

Redstone Rocket

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Survey says

Your selections
for historical
women
Page 2

Post profile

Janitor sweeps
national award
Page 4



Army afield



Command post goes modern
Page 8

Getting technical



Power boost for auditorium
Page 10

Win or lose



March Madness
Redstone style
Page 12

Program executive informs workers

Brig. Gen. Cannon
addresses budget

By SKIP VAUGHN

Rocket editor

skip.vaughn@redstone.army.mil

The program executive officer for missiles and space wanted to set the record straight about proposed cuts in his organization.

Brig. Gen. Mike Cannon discussed Program Budget Decision 753 during his monthly town hall meeting March 7 at Rocket Auditorium. Members of the PEO filled most of the auditorium for the hour-long session.

"The magnitude of the cuts is not going to be known yet," he said afterward. "I just wanted to keep them informed because there are a lot of rumors out there."

He told the workers he expects significant impact on the PEO's contractor labor force. But he doesn't foresee a reduction in force on the government side in fiscal 2006.

"As far as I know the probability (of a RIF) is zero," Cannon said in response to a

See Update on page 9



Photo by Skip Vaughn

JUST THE FACTS— Brig. Gen. Mike Cannon, program executive officer for missiles and space, updates his organization on Program Budget Decision 753.

Martin Road West closing to heavy vehicles

Indian Creek bridge
gets 3-ton restriction

By SKIP VAUGHN

Rocket editor

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Heavy trucks and buses will be diverted from a bridge on Martin Road beginning

March 28 because of structural deterioration.

A 3-ton limit will apply to the Indian Creek bridge on Martin Road, between Rideout and Zierdt roads, according to public works director Bill Porr. This restriction will continue from March 28 until repairs can be made.

"It'll be dependent on funding," Porr said. "Hopefully we'll get some money this

fiscal year to do the repairs."

Vehicles exceeding the 3-ton limit — including heavy trucks and school buses — will be diverted from entering Gate 7. This will keep these heavy vehicles off the Indian Creek bridge until repairs. The bridge is located at Martin Road and Indian Creek, between Gate 7 and Rideout Road, on the west side of Redstone Arsenal. The 3-ton limit means only passenger trucks and cars will still be allowed on that three-mile stretch of road.

Buses transporting Redstone children to and from J.E. Williams School will have a new route beginning March 28 after spring break, March 21-25. But the buses will only be on Interstate 565 about a half mile, according to director of logistics Don Olsen. Parents of children affected by the change will be notified.

The Garrison's engineering division decided on the 3-ton limit after the Indian Creek bridge was inspected.

"It's just deteriorated over the years," Porr said.

The four-span, 120-foot-long structure was built in the 1940s. Two of the 30-foot spans are concrete and two are steel. The steel beams are deteriorated, according to Keith Cook, program manager in the engineering division.



Photo by Skip Vaughn

CREEK BRIDGE— Rush-hour traffic is busy on the Indian Creek bridge which will be off limits to heavy trucks and buses beginning March 28.

Letters to the Editor

An open lane random survey

Who is the most influential woman in history?

By **KELLEY LANE**
Staff writer
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Staff Sgt. Pamela Lindberg
Delta Company



"Madeleine Albright. She was one of the first women in a position of power in public office here in the United States."

Ida Walker
DoD civilian

"Eleanor Roosevelt. She was a champion of the underprivileged. She was just a caring person."



Heather Comer
Military spouse

"Harriet Tubman. She thought way ahead of her time. She was just a generally caring person."

Christopher Weber
DoD civilian

"Eleanor Roosevelt. She stood by her man. She captured the true essence of what a woman should do behind a man of power. She supported him, not stabbing him in the back. She was very visual and back in those days that was a new thing."



Personnel system overhaul questioned by union

Many Department of Defense employees working at Redstone Arsenal are protesting a recently unveiled and completely redesigned proposed personnel system for DoD. The proposed system will undo 50-plus years of progressive development in the federal labor sector.

One of the key principles forming the foundation of our government is the system of checks and balances that was put in place to ensure accountability to the public trust. The proposed personnel system is void of any checks and balances, instead giving way to allowing the secretary of defense "sole, exclusive and non-reviewable" authority over many matters. This fundamental change is not only unjust, it is unwarranted.

The cost of placing this new personnel management system into effect is an unnecessary burden to the Department of Defense and ultimately to the taxpayers. The secretary of defense has not and cannot show any cost savings that will be attributable to the changes in the way civilian defense workers are managed, nor can he show any tangible cause for expending monies to overhaul a system that is not broken. DoD is already costing the taxpayer billions of dollars in the fight against terrorism abroad. There is absolutely no reason for the secretary of defense to squander those precious dollars in a manner that will only undermine the morale, effectiveness and accountability of the DoD federal work force.

One example of the unnecessary expenses associated with the proposed personnel system is the creation of the National Security Labor Relations Board. This board will consist of three members, appointed by the secretary of defense. The Department of Defense will have to pay for the creation of this new board and all of the staff and sup-

port structure. It will only have jurisdiction over the Department of Defense. This action is a waste of taxpayers' money since there is already a Federal Labor Relations Board that services all federal agencies.

I encourage everyone to provide their comments after reading the announcement in the Federal Register and, if so desired, contact your senators and congressmen. Tell them your concerns and ask them to support a system that treats civil service employees fairly and with respect.

For more information, visit

www.afge.org and click on Defense workers.

Don J. Eiermann
president,
AFGE Local 1858

Editor's note: The Civilian Personnel Advisory Center provided the following response. "Development and continuing refinement of the National Security Personnel System has been a broad based, participative process involving hundreds

See Labor on page 3

PX welcomes home troops

Never have I experienced such an emotional return home for a loved one and I didn't even know any of the Soldiers.

Wednesday, March 9, God gave me an eye opening experience that allowed me to understand a little more about why I work for AAFES (Army and Air Force Exchange Service). I got the opportunity to hand out goody bags filled with coupons and treats to Soldiers' families. But more than that, I got to welcome home 141 men and women I don't even know from a place I know little about. I got to see their families wait in anticipation in the misty rain. I saw their handmade posters and their banners. I felt their excitement and their fears. I heard their prayers, songs and chants and finally, I got to see their tears of joy when the service men and women walked off their buses into formation.

I wanted to run out and hug a Soldier the second they came off the bus as I know so many did behind the yellow caution tape. When the Soldiers were released to their families each time a Soldier found their family or friend it was like a miniature firework exploding



Courtesy photo

DADDY'S HOME— The Post Exchange helped welcome members of the 115th Signal Battalion, Alabama National Guard, March 9 at the Huntsville International Airport. The PX handed out 141 goody bags to each Soldier's family member, including this boy awaiting the return of his father.

from heaven. Welcome home, 115th Signal Battalion, Alabama National Guard! Welcome home everyone who came before and who are still returning. Thank you for what you have done for our country and most of all what you have done for me. Thank you.

Sonya W. Boyd
Post Exchange

Quote of the week

'If a man is called to be a streetsweeper, he should sweep streets even as Michelangelo painted or Beethoven composed music or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause and say, 'Here lived a great streetsweeper who did his job well.'

— Martin Luther King Jr.

Redstone Rocket

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Crimes, accidents and other occurrences

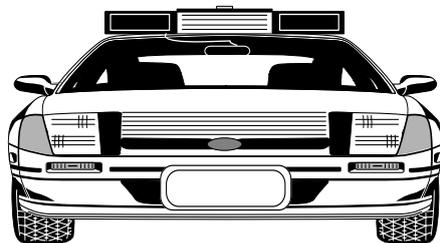
The Provost Marshal Office provided the following list of reported incidents:

March 3: An individual reported that she was assaulted in the post housing area. Investigation continues by the Provost Marshal Office.

