	Points
Cosmos	4	0	1	9
Panthers	1	2	2	4

Pershing League (under 16)				
Team	Won	Lost	Tie	Points
Comets	4	0	0	8



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Separate ration allowance to end in certain cases

WASHINGTON — Separate rations allowance for certain soldiers living in the barracks and some soldiers voluntarily living off post will end under a new policy now in effect Army-wide.

The monthly basic allowance for subsistence (BAS), now about \$150 per recipient, goes to soldiers who do not eat their meals in Army dining facilities.

As explained in a recent message to the field from entitlements officials in the Army's Office of the Deputy Chief of Staff for Personnel, the new policy is based on findings of the U.S. Army Audit Agency and on anticipated budgetary cutbacks — all requiring a revision in the way the Army has been authorizing and accounting for the BAS entitlement.

Lt. Col. Astrid Laborenz-Cassity, a DCSPER staff officer, said that budgetary cutbacks as a result of the Gramm-Rudman-Hollings Act, are requiring the Army to reduce its BAS spending by more than \$6 million.

She noted that the audit agency has identified about 34,000 barracks-housed enlisted soldiers who are authorized the BAS payments rather than being required to eat their meals in government dining facilities. "This practice," Laborenz-Cassity said, "amounts to a yearly cost of more than \$16 million over the cost of providing meals in the Army facilities." The difference shows up in the government's daily food cost (\$3.60) of providing a soldier's meals as compared to the Congressionally set BAS figure of \$5.21 — a figure tied to military pay raises rather than to the subsistence-in-kind philosophy of operating dining facilities.

To achieve this cutback and to correct the administrative inconsistencies cited in the audit agency's review (such as some activities' permitting more soldiers to eat separately than were eating in the dining facility), the Army has revised the pertinent chapter of Army Regulation 210-10. The changed policy requires the following immediate actions:

- Conducting a one-time, unit-level review of current BAS authorizations, with the aim of ending those authorizations not meeting the regulation's new criteria;

- Having all commanders ensure that terminations are sent to and processed by the servicing finance offices.

Under the new policy, company grade officers no longer will have BAS approval authority: "Each BAS

authorization for a single or unaccompanied soldier residing in the barracks or off post must be terminated unless approved by the first field grade officer in the soldier's chain of command." Commanders with BAS approval authority are being required to conduct annual reviews to make sure authorizations are current.

Requests for BAS will be decided on a case-by-case basis, Laborenz-Cassity said, depending on the following factors:

- All enlisted soldiers residing with family members are authorized to mess separately and to receive separate rations.

- Soldiers in grade E-7 and above without family members have an automatic entitlement to separate rations. This decision, affecting about 800 NCOs who still live in the barracks, was recommended by major Army command commanders and has been in practice in many commands for several years, she said.

- Enlisted soldiers in grades E-1 through E-6 without family members, or residing apart from them, may or may not be authorized to mess separately, depending on the individual's situation. For example, if one's eating in a dining facility would hinder one's performance of duty, then BAS authorization would be in order.

She said that if the installation has an open-door policy making all its dining facilities available to all soldiers regardless of unit assignment, and if the soldier is unable to eat at the assigned facility, the soldier should choose another available facility instead of being granted permission to mess separately.

Also, soldiers may not be authorized separate rations simply because they occasionally miss a meal during duty hours. Box lunches would serve the purpose here. On the other hand, the continued missing of meals because of regular shift work or irregular duty hours could warrant BAS authorization.

But, she said, all enlisted soldiers are entitled to receive separate rations when they are on temporary duty.

For soldiers living off post because no quarters are available, the policy requires a statement of non-availability of quarters if the soldier intends to cite this status as a factor in being authorized separate rations.

According to Laborenz-Cassity, the distance between where the soldier lives and the dining facility will not be a factor for granting separate rations. But the distance between place of duty and the dining facility may be considered, she explained.

Soldiers seeking exceptions to policy may cite diet restrictions or religious affiliation, but the soldier's claim must be authenticated, she said.