March 4: An individual was found to be operating his vehicle with a suspended license during an inspection at Gate 10. He was issued a violation notice and released to a licensed driver.

March 5: An individual was observed selecting items in the Post Exchange and then exiting without rendering proper payment. He was issued a violation notice and released. Investigation continues by the Provost Marshal Office.

March 8: An individual was found to be operating his vehicle with a revoked license during an inspection at Gate 9. He was issued a violation notice and released



to a licensed driver.

March 9: An individual reported that he was assaulted in the barracks. Investigation continues by the Provost Marshal Office.

Traffic accidents reported: three without injuries, none with injuries.

Violation notices issued: 26 speeding, 2 driving with a suspended/revoked/canceled driver's license, 2 failure to obey traffic control device.

Getting to know you

By SKIP VAUGHN
Rocket editor
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Name: Maj. Charles May

Job: Executive officer, Cruise Missile Defense Systems Program Office under PEO for Missiles and Space

Where do you call home?
Daytona Beach, Fla.

What do you like about your job?

I have a great deal of opportunity to learn about all of the products that make up cruise missile defense systems. I'm exposed to a great deal of technology and a lot of efforts that will be fielded to support Soldiers now.

What do you like to do in your spare time?

I spend time with my boys (Gareth, 7, and Ethan, 4) and my wife (Delinda). Cookouts in the backyard – that's fun. And playing chase with the boys.



What are your goals?

My goals are two-fold. To support Soldiers to the best of my ability. And be the best father and husband I can.

AER fund-raisers set

The Army Emergency Relief campaign continues through May 15. Fund-raising events include the following:

- Fancy scented candles, through May 15, at Sparkman building 5302, second floor. Call Teri Benson 842-7717.

- Ice cream social, March 21, April 18 and May 11 from 10:30 a.m. to noon, in the building 5300 hallway. Call Amos Richardson 955-9395 or Danny Berger 955-6193.

- Friendly folks personalized cartoons, through May 15, at building 5302, third floor. Call Pat Reilly 876-0209 or Sandra Swartz 842-6772.

- AER bowling tournament, April 21 at noon, at Redstone Lanes, tickets \$10. Call Don Slagle 876-3445 or Lynn Moore 955-6001.

- Cookout, April 21 at 10:30 a.m., outside building 5302. Call Jennifer Cash 876-1156.

- Chocolate and coffee extravaganza, \$10 purchase prior to the event, May 2 from 10 a.m. to 2 p.m. at the Officers and Civilians Club. Call Sam Whitaker 876-9762 or Donald Battise 876-2333.

- AER golf tournament, four-person scramble, May 20 at Redstone Golf Course. Cost \$28 for members, \$40 non-members. Register by May 13 (rain date May 27). Call Nadine Manderson 842-8714 or Jim Dabbs 842-0170.

Employee comments due on personnel system regulations

Labor

continued from page 2

of DoD employees, managers, supervisors, labor partners and other key stakeholders. The proposed system will give DoD a more modern, flexible and agile civilian human resources system that can be more responsive to the national security environment, while preserving employee protections and benefits. For example, in the past some new DoD work was contracted out instead of hiring DoD civilian employees, because the civilian personnel system was not responsive enough to the needs of the department.

"Although all the details of the new NSPS system are not fully known, and some provisions will be different from existing Lab Demos, it will be a pay banded, pay for performance system. Some of the things that will not change under NSPS are Merit System Principles, Veterans preference, anti-discrimination laws,

benefits (retirement, health and life insurance, etc.), training, leave, and work schedules.

"Team Redstone has extensive experience with alternative civilian personnel systems with implementation of the Lab Demo for about 2,000 employees in RDEC, and with implementation of Acquisition Demo for several hundred leaders in multiple organizations. A vote in 2004 indicated that over 70 percent of RDEC Lab Demo employees favored continuation of the Lab Demo because their pay banded, pay for performance system was more advantageous to them.

"Although the writer has presented an unfavorable review of the new NSPS system, employees need to read and understand the whole system so they can determine for themselves the provisions that they may view as positive or negative. Some provisions of the new NSPS system that may be viewed by most employees as positive include pay banding which will increase the salary potential for a large number of

employees; reduction in the number of times employees will have to compete for promotion; a pay for performance system that will allow employees greater opportunity to earn higher raises and bonuses; buy-in salary increase for most employees upon conversion; higher level of proof required before taking actions based on poor performance; option to set employees' pay higher on hiring, promotions and reassignments; increased hiring flexibility; and more timely adjudication of discipline and appeals.

"The NSPS draft regulations were published in the Federal Register Notice on Feb. 14. During the 30-day comment period which runs through March 16, employees and others may submit their comments using the DoD NSPS web site. All Team Redstone employees were notified of this opportunity and are again encouraged read the draft regulations at <http://www.cpms.osd.mil/nsps> and to make any comments they desire through this web page."

Janitor cleans up with national award

Stuart Turner receives highest honor for a disabled person under JWOD

By **BETH SKARUPA**
Staff writer
beths@htimes.com

Stuart Turner sits with a scrapbook in his lap, pointing at photos of himself as a baby ... then as a 2-year-old at a birthday party ... then as a 5-year-old just learning to walk. He picks up a yellowed newspaper clipping tucked between the book's pages and claims that he was the United Cerebral Palsy's Alabama poster child in 1975. "I was just a walking miracle, if you believe in miracles, which I certainly do," he says with a big smile.

So many images of the people and events that made him who he is today are captured in the scrapbook that his mother, Janice, gave him. The book is filled with mementos of his achievements, including those that many of us take for granted — like learning how to walk and to read.

"Here I am in 1971. One-year-old, unable to sit alone or crawl," he says, reading the caption his mother wrote, then shifting his attention to a decorated die-cut of a train. "When I was a little boy, my favorite book was 'The Little Engine That Could.' 'I think I can, I think I can,' that was my motto," he explains.

Soon his mother will have more mementos to add to the scrapbook, because Turner will receive the national William M. Usdane Award from NISH in New Orleans May 22-24. NISH, formerly the National Industries for the Severely Handicapped, is the national nonprofit agency designated to provide technical assistance to community rehabilitation programs interested in obtaining federal contracts under the Javits-Wagner-O'Day program.

Turner is the first person from Alabama to ever receive the award, one that he competed for against nominees from across the nation. His outstanding work for Phoenix Services as a janitor in the Sparkman Center earned him the highest reward for a person with a disability working in a JWOD job in the United States.

"I can't say enough good things about Stuart," Tracy Burgess, his supervisor, said. "Stuart, in spite of his disability, goes out of his way to help out in other areas of the Sparkman Center, continuously offering a helping hand. I really appreciate his hard work and his dedication to Phoenix Services and our customers."

She explained that he doesn't use his disability to get out of work. Instead, he shows what he can do to prove



Photo by Beth Skarupa

MOMENTOUS MEMORIES— Stuart Turner, a Phoenix Services employee who works as a janitor at the Sparkman Center, shows a scrapbook that his mother made for him.

that people with disabilities can be very productive and useful citizens. "Stuart's enthusiasm and happiness with life shows that even if you're dealt lemons in life you can always make lemonade," she said.