Laborenz-Cassity explained that the new policy is expected to help restore full use of those dining facilities that have been underused in a number of geographical areas. She noted that the necessary reform will see commanders supporting and promoting maximum use of the dining facility to make operations more cost effective and to continue benefiting soldiers by providing them with well-balanced, nutritional and readily available meals. (Arnews)

Army toughens child support regulation

WASHINGTON — The Army's regulation addressing financial support of family members was recently rewritten to clarify and strengthen its requirement of soldiers to support their families.

AR 608-99, Family Support, Child Custody and Paternity, took effect Nov. 4, 1985. It was rewritten to prevent soldiers from evading financial support of family members and child custody court orders, said Lt. Col. Fred Arquilla, judge advocate at the Community and Family Support Center in Alexandria, Va., who rewrote the regulation.

The old version of the regulation was not easy to enforce because of its ambiguity and its failure to address

support requirements for unusual family situations, according to Arquilla. For example, it was unclear how much money a soldier was to pay in support payments for children from more than one marriage, said Arquilla. "The new version of the reg addresses all possible family situations, specifically indicating who is to be supported and how much money is to be provided in each case," he said.

The old regulation didn't address the issue of child custody and parental kidnapping, either, Arquilla said. The new regulation specifically prohibits parents from taking their children contrary to an existing court

(See Support cont'd page 17)

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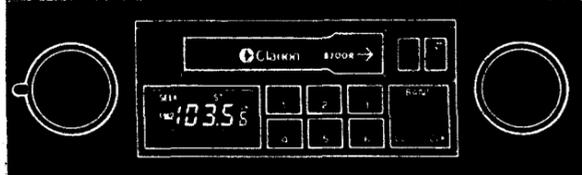
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Post 'spring cleanup' set for next week

April 20-26 has been designated as "Spring Cleanup Week" on Redstone Arsenal.

Plans for the annual campaign include extra trash pickups in the family housing area, one-time excused leave for civilians to clean their area, and a half day off for military personnel to clean up on and off post.

"I think it (the post) ought to be cleaned up all the time," said Ivy Fulks, secretary to the chief of RASA's Housing Management Branch which coordinates the annual campaign. "I like to work in a clean environment."

The half day off for military cleanup efforts is slated for Wednesday, April 23. Supervisors are asked to grant civilian workers 30 minutes of excused absence one time during cleanup week. Extra trash pickups in family housing are scheduled for April 21, 25 and 28.

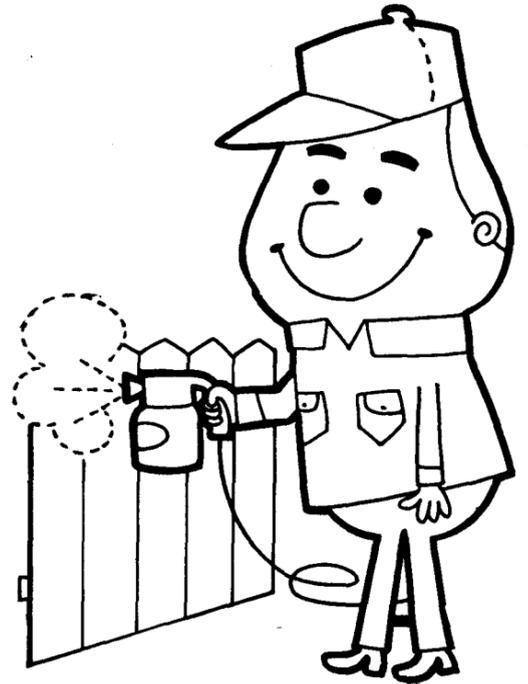
This month also marks the opening of competition for Yard of the Month, according to housing management branch. Officials say the purpose is to recognize units and family housing occupants who show the most effort in keeping up their yards each month through August.

Each month, a unit will be selected for the Unit of the Month Award. That company will receive a sign to be placed in front of its barracks for 30 days in recognition of the honor. It also receives a certificate of appreciation and an 8-by-10 photograph of the awards presentation.

There will be four awards each month for family housing. These include awards for single unit and multiple unit in the officer and NCO areas. Winners will receive a Yard of the Month sign, dinner for two at either the Officers Club or NCO Club, a certificate of appreciation, and an 8-by-10 photograph of the presentation. An honorable mention award is to be given in the officer and the NCO areas.

Judges for the competition will be representatives from the Officers Wives Club and the NCO Wives Club.

The post spring cleanup campaign is conducted annually in conjunction with the Huntsville/Madison County Clean Community System's Keep America Beautiful Week.



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Officers advised on their personnel management system

WASHINGTON — In response to recent changes to the Officer Personnel Management System approved by the Chief of Staff last year, briefing teams are fanning out worldwide to brief officers on what the changes mean to them.

According to Col. Burnet Quick, the chief of the Officer Systems Implementation Division at the Army's Military Personnel Center in Alexandria, Va., officers need to personally hear about decisions which may influence their careers.

The OPMS briefings, which began in early March, will continue through May. Nearly every major command and major installation will receive a visit.

Quick explained that the primary purpose of the teams will be to explain how upcoming changes to OPMS will affect the professional development of officers. Additionally, the briefers will touch on some of the decisions each officer will have to make throughout his career. Their message is intended to help officers managed under OPMS to make those decisions.

In late 1983, Army Chief of Staff Gen. John A. Wickham Jr., authorized the formation of a study group to review OPMS and make recommendations for improvement in the way the Army manages its officers. The study's initial recommendations were approved by Wickham in September 1984 for implementation over the next three-to-five years.

"We currently have a system that has been good for the officers and good for the Army," Quick said. "But the findings of the OPMS study group point to the need to fine-tune the system to be more responsive to the future needs of the Army and each individual officer."

Fine-tuning

Some of the fine-tuning involves career fields. A commissioned officer may have two career fields, one being a branch and the other in a functional area. Quick explained that the 16 branches are the same under the new system. The 14 functional areas include

special operations, public affairs, foreign area officer and procurement, to name a few. He explained that within both the branches and functional areas, officers may be allowed to specialize in "areas of concentration" much the same as in the past. As an example, he said infantry officers could be further designated as 11B (Light Infantry) and 11C (Mechanized Infantry).

"Other major change involves the commissioned officer classification system, Quick noted. This designates positions on TO&E and TDA documents by use of one of four immaterial position codes. These codes are 01A (Branch Immaterial), 02A (Combat Arms Immaterial), 03A (Logistics Immaterial) and 04A (Personnel Immaterial).

"The immaterial codes will define positions that do not require expertise in a specific branch or functional area while providing more flexibility for assignment of the officer," Quick said.

Individual options

"Many officers are concerned about the new career tracking options," Quick said. "The briefings will address these points."

Under the new OPMS procedures, each officer can choose one of three career tracking options — dual tracking, single tracking in a branch or single tracking in a functional area. Officers who dual track will have opportunities to work in their branch and their functional area. Other officers may elect to single track in either a career branch or a designated functional area.

Quick advises officers to study the system before deciding which option to take. DA Pam 600-3, "Commissioned Officer Professional Development and Utilization," the October 1984 edition of "Commanders Call" and the worldwide briefings provide useful details about OPMS, he said. Individual qualifications, personal desires and the needs of the Army, along with recommendations from MILPERCEN's professional development advisors, can help officers to make their career decisions, he added.

Officers who now have both a branch and a functional area can continue to dual track without change if they wish. Officers in year groups 1966-1978 electing the single track option in either branch or functional area have until the end of May to contact MILPERCEN (DAPC-OPA-C, ATTN: Maj. St. Louis), requesting the specific option. Single track review boards are scheduled to begin reviewing the requests in June and officers should be notified of the results by letter in July.