He has won several awards in the three years he's worked for Phoenix Services but the Usdane award presented by NISH is the 'cream of the crop,' according to Burgess. It is the highest honor for the 43,000 people with disabilities working under the JWOD program today.

"I'm honored and of course I had no idea when Tracy nominated me that I would win," he said. "It being a national award, I didn't think I had much of a chance, but lo and behold, like a needle in a haystack they chose me. Of course, I owe a lot of people the credit."

He credits God and his parents, Mahlon and Janice Turner, and his family for giving him a good start in life.

His mother got him the help he needed and his father worked his tail off to pay for it all, he said. His two brothers, Warren and Brad, and his grandparents made up the rest of the loving family he needed. His speech pathologist, Sarah James, taught him to read when the schools couldn't, he said. He listed several other people, all pictured in his scrapbook, who have helped him as he struggled through life.

School was very challenging and he had to have a lot of help along the way, he said. Yet he passed his graduation exam at Huntsville High on the first try and received a regular diploma, not just a certificate of attendance. When he crossed the stage to get his diploma at graduation, his classmates gave him a standing ovation.

"When I think about it, I think how 18- and 19-year-old kids are wrapped up in their own lives, just thinking about themselves. I'd gone to school with most of those kids since kindergarten and they gave me a standing ovation because they knew what a struggle I'd had to get that diploma. That was really something," he said.

His co-workers at the Sparkman Center appreciate him, too. Ruby Smith and Mary Williams said they enjoy working with him because he is so conscientious of his work and is a dedicated employee.

"He always has a positive attitude and a smile," Smith said.

Co-worker Teresa Burgess agreed. "I've been out here for about a year and Stuart is a real delight to work with," she said.

The feeling is mutual. "I work up on the fourth and fifth floor (of the Sparkman Center) and I enjoy it. There are nice people on the fourth and fifth and it seems like the nicer the people are, the better my day is ... it makes the day go by faster," Turner said. "Team Redstone is great. All in all, I like working here and being part of a team that supports our Army and the men and women who are fighting for our freedom and the freedom of other people across the world, too."

Turner's award includes an all-expense paid trip to the 2005 NISH National Training and Achievement Conference in New Orleans for both him and a guest, a NISH-produced video highlighting his accomplishments to be shown at the awards banquet, a plaque and a check for \$1,000.

"I'd like to thank my boss Tracy for nominating me. She's an understanding, caring person and she didn't have to nominate me for this award or any of the awards I've gotten — she just did it because she's a nice person and she really has people's best interest at heart," he said. "It's not only recognition for me, but for the Arsenal and for Alabama, too."

Myths and facts about upcoming civilian personnel system

The NSPS Program Executive Office provided the following information about the National Security Personnel System:

Myth: *NSPS does nothing to help with national security.*

Fact: Not true. The mission of DoD is national security, and civilians play a vital role in supporting that mission. NSPS provides the department the tools necessary to recruit, retain and manage the civilian work force to accomplish our critical mission in a more effective and efficient manner. NSPS will also provide flexibilities so we can reduce our reliance on the military to perform jobs that civilians can and should perform, freeing up the military to perform its warfighting duties. NSPS is a mission-driven, performance-based system that motivates, recognizes and rewards excellence, which will result in an overall improvement to mission effectiveness and enhanced national security. This is critical in the global war on terrorism.

Myth: *Under NSPS, DoD civilians can be assigned anywhere in the world, even to a war zone, with little or no notice.*

Fact: Currently DoD has the authority to reassign employees, including reassignment to overseas locations, when necessary to support the mission. We do this under today's system. This authority is unaffected by NSPS. One of the goals of NSPS is to reduce its reliance on military to perform jobs that could be performed by civilians.

Benefits

Myth: *I will lose my benefits under NSPS.*

Fact: NSPS will not affect rules governing retirement benefits or eligibility, health and life insurance, leave, attendance and other similar benefits.

Myth: *NSPS eliminates veterans' preference for reduction in force and hiring.*

Fact: NSPS preserves veterans' preference. DoD is committed to the principles of veterans' preference; under NSPS, veterans continue to receive preference for both hiring and RIF.

Myth: *Seniority and veterans' preference will no longer count in the event of a reduction in force.*

Fact: Not true. Veterans' preference eligibles are still retained over employees without veterans' preference in RIF. Also, seniority continues to be a factor in RIF. However, because NSPS is a performance-based system, the proposed regulations give greater weight to performance in RIF retention by placing performance ahead of length of service. Employees competing for retention under RIF who have the same performance ratings will be retained based on length of service.

Myth: *I will lose my job security and there will be layoffs.*

Fact: No jobs will be eliminated because of NSPS. In fact, under NSPS

there may be more opportunities for civilians as military positions are converted to civilian. By easing the administrative burden routinely required by the current system, managers will turn to civilians first when assigning vital tasks.

Pay

Myth: *I will lose pay under NSPS and I won't get credit for the time I've already spent waiting for my next within grade increase.*

Fact: Employees will not lose pay upon conversion to NSPS. Employees will be converted into NSPS at their current salary. In many cases, employees will receive a salary increase equal to the amount they have earned toward their next within grade increase (this is known as the "WGI buy-in").

Myth: *There will be no locality pay under NSPS.*

Fact: The proposed NSPS pay system includes a locality-based component of pay called a "local market supplement" that is paid in addition to an employee's basic pay. The local market supplement will be based on market conditions related to geographical and occupational factors, and may differ from one occupation to another in a given locality area. Employees will be entitled to increases to the local market supplement, unless they are performing at an unacceptable level.

Myth: *NSPS is just a way to freeze the pay of DoD civilians, since we're no longer entitled to the automatic January pay increase or within-grade increases.*

Fact: The annual January pay increase, as we know it now, will change. The proposed pay rules provide for periodic "rate range" adjustments, to adjust the minimum and/or maximum rate of a pay band. When a minimum rate of a pay band is adjusted upward, employees will receive an equivalent increase. There are no "steps," similar to the GS system, in a pay banding system. Instead, pay increases and/or performance bonuses are based primarily on your performance rating. Unacceptable performers are not eligible for pay increases under the proposed system.

Myth: *Under NSPS, funds for salaries and bonuses will no longer be certain.*

Fact: DoD is committed to ensuring civilian compensation is protected. In fact, the law requires that the aggregate amount of money allocated for civilian compensation for organizations under NSPS cannot be less than the amount that would have been allocated under the existing system. Under NSPS, the overall amount of money that would have been used for the annual January pay adjustment, within grade increases, quality step increases, and similar payments, will be used for civilian pay, and those funds will be protected. However, the proposed NSPS pay system will distribute those funds based

primarily on performance

Myth: *My supervisor will not be prepared and equipped to fairly and objectively rate my performance, and will not be held accountable for exercising his responsibility under NSPS.*

Fact: Supervisors and managers will have an important role in determining performance-based pay increases. The flexibilities proposed in the NSPS regulations bring with them an increased need for accountability. This includes employee accountability for performance, as well as supervisory and managerial accountability for the proper exercise of the authorities of NSPS. Extensive training will be given to supervisors and managers, both military and civilian. Training will focus on improving skills needed for effective performance management: setting clear expectations; communicating with employees; and linking individual expectations to the goals and objectives of the organization. Supervisors and managers will be held accountable for how effectively they use the tools provided by NSPS. They will also be subject to the pay and performance provisions of the system, and their pay will be affected by how well they perform their duties as supervisors and managers.