The exceptions are approximately 7,800 officers who are currently dual designated (have either two branches or two functional areas) who must transition into the new classification system. Officers in year groups 1965 and earlier will be allowed to continue without being required to make any career changes. There are five possible options for dual designated officers in year groups 1966 through 1978. They can drop their second branch and single track in their original branch; branch transfer and single track in their second branch; branch transfer to the second branch and dual track with a functional area; drop the second branch and dual track in their basic branch and a functional area; or "grandfather" (remain dual designated).

Review boards in session at MILPERCEN now are reviewing the files of dual designated officers. Starting in April, the review boards will recommend one of the above options to each of these officers. Officers will then have until June to petition for reconsideration if they do not concur with the review board's recommendations.

Those officers who are neither dual designated nor requesting to single track will automatically be converted to the new classification system. Officers with career field codes which have been deleted or changed in the new classification system will have their career field code automatically converted to the new one by late June. For example, an officer with Specialty Code 36 (Counterintelligence, Signal Security and Human (See System cont'd page 17)

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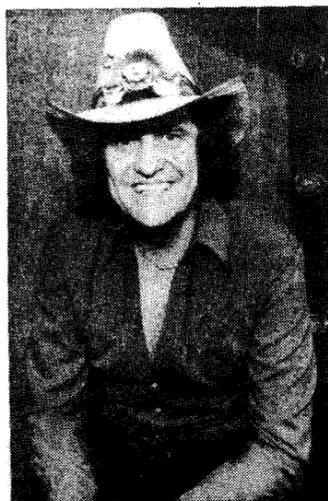


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Support

(Cont'd from page 13)

order, he said. Parental kidnapping, as a violation of the new regulation, is punishable by Article 92 of the Uniform Code of Military Justice, he added. "However, under the law, in the absence of a court order, each parent has equal right to the child. If a soldier runs off to Europe with his child, and there is no court order, then he has done nothing wrong," said Arquilla.

The extent of the Army's problem with non-payment of financial support is not known, but it probably occurs with the same frequency as in the general population, said Arquilla. The Army receives thousands of requests for assistance in collecting support payments each year, according to officials at the Office of the Inspector General and the Community and Family Support Center. Based on 1983 Census Bureau reports, only half of child support recipients receive the full amount they are entitled to, and about 25 percent receive nothing, he said.

The support payment evasion problem is greatest for families that are geographically separated from the soldier who should be making support payments, Arquilla said. If a soldier's family is living in the area where the soldier is assigned, the family can easily

communicate with the soldier's commander. However, if the soldier is reassigned to Korea or Germany, communication between the soldier's family and commander becomes difficult, Arquilla said. "The Community and Family Support Center is currently working with other Army staff agencies to find a solution to this problem," he said.

Legal assistance attorneys found the old regulation too vague and advocated a more punitive regulation with explicit guidance for commanders on what is required of their soldiers, Arquilla said. The new regulation does just that, he said. (Arnews)

Management

(Cont'd from page 15)

Intelligence) will be automatically changed to SC35 with the appropriate area of concentration (AOC).

Quick feels the most important thing to do now is to let every officer know about the changes which are being implemented so they will better understand their career options.

"Officers should become familiar with the options open to them, make their choices and let their professional development officers know their preferences," Quick said. "However, this initial transition period does not constitute the only time an officer will have to

change a career field. Each year officers may request a change and dual or single track in a branch or functional area."

"Gradual adjustments will continue to be made to the current system as we move toward full implementation in 1987 and beyond," Quick said. "But these

changes will be evolutionary rather than revolutionary in nature. The new OPMS will better prepare the commissioned officer corps to serve in the Total Army of the future." (Arnews)



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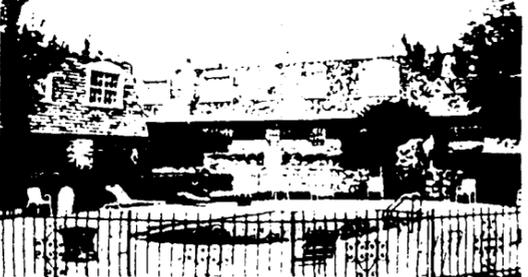
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Announcements

Pre-separation orientation

The next pre-separation orientation (*not* retiree orientation) for military personnel with ETS or release from active duty dates through Sept. 30 will be conducted April 21 from 8-11 a.m. in building 3495, room 119. Representatives from Veterans Administration, Employment Service, Military Pay Division and other organizations will be present to answer questions pertaining to post separation plans. Spouses are encouraged to attend. It is mandatory for specified Army personnel to attend.

Athens State College

As of this quarter, Athens State College has an enrollment of 1524 students. This is the largest enrollment in the 10-year history of the institution. This is also the eighth consecutive quarter where the college's enrollment has surpassed the previous quarter.

Business workshops

The University of Alabama is providing a new service to area businessmen; 10 workshops will be offered in Decatur during the next four months. The new service will be kicked off April 22 at the Amberly Suite Hotel with two programs: "Building, Understanding, and Using Financial Statements," a one-day course, and "Leading and Working with People," a three-day course. The registration fee for the one-day workshop is \$100 and for the three-day workshop, \$355. A 10 percent discount is offered to firms sending three or more participants to either workshop. For more information call Tom Wingenter 348-6222 or toll free 1-800-452-5971.

Child support month

Gov. George Wallace has proclaimed April as Child Support Month in Alabama. The Madison County Child Support Unit was established in 1976 to locate parents whose children were receiving Aid to Dependent Children (ADC) and enforce child support obligations. Child Support month in Madison County will culminate with Judgement Day, April 25.

"Our goal on that day", states Madge Burgess, assistant director of DPS, "is to recognize those parents who have consistently supported their children, and to emphasize to those parents who are not, how serious this matter is and how intent we are on making them pay up."

Alcoholics Anonymous

The Redstone Arsenal Group of Alcoholics Anonymous has its "Happy Hour" meeting at 5:15 each Friday afternoon in room 11 of the Bicentennial Chapel. This is an open discussion meeting. Anyone interested in the subject of alcoholism is invited to attend.

Botanical garden society

The Huntsville-Madison County Botanical Garden Society will meet Monday, April 28 at 6:30 p.m. at the Marriott Hotel. Guest speaker for the evening is Dr. J.C. Raulston, professor of landscape design and ornamental horticulture at North Carolina State University. For an invitation or more information, call 534-3270 between 8 a.m. and 5 p.m.

Found property

The Security Directorate has recovered a brown bicycle, various pieces of hardware and scrap hardware and a gravestone. The owner may claim the items by calling or going by the Investigations Division in building 3649, telephone 876-2090/3449.

FEW

The North Alabama Chapter of Federally Employed Women will meet April 16 at 6:30 p.m. at Quincy's in Madison. The speaker will be Darlene Stagner, Southeast Regional Legislative chairperson. Attendees will go through the regular serving line for dinner. For information and reservations call Laura Lockard 876-4871.

Family practice

On May 19 & 20, from 8:30-11:30 a.m. and 1-3:45 p.m., Family Practice Clinic at Fox Army Community Hospital will be doing day care and other physicals on children whose families are registered in the family practice clinic. The parents must bring medical records, shot records, and physical form from the organization requesting the physical. For more information, call family practice clinic 876-4228.

Logistics engineers

The Tennessee Valley Chapter of the Society of Logistics Engineers will not hold its regular luncheon meeting tomorrow due to a conflict in the guest speaker's schedule. The next meeting will be May 15 at the Officers Club. For more information call Glenn Smith 876-7397 or Teri McGinnis 876-8186.

Claims office

The claims office in building 111 is open to the public 6:30-11:30 a.m. and noon until 4:30 p.m. Monday through Thursday. No appointment is necessary. The office is closed to the public on Fridays.

Toastmasters

Mason-Dixon Toastmasters meets at 6 p.m. every Monday at BIBs on Airport Road. For more information call 881-8914 or 852-8935.