Labor-management relations

Myth: *Unions have had no involvement in developing NSPS.*

Fact: The proposed NSPS regulations are the product of a broad-based, collaborative effort across the Defense Department that began in 2004. This included a number of meetings with employee representatives involving extensive and fruitful discussions on potential options for the design of the system. In several areas, the proposed regulations reflect the interests and concerns that were voiced during those consultation sessions. We also held numerous focus groups and town hall meetings, many of which included local union involvement, to gather input and feedback on the system design. Now that we have published our proposed regulations, the next step in this process is to gather comments and recommendations on the proposed regulations, and engage in more discussions and dialogue with employee representatives as called for in the law authorizing NSPS.

Myth: *NSPS will do away with bargaining units and employee unions.*

Fact: Not true. The implementation of the NSPS labor relations system will not eliminate unions or bargaining units. Employees will still be able to be represented by labor organizations and to bargain collectively. The proposed rules enable the department to act expeditiously in carrying out its mission by limiting the situations that are subject to bargaining, and speeding up the bargaining process. Employee rights

Myth: *Employees will lose their fundamental rights to grieve or appeal unfair decisions or adverse actions.*

Fact: NSPS does not change critical employee rights such as merit systems principles, due process, whistleblower protections, and protection against prohibited discrimination and personnel practices. There will continue to be avenues for employees to seek redress. For bargaining unit employees, negotiated grievance procedures will remain part of the process, and other employees will continue to have access to administrative grievance procedures, as well as formal appeals processes for adverse actions.

Myth: *Under NSPS, there is no process for employees to challenge their performance rating.*

Fact: DoD is developing a process that will allow employees to request reconsideration of their rating to a higher authority. This process will apply to all employees under NSPS. Under current law, employees in the same organization are often subject to different procedures and avenues when challenging performance ratings. This sometimes results in inconsistent decisions. Because of the importance of the performance rating process and its impact on pay, DoD will ensure that every employee has the same opportunity to seek appropriate redress.

Myth: *Under NSPS, there is no due process for employees affected by an adverse action.*

Fact: Not true. The proposed regulations preserve due process rights for employees who are subject to an adverse action (e.g., removal, suspension of more than 14 days, reduction in pay or pay band level). In all such cases, employees continue to have the right to notice of proposed action, the right to reply, the right to representation, and the right to appeal that action. The rule changes proposed in the regulations seek to streamline this process so that workplace issues are resolved quickly, while ensuring due process, recognizing the need for workplace accountability, and providing efficient tools for dealing with performance and conduct issues.

Myth: *The proposed appeal system is not an impartial process.*

Fact: Under NSPS, employees retain the right to appeal to a third party in adverse action cases. The proposed regulations retain Merit Systems Protection Board administrative judges as the initial adjudicators of employee appeals of adverse actions. Although the proposed regulations provide for a departmental review of those initial administrative judge decisions, employees retain the right to appeal to the full MSPB to review a final department decision.

Redstone housing residents asked to visit survey

Your opinions sought before contract move

GARRISON RELEASE

For the second consecutive year, Redstone Arsenal family housing residents will receive a housing satisfaction survey within the next four weeks. The survey is also being distributed to other Army installations participating in the Residential Community Initiative family housing privatization program.

Here is an overview of what the RCI program is all about, and how you can help make a difference by completing the survey:

- RCI is an Army program designed to enhance the quality-of-life for service-members and their families by improving the existing on-post family housing conditions, eliminating any housing shortages and improving neighborhood “amenities” (i.e., playgrounds, outdoor athletic courts, walking/running trails, etc.). In this program, family housing will be privatized. This means that the operation and maintenance of family housing will be turned over to a contractor. The Army will provide oversight of the selected contractor.

- The goal of the program is to positively impact quality-of-life as a resident at Redstone Arsenal. This should trans-

late into more frequent renovations, perhaps the construction of new houses at Redstone, and more neighborhood amenities. Under this program, your Basic Allowance for Housing will be provided to the contractor to cover the cost of your rent and utilities. Of course, you will have to become more energy conscious.

- Your input through this survey will be used to help make better decisions on how to spend limited housing dollars and will help guide the future commercial partners in providing the services and the facilities that are important to you. Your answers are strictly confidential, and your frank responses are needed. We are not tabulating any personal data; and your survey in no way identifies you or the residence you occupy.

During this whole process, your housing area mayor may be called on many times. A representative will visit Redstone today to explain the survey process. The mayors will be invited to this briefing. If you have suggestions, concerns, questions or comments, make sure you get them to him or her.

When you receive your survey, do not throw it away. Your opinion does count. Complete the survey and return it as instructed. The postage is already paid so it will cost you nothing. Should you have any questions, call Giannina Brown at 842-0422.



Photo by Al Schwartz

Plane crash

A single engine Cessna 172 belonging to the Redstone Flying Activity crashed on landing Saturday morning at Redstone Airfield. The pilot, Al Reisz, was not injured. The plane departed the airfield about 7:45 a.m. and returned to land about 10 minutes later, according to initial reports. The plane crashed and the nose gear collapsed. The plane was consumed by fire after the crash and the runway was damaged by the crash and fire. Installation officials have contacted the Federal Aviation Administration.

Madison City Schools system agrees to help Army children

The Madison City Schools system has agreed to help military-connected students in their transition from other locations.

Madison schools superintendent Dr. Henry Clark III signed a memorandum of agreement in support of recommendations from the Military Child Education Coalition. Huntsville City and Madison County school systems previously signed the memorandum.

“I feel like we’re partners, we’re working hard,” said Pam Berry, youth education support services director for Child and Youth Services under the Garrison’s Morale Welfare and Recreation Direc-

torate. “And I think they do an awesome job ensuring the transition (of military-connected students) is smooth. All three of my school systems, they’re all great to work with.”

Department of Army had asked the coalition to conduct research designed to improve the transition of military-connected students. “They looked at the challenges affecting the military child when they go from one school to the next,” Berry said.

The coalition’s nine findings, such as improving the transition of student records, can be found at www.militarychild.org.

Letterkenny Depot systems cited for quality standards

LETTERKENNY DEPOT RELEASE

CHAMBERSBURG, Pa. – Letterkenny Army Depot’s Quality Management System and Environmental Management System have been recognized for conforming to international standards.

The depot is now registered to international ISO 9001:2000 and ISO 14001:1996 standards.

“By aligning to these standards, the depot is performing to consistent quality and environmental practices,” depot commander Col. William Quinn said.

A QMS involves applying comprehensive business strategies focused on customer requirements. It requires continual customer feedback. An EMS involves reviewing facility operations and choosing positive environmental impacts. It results in reliance on reclamation, reuse and recycling waste material reducing the amount of solid waste disposed in landfills.

Under ISO, the depot will be able to better provide products and services to meet DoD needs while holding to sound environmental management practices.

Centers meet communications needs on battlefield

Tactical command posts serve today's warfighters

**TACTICAL OPERATIONS CENTERS
RELEASE**

"Congress can make a general ... only communications can make him a commander!"

General Omar Bradley spoke those words well over half a century ago; yet today they are no less relevant. Although Bradley would be shocked by the advanced capabilities of our modern Army, he would still recognize the critical role that communications play in our Army's success.

Today, just as in World War II, Tactical Operations Centers are the nerve center of Army organizations at all echelons of command. They serve as the commander's field headquarters or command post – a place where he can plan his operations, support his forces in the field, and maintain his presence and control of the battlefield.