Woodcarvers

The North Alabama Woodcarvers Association meets the third Thursday of every month at Chapman School at 7 p.m. This month's program is pattern making, demonstrated by Jack Hucks. For more information call 533-3272 or 533-0267.

School registration

Ridgecrest Elementary School will hold registration for first time students entering kindergarten and first grade during the 1986-87 school year from 9 a.m. until noon Tuesday, April 22. Students entering kindergarten must be 5 years old on or before Oct. 2 and first grade students must be 6 years old on or before Oct. 2. A certified birth certificate (not a hospital certificate) and an immunization form from a military clinic, private physician or county health department must be presented. Arsenal students attend Ridgecrest in kindergarten and first grade, Morris Elementary School in grades two through five and Westlawn Middle School in grades six through eight. Students in grades two through five who have a younger brother or sister in kindergarten or first grade may attend Ridgecrest if parents desire. For more information call Ridgecrest 532-4818.

Chapel events

A *Vacation Church School poster contest* will be open to children in grades one through six. Children will receive instructions and materials at church school classes April 20. Entry deadline is April 27. Prizes will be awarded for the best posters in this ecumenical contest. *The Protestant Women of the Chapel* will hold a special family meeting April 22 at 6 p.m. at the Bicentennial Chapel. A program will be presented by the Stireno Puppets of Whitesburg Baptist Church, and ice cream and cake will be served. *The Catholic Youth of the Chapel* will have a pilgrimage from Monte Sano to Green Mountain April 26 from 9 a.m. until 5 p.m. The hike is 12 miles, so bring a backpack, lunch and canteen, and wear good hiking shoes. For more information call Patricia Libby 876-3433 or 837-8914. *Brian Bounds* of the Pioneer Ministry in Europe will be guest speaker and soloist for a Protestant potluck supper at 6 p.m. April 26 at the Bicentennial Chapel. This replaces the regular April 20 potluck. *The Protestant Youth of the Chapel* will meet at 2 p.m. April 27 at the Bicentennial Chapel, then go on to Green Mountain for hiking, snacks and fellowship. All Protestant youth in grades 4-12 are invited.

Recreation center

Tonight—*Foosball tourney, video game contest* at 7. Thursday—*Aerobics* at 5:15, *Bingo* at 7. Friday—*Dart tourney* at 7. Saturday—*Battleship tourney* at 2:30, *popcorn* at 7. Sunday—*Memphis tour* leaving at 6 a.m., *Show ("Pearls of the Pacific")* at 7 p.m. Monday—*Trivia quiz* at 7. Tuesday—*Aerobics* at 5:15, *Pool tourney* at 7.

Flea market

All military ID card holders are eligible to participate in the Army Community Service flea market Saturday, May 3 from 9 a.m. until 2 p.m. in the parking lot of First Alabama Bank's Redstone branch. Cost for a space is \$5. Registration will be held at ACS, building 3491. For more information call 876-2859.

Top graduates

Those graduating OMMCS courses during the week March 31 - April 4 with the highest academic class standing were 1st Lt. Rodney Frye and PFC Vincent Fustos, technical escort; Pvt. Gregory Payne and Pvt. Jack Bambarly, ammunition specialist 645-55B10/51; Pvt. Jesse Anderson and Pvt. Hollis Armstrong, ammunition specialist 645-55B10/52; Sp4 David Freeman and Sp4 Jerry Smith, Tow/Dragon repairer; CWO 2 Robert Steele, WO advanced (LCSS); Sp4 Erik Husoe, Pvt. Robert Beck and Pvt. Michael Parsells, LCSS test specialist.

Youth center

Thursday—*Movie night with free popcorn* at 5:30 for all ages. Friday—*Free sloppy joes* from 5 until 6, preregistration required. Saturday—*Doubles pool tourney* at 4; partners only, ages 13-19. Tuesday—*Candy bar bingo* at 5.

Warrant officer procurement

The Department of Army has opened the following warrant officer specialties which may be applied for during the dates indicated: 041A, food service technician, April 1-Dec. 31; 160A, aviation maintenance technician, April 1-Dec. 31; 222C, Patriot technician, extended to Sept. 30, 1987; 223B missile systems technician, Hawk, April 1-Dec. 31; 224B, SHORAD technician, extended to Sept. 30, 1987; 260A, nuclear weapons technician, extended to Sept. 30, 1987; 271A, land combat missile systems technician, extended to Sept. 30, 1987; 401A, airdrop equipment technician, April 1-Dec. 31; 411A, ammunition technician, April 1-Dec. 31; 421A, armament repair technician, extended to Sept. 30, 1987; 630A, wheel vehicle maintenance technician, extended to Sept. 30, 1987; 711A, military personnel technician, extended to Sept. 30, 1987. Soldiers seeking appointment to warrant officer in these specialties should submit their applications in the proper timeframe. For more information call CWO 4 Hercules Maxwell 876-1428/2743.

Learning resource center

The LRC is offering three one-hour safety courses on videotape. "Slips and Falls," "Anatomy of a Fall," and "Minimizing Back Strains" are geared to make employees aware of potential hazards in the workplace. For more information, call 876-1061/1416. To apply, send a DD form 1556 to AMSMI-CP-TC/LRC, building 7446, Attn: Learning Resource Center.

Music festival

A four-day festival featuring the music of Phillip James is scheduled April 24-27. Events will include free performances at local churches, and a family picnic in Big Spring Park from 1-3 p.m. Sunday, April 27. Tickets may be purchased for events at the Civic Center and at UAH. The festival brings together for a regional audience the musical talent of Huntsville in multiple performances. Phillip James composed 300 works and was a conductor, educator church musician, musical personality and World War 1 Army bandmaster. For information on the individual performances call 533-0125. There will be a reception for patrons April 19 and a performance in Decatur April 20.

Carpool Hotline



Call 876-1500 to place your free carpool ad.

9th Street

Ride wanted from 9th Street just off Governors Drive to 4488, hours flexible. Anita Flowers 876-8987.

Albertville

Carpool wanted from Albertville to 5250, hours flexible. Joe Baumgartel 876-5351.

Arab

Carpool members wanted from Arab to 5681, 5678, 5687 or vicinity, hours 6:30-3. Juanez Alexander 876-2748/4552.

Youth baseball

Baseball registration continues until April 26 at the Youth Center, building 114. Volunteers are needed to serve as coaches. For more information, call the Youth Center 876-KIDS.

Alabama A&M

Alabama A&M University will hold a "Scientists of Tomorrow" Day Saturday, April 19 at the T.M. Elmore building on the A&M campus. The day, which begins at 8:30 a.m., is an effort to increase the number of minorities entering scientific areas. For registration and information, call Dr. Rather Brown or Marjorie Campbell 859-7268/7254. *The ninth annual Honors Day Convocation* for students enrolled in the School of Business at Alabama A&M University will be held Thursday, April 17 at 1 p.m. in Bibb Graves Auditorium. Guest speaker will be Grady Poulard, director of the General Accounting Office's Functional Racism and Sexism project. Students who have achieved academic excellence and demonstrated outstanding leadership will be honored. *A typewriting contest* for high school students and a workshop for business education teachers will be held Saturday, April 19 in the Carver Complex. For more information call 859-7404.

Sports festival

The Fourth Annual Sports Festival regional competition for northern Alabama will be held May 17 and 18 on the University of Alabama in Huntsville campus. Entry forms are available through area schools, recreational facilities, the UAH sports information department and the UAH continuing education department. Applications should be mailed to Paul Brand, director of athletics, University of Alabama in Huntsville, in Huntsville, Ala. 35899 by April 26. The Alabama festival is an activity of the Governor's Commission on Physical Fitness and the Amateur Athletes Society and is sanctioned by the U. S. Olympic Committee. For more information call 895-6144.