Redstone Arsenal is the home



Courtesy photo

TOC AROUND CLOCK— Lt. Col. Dave Johnson, product manager for Tactical Operations Centers, stands in front of the new Command Post Platform.

of the Army's product manager for TOCs. The office is located in Madison Research Park and under the direction of Lt. Col. Dave Johnson, the product man-

ager. The PM TOC mission is to provide Army warfighters with battle command platforms for use by commanders while in a fixed location, on the move, or in

the air. No simple task for an Army at War and on the move.

Today's TOCs incorporate the very latest in command and control systems, tactical radios, LAN equipment, all weather-militarized shelters with built-in power generators, and of course the venerable Humvees. In fact, the TOCs even come with standard heating and cooling – something Bradley didn't have. These TOCs are the brain center of the organization, and allow commanders to rapidly communicate, collaborate and synchronize the dozens of simultaneous events occurring at any given time.

The TOC program was initiated in 1997 as a result of modernization and digitization initiatives at Fort Hood, Texas. As the 4th Infantry Division and the 1st Cavalry Division digitized their fighting units, the Army recognized the importance of standardizing and integrating their respective TOCs as well. Both of these units have since deployed to Iraq with success. In the meantime, PM TOC continues its mission to outfit the rest of the Army begin-

ning with the newly formed Stryker Brigade Combat Teams.

A critical piece of the PM TOC effort is the continual and constant integration of new technologies and system advancements. The latest such instance is the development of the Standardized Integrated Command Post System, Command Post Platform. This integrated shelter provides the foundation for the next generation of TOCs. Based on lessons learned and new technologies, CPPs will be lighter, host multiple command and control computer applications, and maintain the ability to adapt to future generation systems and advancements. The Army recently tasked PM TOC with an accelerated production schedule for the SICPS CPP. Northrop Grumman will produce the systems here in Huntsville. The first CPP shelter rolled off the production line Feb. 7. Initially, PM TOC will produce and field 26 of these new CPP shelters, along with tents and trailer-mounted support systems, for 1st Cavalry Division.

Research center builds defense against terrorism

Warfighter protection services expanding

By MIKE ABRAMS
For the Rocket

Even before the members of the Base Realignment and Closure Commission are announced and approved, there is one less fort — right here at Redstone Arsenal.

FORT, an acronym for Force-Protection Operational Requirements Testbed, part of the Aviation and Missile Research, Development, and Engineering's System Simulation and Development Directorate has been renamed. AMRDEC has rechristened the effort housed in building 5425 as the Warfighter Protection Lab. Dan Belk is still the manager.

'The Warfighter Protection Lab has been designed to help Redstone Arsenal and Huntsville area first responders, as well as other federal and state agencies and civilian organizations help counter threats posed by terrorists.'

— Dan Belk
WPL manager

"The Warfighter Protection Lab benefits from Sen. Richard Shelby's awareness of the importance of protecting the warfighter and the capabilities of AMRDEC and our industry partners, SAIC and Intergraph," Belk said. "Warfighter Protection Lab more accurately captures our expanding services to the warfighter through Force Protection Simulation linked to visualization capa-

bilities within AMRDEC. At the same time, Warfighter Protection Lab will continue to provide technology transfer opportunities for Homeland Security needs in non-Army agencies.

"Using three dimension computer generated graphics, we can simulate a variety of scenarios to help people train to be successful in force protection or Homeland Security related incidents," he said. "The Warfighter Protection Lab has been designed to help Redstone Arsenal and Huntsville area first responders, as well as other federal and state agencies and civilian organizations help counter threats posed by terrorists."

The renamed lab was shown off for a group of Redstone and AMRDEC managers.

"Our limited open house was an opportunity to highlight the important work our Warfighter Protection Lab team is doing," Belk said.

The Warfighter Protection Lab is expected to continue to build on the excellent reputation of the FORT that has been built on a variety of successful efforts.

Past efforts chronicled by Belk include:

- The Center for Domestic Preparedness, Fort McClellan, benefited from a two-year program to add three dimensional visualization and dynamic simulation to an Incident Command Post course.

- The Redstone-based Hazardous Devices School is using three dimensional visualization and vehicle tracking tools for safety adapted for their use by AMRDEC and Redstone Technical Test Center. The HDS cooperates closely with the WPL to use their state-of-the-art facility for force protection testing whenever possible.

- Virtual/Live Sensor Testbed for Unmanned Systems is sponsored by the Unmanned Systems Initiative group and will demonstrate unmanned situational awareness. It will team an unmanned

ground vehicle with an unmanned aerial vehicle to bring video and sensor data back to an emergency operations center. The project will start with an end-to-end simulation, and will end with all aspects being demonstrated with actual equipment at the Redstone Hazardous Devices School.

- The Alabama Department of Revenue is under a multi-year project to create a central Geospatial Information System repository for all public sector agencies in Alabama.

- The Army Corps of Engineers' Engineering Research and Development Center at Champaign-Urbana, Ill., is collaborating to embed WPL capabilities into a web-based tool for installation commanders to plan changes to installations.

- The Garrison commander and his staff collaborate with, and benefit from the lab's Force Protection planning, exer-

cises and table-top training. The WPL has provided a new emergency 911 Intergraph Computer Aided Dispatching system for Redstone Arsenal, allowing the WPL to stimulate the Emergency 911 and Emergency Operations Center with realistic simulations for training and exercises. The new I/CAD will combine several legacy systems, simplifying and streamlining emergency operations on Redstone Arsenal.

- At Rock Island Arsenal, Ill., there is a plan to install Force Protection and situational awareness tools and simulations into the Midwest Regional Operations Center (not yet stood up).

- Also, WPL benefits from close relationships with Space and Missile Defense Command Battle Lab, Alabama Department of Homeland Security, City of Huntsville, and Madison County EMA.

■ Proposed budget cuts subject of town hall

Update

continued from page 1

question. "But to prevent that, our contractor labor force is going to be impacted significantly."

Cannon expects to use an ongoing hiring freeze as part of his organization's efficiency cuts to comply with the budget reductions.

On the status of some of his programs,

Cannon said "the Joint Common Missile was a victim of PBD 753 but we are working very hard to try to keep that program alive."

He asked for questions from the audience after his presentation but there were only a few.

As the workers left the auditorium, the Rocket asked one member of the audience for his reaction. "It's not really any new news," the PEO worker said, requesting anonymity. "But it's good to hear it firsthand from the general."

Bob Jones Auditorium turns up production quality

Audiovisual equipment becomes state-of-art

By KELLEY LANE
Staff writer
kelleyqa@bellsouth.net

Chances are you've attended an event at Bob Jones Auditorium, whether it was a conference, ceremony or meeting. Others may have watched its events via Redstone television channel 42.

Thanks to new audiovisual equipment, the quality of the presentation and playback has improved.

The previous equipment was obvious; cameras were mounted in the rear of the auditorium and physically manned by operators. They offered a limited view and may have been obtrusive to attendees.

"Under the old system, if somebody asked a question we got the back of their head. We were behind them. With the new system, questions and answers are much more clear," Michael Malone, video lead, said. "You see who is talking and you see the speaker. The end product under this system is significantly better."

The new cameras are ceiling mounted and controlled from an operating room adjacent to the auditorium. With the turn of a joystick they can turn and scan the room, incorporating audience reaction and even allowing for zoom. When seating capacity for the auditorium is exceeded, people can be set up in overflow rooms in front of televisions.

"People can watch the exact same thing that is happening in the auditorium, as it is happening," Malone added.

All of the new equipment is run from the adjacent room. A three-man team runs the show: one for sound, one for cameras and one to direct the recording as a whole. With their remote location, the crew members can discuss their maneuvers freely while the event takes place. This is a communications improvement.

"In production, you're constantly talking to each other. We were always saying 'What did you say?' because we were try-



Photo by Kelley Lane

PRODUCTION SET— Michael Malone, left, and Felix Uchefuna man the new equipment at Bob Jones Auditorium.

ing to keep our voices down and not disrupt the event," Malone said. "This lets us be a little more natural with our speaking about what's going on."

In addition to the new cameras, operators are working with state-of-the-art sound and recording equipment. Sound and mixing boards are routed through a

computer setup, as is the recording equipment. A mixing board mimics the one used in the auditorium. While the board in the auditorium is for optimizing the sound inside the room, the board in the remote room is configured for optimal sound in the recording.

All of the equipment is run through a computer which allows for quick configuration changes with the press of a few buttons. The entire setup is visualized on two flat screens divided into different blocks so operators have visual access to all the necessary information at a glance, replacing the numerous monitors previously required for so many views.

"In the old way of doing things, those two big screens would be a series of monitors of various sizes. Every square is important for us to do our jobs. This device lets us do away with all of those," Malone said. "You'll never see these on a video we make, but it significantly reduces the footprint of the amount of monitors we need to do our job."

The total package adds up to a more professional quality recording and playback experience for both those who run the equipment and those who see the finished product. While they still have the

capability to produce quick recordings for events, they now also have the ability to make higher quality, glossy digital recordings of events. They can even record separately from each camera when the situation calls for it.

"This is the very latest in digital video," Malone said. "The increase in aesthetic quality is dramatic. The look and feel is just much more professional."

The equipment update puts the auditorium on par with other professional video production sources.

"We went from circa late 1980s, which in broadcast terms is truly ancient history, to the stuff we have here today," Malone said. "This is very much what a brand new television station is using."

As sound and video technology advances, the auditorium's equipment is now geared to keep up. With a few changes the setup can be upgraded to high definition capability without a costly replacement of equipment. They are also set up for video teleconferencing and can broadcast to points across the globe.

"Through this system we can do a two-way VTC with anywhere," Malone said. "This is on par with the best commercially available equipment."

'Can Do' infantrymen distribute shoes to Sadr kids

Operation Happy Feet makes strides in Iraq

By Spc. BEN BRODY
Army News Service

BAGHDAD, Iraq — Operation Happy Feet brought smiles to children of Sadr City as Soldiers of B Company, 3rd Battalion, 15th Infantry distributed sneakers

at Marakah al-Taf Elementary School Feb. 28.

Working in conjunction with Civil Affairs, Soldiers purchased 500 pairs of shoes from a local vendor to give out at the northeastern Baghdad school, according to Capt. Timothy Terese, B Co. commander.

"We go around to lots of schools in the area, basically every day, to make sure they have the proper equipment to func-

tion," said 1st Lt. Jason Rocks, B Co. fire support officer and effects coordinator. "Blackboards, pencils, paper — we check that they are able to function on a day-to-day basis."

Rocks, of Puyallup, Wash., said the missions help foster support for coalition forces in an area once considered firmly under insurgent control.

"Right now, (Operation Happy Feet is) immediate gratification," Rocks said. "But everything we do for them helps them and their families realize that the Iraqi government and coalition forces care about the Iraqi people."

In addition to the company of 'Can Do' infantrymen present, a squad of Iraqi Army soldiers helped provide security and translations during the visit.

The school is coeducational, meaning girls have class in the morning and boys in the afternoon.

"We're trying to get the kids of Sadr City some new shoes, and hand out copies of Baghdad Kids," said Spc. Brandon Wise, 307th Psychological Operations Company, Team 1033, a Missouri Reserve unit. "It's a fun magazine for kids — it's got stuff about dinosaurs, outer space, the Olympics — things kids like. It's got some important safety and hygiene messages too, like 'remember to brush your teeth' and 'don't point toy guns at Soldiers.'"

Wise, of Greenville, Ill., and Staff Sgt. Travis C. Butler, also of the 307th, handed out bags of school supplies, coloring books and issues of Baghdad Kids.

"It's really important for us to make a good impression on these kids before they grow up," Butler, of St. Clair, Mo., said. "The kids are the future of Iraq, and fostering a better relationship now will make for better relationships later."

The morning's classes of girls lined up to get their feet measured, and receive the white tennis shoes. The girls quietly giggled as Soldiers passed the shoes forward to Chaplain (Capt.) Steven Hommel, 3/15 chaplain, who handed them out. Several Soldiers remarked at how well-behaved the girls were.

"The American school kids back in the states don't realize how lucky they are, when you look at someplace like Iraq," 1st Sgt. Donald Rangel, B Co., first sergeant, said. "We passed out these shoes just so the kids here can get from home to school without hurting themselves."

"It makes me feel good to do this for the kids here," the San Antonio native continued. "I've got six kids of my own, three of them in elementary school."

The Soldiers distributed about half of the 500 pairs of shoes to the girls, and were to give the rest to the school's boys later in the week.

"This is one of many missions we have, providing aid to Sadr City residents," Terese said. "We come out here every day. We're also working right now to get a functional sewage system installed in the neighborhood, which will make for a much safer neighborhood for these kids to grow up in."



Arnews photo

FITTING GIFT— Capt. Steven Hommel, 3/15 Inf. chaplain, hands a pair of sneakers and a coloring book to a student at Marakah al-Taf elementary school in Sadr City, Iraq. Soldiers distributed about 250 pairs of shoes at the school, in North-eastern Baghdad, Feb. 28.

It's dog eat dog in postseason basketball tournament

Marines outlast Bravo 40-39 in first round

By SKIP VAUGHN
Rocket editor
skip.vaughn@redstone.army.mil

March Madness had a rousing start last week at Pagano Gym.

Kyle Henning sank two free throws with 1:16 left as the Marines edged Bravo Company 40-39 on March 7 in the opener for the troop postseason basketball tournament. The eight-team, double-elimination event was scheduled to end March 15.

The Marines outlasted Bravo in an intense final minute. There were four turnovers, two by each team, in the closing seconds. Bravo inbounded the ball with one second left but failed to get a shot off.

"It's the tournament, everybody playing for the championship," Marines coach Summer Fields said. "It's going to be a hard fight."

Henning finished with a game-high 15 points, including 13 in the second half, for the Marines (12-5). The 6-foot-1 guard/forward arrived in mid-February

and will leave March 29. This was his eighth game with the Marines.

"If we can all play together, I think we can win it all," said the Evansville, Ind., native who played high school ball in Texas. "There's a lot of good teams and every team's capable of winning. There's not one team that stands out above the rest. But if we play together, I don't think there's a team that's capable of beating us."

Jacob Raines added 12 points for the Marines, including four baskets in the first half. The Marines opened the game with a 6-0 run but trailed 23-19 at halftime.

"Raines by far was the biggest key to the game," Henning said. "He had eight points in the first three or four minutes and it helped us get an early start on them."

"We just played hard and took the pressure to them on defense and tried to get any open shot we could on offense," said Raines, a 5-11 forward from Murfreesboro, Tenn.

The Marines needed a stop down the stretch against the Bulldogs (5-12).

"Pressure defense the last 20 seconds of the game (was key)," Raines said. "If we had broken down defensively, they

would've had an easy bucket and it would've gone the other way."

Terry Shepard had 10 points for Bravo but went scoreless in the second half.