Changes in roles of women

Dr. Marcia Whicker will talk about how technological advancements have changed the roles of women and their relationships with men when she speaks April 16 at 7 p.m. in the University Center Exhibit Hall A at UAH. Whicker is an associate professor in the department of government and international studies at the University of South Carolina and co-author of "Sex Role Changes: Technology, Politics and Policy." For more information call 895-6195.

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For Sale: Moving must sell lawnmower excellent condition \$50; 1983 Mazda SES pickup, factory air AM/FM cassette, camper shell, with professionally customized bed. Excellent condition. \$4300. Call 837-7946 anytime.

For Sale: 1984 XR500R Honda dirt bike, very good condition, new rear tire, accessories, available. Bell Moto helmet, riding goggles, fox dirt paws riding gloves, Honda factory shop manual. \$1750. Call 830-9275.

For Sale: 1985 Mazda RX7, 14,000 miles, blue, AM/FM cassette, equalizer, plush interior, many extras. Leaving the country, must sell \$11,200 or best offer, 895-3570 days or 882-6944 after 5 ask for Helen.

For Sale: 1983 Pontiac T-1000 4 cylinder, 22,000 miles automatic trans., AC, sunroof, AM/FM cassette/equalizer new brakes, good condition, one owner, serious inquiries only. \$4000. 837-5570.

For Sale: 1975 Empire Motor home, 50,000 road miles. Self-contained, \$7995. Call 830-0852.

For Sale: 1973 Winnebago motor home, new upholstery, new 4 KW generator, roof air, bath, range, oven, good tires, 40,000 miles, sleeps 6, excellent condition \$9,300. Call 533-9069.

For Sale: 1984 Sunshine Trailer 14x65, 2 bedroom, 1 bath, washer and dryer, microwave, central heat and air, take over payments of \$192.65. 837-9364 (home) or 876-6726 (office).

For Sale: Boys black leather boot skates, racing wheels. Size 3, 2 years old, excellent condition. \$35. Call after 5:30 p.m. 883-8184.

For Sale: 1981 Impala wagon, family car, 3 seats, 305 cu. in. engine, automatic with overdrive, 19 mpg. PB, PS, air, power door locks, cruise control, heavy duty trailer hitch, 58,000 miles \$4000. Call 882-0992.

For Sale: Subaru rims and tires. Four for \$100. 881-7772, 909 Chatterson Road, Huntsville, AL.

For Sale: 1965 Volkswagen, new interior, \$475. Chest of drawers \$90. Dwight Stanton 876-7661 or 837-5469.

For Sale: 1980 Gran Prix, V-6 engine, white with maroon interior and Landau top. \$3100, phone 881-4547.

For Sale: Buick convertible rough condition \$550, also Buick Electra 225, 4 door sedan, parts car, \$95, 25 used automobile tires \$25 for all. Signal generators HP 212 5 at \$25 each. Call 837-7413 after 4p.m.

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For Sale: 1979 Buick Regal, 2 door, PB, PS, AM/FM radio with tape player, good tires, full amount car will be financed. \$2995. Call 876-3161 or 232-0678.

For Sale: Office Desk, wood 30"x60"x28 1/2" with wood swivel chair \$150. Call 876-1151 or 883-7043.

For Sale: Upright piano \$300. Call 876-1151 or 883-7043.

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P195/75R14	71.00
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P205/75R15	76.00
P215/75R15	78.00
P225/75R15	81.00
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P215/75R14	51.00
P205/75R15	49.50
P215/75R15	51.00
P225/75R15	54.00
P235/75R15	56.00



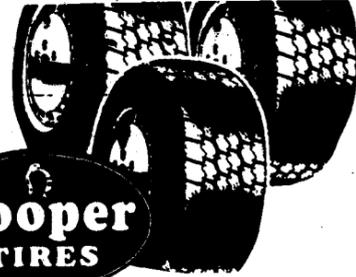
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P175/75R14	51.00
P185/75R14	53.00
P195/75R14	55.00
Size	Price
P205/75R14	56.00
P215/75R14	60.00
P205/75R15	58.00
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