"We made some dumb decisions at some key points in the game," Bulldogs coach Lee Diaz said. "We couldn't get the ball inbounds with one second left. But we'll be back."

Fields wasn't surprised that the

Marines pulled together in the final seconds.

"We play as a team out there," he said. "And when it comes down to it, we're never going to give up. That's not within us."

In other first-round games, MEDDAC won by forfeit over 326th Chemical, Charlie beat Headquarters & Alpha 43-41 and HHC 59th defeated Delta 53-38.



Photo by Skip Vaughn

HELP WANTED— The Marines' Victor Singleton looks to pass after claiming a defensive rebound against Bravo.

Boy Scout maps orienteering course on Monte Sano

Land navigation challenge designed for beginners

By STEVE RICE
For the Rocket

The pleasant days of spring are close at hand and it is time to make plans for outdoor activities. But why wait? We've had plenty of nice days throughout the winter. So, let's go now. A favorite place for getting some exercise and fresh air is Monte Sano State Park. A new feature on the trail network is a permanent orienteering course.

What's orienteering? Orienteering is a land navigation sport using a map and compass, primarily the information on the map. Orienteering can be done while walking or running or a combination of the two.

For his Eagle Scout community service project, David Rice planned and led a team of Scouts that installed the orienteering course in Monte Sano State Park. The 15-point course is located on the south plateau with most of the location markers on the trail network.

Rice, a high school senior at Westminster Christian Academy, is the son of retired Lt. Col. Steve and Nancy Rice.

The course is laid out for beginners. Several location markers are a short distance off the trail in the woods. Visiting a location off of a trail gives one the opportunity to improve navigational skills. The course may have more locations than you can get to during one visit to the park. One can locate as many of the points as time and energy allow.

Course layout is shown on a topographical map. Course maps are free and can be obtained at the park office. The map also includes information about orienteering and details about the designated course points. The first control point of the course is near the Hiker's Parking Lot, which is about 150 meters from the park office.

Even though the course can probably be navigated without a compass, it is a good idea to take one, just in case. It can also help in staying oriented.

More information on orienteering is available from the United States Orienteering Federation, P.O. Box 1444, Forest Park, GA 30298, www.us.orienteering.org.

The closest orienteering club is the Vulcan Orienteering Club in Birmingham, <http://home.earthlink.net/~ciza/voc.html>.



Photo by Steve Rice

MARKING PATH— David Rice, center, checks the work of his team of Boy Scouts installing control marker 4 for the permanent orienteering course on Monte Sano State Park's south plateau. From left are Andy Ledbetter, Kyle Larsen, Rice, Adam Card, Caleb Johnson and Nathan Larsen.



State racquetball tourney

The Family Fitness Center, 2100 Members Drive in Huntsville, will host the Alabama State Singles and Doubles Racquetball Tournament from Friday through Sunday. This will be a sanctioned tournament; and players from throughout Alabama will try to be the best in their respective skill or age divisions. Tournament applications are available at any Family Fitness Center. All players will receive a tournament shirt; and prizes will be awarded for first place finishers. For more information, go to <http://www.familyfitness.com/> or call Leon Stanley or Bob Frazier 880-0770.

Babe Ruth sign-up

Huntsville Babe Ruth League will hold registrations for the 2005 summer season Saturday from 9 a.m. to noon; and players ages 13 to 19 as of July 31 are invited. Registration forms will be accepted after Saturday on an individual basis. HBRL boundaries are the Huntsville city limits and players may choose the park they want to play in. The registration fee is \$65, and a birth certificate is required for all players. Persons interested in coaching a team are also encouraged to apply. Contact your park representative for registration location. The Babe Ruth parks and their primary contacts are: Central Division, Brahan Springs — Bud Gambrell

564-5612; Northern Division, Mastin Lake - Dewayne Friend 830-7077; and Southern Division, Sandhurst - Tim Harrison 544-3180.

Golf tournament

A golf tournament fund-raiser for Big Brothers Big Sisters will be held April 22 with a shotgun start at noon at Colonial Golf Course. Call 880-2123 to register or go to www.bbbsna.com.

Inline hockey league

Youth Sports is now registering for the Youth Inline Hockey League. Cost is \$135 which includes a USA Hockey membership. Practice will begin March 28 and games will begin in April. Registration continues through Friday; and anyone registering after then will pay a \$10 late registration fee. For more information, call Mike Gates 313-2177.

St. Patrick's run/walk

The St. Patrick's Run/Walk is 7 a.m. Friday at the Sparkman Center perimeter road. Meet at the canopies in front of building 5300. The AMCOM chief of staff and command sergeant major will lead two laps (2 miles/walk or run/10 minute pace). Attire is St. Patrick's Day green. All Aviation and Missile Command military and civilian employees are encouraged to participate. Organizational teams are welcome.

Soccer camp

The Madison Soccer Club will conduct a

Spring Break Soccer Camp for boys and girls ages 7-12, March 21-25 from 1-5 p.m. at Dublin Park in Madison. For more information or to register, visit www.madisonsc.org or call Carl Blair 864-7026.

Golf benefit

Alabama Ballers Basketball inaugural golf tournament is April 2 at Foxrun Golf Course, 870 McCollum Road in Meridianville. Registration begins at 7:30 a.m. and the shotgun start at 8. Entry fee for this four-man scramble is \$55. For information call Lester Jones 830-1279 or Isaiah Crutcher Jr. 895-6233.

Bowling tournament

The Army Emergency Relief bowling tournament is noon April 21 at Redstone Lanes. Tickets are \$10. Call Don Slagle 876-3445 or Lynn Moore 955-6001.



Conferences & Meetings

Men singers

The Rocket City Chorus, a chapter of the Barbershop Harmony Society, meets every Thursday at 7 p.m. in the Aldersgate Methodist Church Fellowship Hall, 12901 Bailey Cove Road. For more information, call John Gonzalez 842-2992 (work) or 852-2408 (home).

Warrant officers

The Warrant Officer Association, Redstone Arsenal Chapter invites all warrant officers to attend its meetings the second Wednesday of each month at 11:30 a.m. at the Officers and Civilians Club. Chapter activities and information can be viewed at <http://www.redstonewarrants.com/>. For more information, call retired Chief Warrant Officer Tommy Vaden 955-0886.

Air Force association

The Tennessee Valley Chapter of the Air Force Association invites all former and any present Air Force members, reservists or ANG to the Firehouse Pub for an informal gathering on the last Thursday of each month at 5 p.m. "AFA membership is not required to participate and we encourage anyone who has worn the blue suit to stop by and enjoy the camaraderie," a prepared release said. For information call Terry Roop (256) 230-0396 after 6 p.m.

Military pay operations

The 10th Army Military Pay Operations Conference is scheduled April 19-22 at the Marriott East Hotel, 7202 East 21st Street, Indianapolis, Ind. The theme is "One Team, One Mission" with the underlying purpose of resolving any pay issue as one team with one mission in mind: pay servicemembers what they expect to be paid when they expect to be paid. For more information and to register, visit the Field Services Office web site at <https://dfas4dod.dfas.mil/centers/dfasin/milpay/fso/> or e-mail Master Sgt. Scott Hummel at scott.hummel@dfas.mil.

Fleet association

Attention all military retirees (including National Guard retirees) with enlisted sea service time in Coast Guard, Marine Corps and Navy, and all current active duty enlisted of those services: Fleet Reserve Association Branch 278 will hold



Courtesy photo

Top security officer

Security officer Bobby Thigpen is recognized as the Security Officer of the Quarter for the first quarter of 2005. An employee of Alutiiq and Wackenhut Security Services, he competed against 112 security officers for this honor.

its monthly meeting Saturday at noon; and the board of directors meeting will be held at 11 a.m. at Greenbrier Barbecue on I-565, exit 3. For information call Gene Ait-tala (256) 773-6283 or Jim Sutton 650-5748.

Women accountants

American Society of Women Accountants will meet March 21 at the UAH Tom Beville Center, 550 Sparkman Drive. Social begins at 5:30 p.m., dinner at 6 and the program at 6:30. Roger Pruett is to speak on "How to Develop a Business Plan." Cost is \$16.50 members, \$17.50 non-members and \$10 full-time undergraduate students. Reservations and cancellations are due by noon March 17. Call 830-0377 or e-mail royerfe@juno.com.

System safety society

Tennessee Valley Chapter of the System Safety Society will hold a "brown bag" lunchtime meeting today at 11:15 at the new CAS Inc. building at 100 Quality Circle (just south of Old Madison Pike, west of Research Park Blvd.). Gary Braman of CAS Inc. is to speak on "Credible Hazard Identification." For more information, call Dave West 313-2091.

Officers association

The Huntsville Chapter of the Military Officers Association of America will hold its informal monthly breakfast at 8 a.m. March 26 at Victoria's Cafe, 7540 Memorial Parkway southwest. The chapter's monthly luncheon meeting is 11 a.m. March 30 at the Officers and Civilians Club, with guest speaker JoAnne Randolph from the Veterans Corporation. All active, retired and former officers, their spouses and widows, are invited. For more information, call retired Air Force Maj. Steve Crawley 883-2323.

Sergeants major

The Sergeants Major Association will hold its monthly meeting Thursday morning from 6:30-7:30 in the Twickenham Room of the Officers and Civilians Club. For more information, call retired Command Sgt. Maj. Jean Rose 313-1659.

Genealogical society

Huntsville Genealogical Computing Society will meet at 7 p.m. March 21 at Huntsville-Madison County Public Library, 915 Monroe St. Pat Kyser will speak on "Writing and Researching My Family History Book." Admission is free. For information call 883-5650.

Airborne association

The Vulcan Chapter of the 82nd Airborne Division Association will meet Saturday at 11:30 a.m. Membership is open to all paratroopers and glider troops. For more information, call Barry Simpson 533-3000.



Reserve unit openings

A local Army Reserve detachment doing weekend drills on Redstone Arsenal has openings for computer specialists. The unit seeks prior active duty Soldiers or transfers from other Reserve/National Guard units with a specialty of 25B/74B information systems operators and 75B/H unit administration. For 25B/74B, the unit will consider reclassification action to 25B if you can document with resume your Civilian Acquired Skills to include your education/experience in the following computer skills: data base management, programming, networking and telecommunications. Minimum of a secret clearance is required. And you must possess the personal qualifications to pass a SBI background investigation process to obtain a top secret clearance soon. Specialties 74C and 74F are now authorized to convert to 74B as well. For specialty 74C or 74F, they have merged into the 25B career group and convert to 25B/74B as well. To schedule an interview, call Victor Marshall 313-0168.

Civilian deployment

Civilian employees are needed to support Aviation and Missile Command missions overseas. Deployment opportunities exist in Southwest Asia in support of Operation Enduring Freedom and Operation Iraqi Freedom. Skill sets needed include acquisition, maintenance, supply, quality assurance, engineers, operations officers, logistics and automation, among others. Volunteers must be currently employed by AMCOM. Contractors cannot be considered to fill these positions. Civilians interested in deploying should notify their supervisor and call Eddie Allen 876-4106 or Carl Washington 876-2082. Contractors and other interested people can access www.cpol.army.mil for openings and opportunities for overseas employment.

Surplus sales

Marshall Space Flight Center's surplus property can be purchased through the General Services Administration sales web site. Go to www.gsauctions.gov,

search by State of Alabama; and there you will find items located at MSFC and other federal agencies in Alabama to bid on. For more information, call 544-4667.

Tax assistance center

The Redstone Tax Center, building 3489 off Ajax Road, provides free tax preparation and electronic filing services to active duty and retired military and their dependents. Hours are Monday through Friday from 8:30 a.m. to 3 p.m. by appointment only, and Tuesday and Thursday evenings from 5-7 for walk-in services. For an appointment, directions, or more information, call 842-1040.

Thrift shop

The Thrift Shop, building 3209 on Hercules Road, is open for shopping 9 a.m. to 5 p.m. Tuesdays and 9-4 Wednesdays and Thursdays. Walk-in consignment hours are Tuesdays, Wednesdays and Thursdays from 9-1. Military personnel and their families may call the manager for an appointment. The shop is accepting spring and summer items. Donations are accepted and tax slips are available. For more information, call 881-6992.

Manager position

The Thrift Shop has an opening for manager with annual salary \$16,380. Requirements include computer and office skills, and the ability to work with the public. The manager supervises a paid staff and volunteers, and attends all board meetings. Applications can be picked up during business hours at the Thrift Shop, building 3209 on Hercules Road, and returned by March 24. For information call Sheila or Carolyn 881-6992.

Association scholarship

The Redstone Arsenal Chapter of the Warrant Officer Association will present a \$1,000 scholarship. Application packets must be received before May 1 in order to be considered. Completed application packets should be mailed directly to: RAWOA Scholarship Program, c/o Chief Warrant Officer Richard Storie, 102 Trevor Circle, Toney, AL. 35773. Applications will be accepted from the children (natural and adopted), dependent stepchildren under age 21 (seniors in high school or currently enrolled college freshmen) of members of the active, National Guard, reserve, and retired military and DoD civilians in the Tennessee Valley area. Awards will be announced by June 15. To download a packet and application form, go to www.redstonewarrants.com.

Business scholarships

The Redstone Arsenal Chapter of International Association of Administrative Professionals will accept scholarship applications for 2005. This scholarship is for students majoring in business (high school and college students). The scholarship application is located on the web page <http://www.geocities.com/iaaprsa/current.htm> listed under "Upcoming Events." Deadline for entry is March 31. For more information, call Glenda Davis 828-5681.

Logistics achievement awards

The annual Ernest A. Young Logistics Achievement Award Luncheon/Ceremony is Thursday at 11 a.m. at the Officers

and Civilians Club. The two awards to be presented are the Management/Executive Award to GS-13s and above (or military equivalents), and the Professional/Technical Award to GS-13s and below (or military equivalents). Nominees include the following: Management/Executive Award — David Dapkus, Edward Grimble, Tom Ingram, Gifford Lee Jr., Mark Moe, Diane Overholt, Gordon Porter, Charles Reeves II and Alfreda Tabb-Green. Professional/Technical Award — Larry Johnson, David Lizotte, Eric Moton, Bruce O’Gorman, Redus Tittle, Darlene Williams and Craig Zeisset. For more information, call Kathy White 876-1757 or Debra Foley 842-6783.

Computer classes

The Employment Readiness Program offers free self-paced computer tutorials to military family members who would like to develop or enhance their computer skills. Other members of the military community, including active duty personnel, retirees and civilian employees may take advantage of this training on a space available basis. Classes are available for Microsoft Word, Excel, PowerPoint, Publisher, Outlook, Access, and Windows XP. A certificate of completion is issued upon successful completion of each course. For more information, call Debra Jefferson at Army Community Service 876-5397.

CFC charities

Tennessee Valley Combined Federal Campaign is accepting applications from non-profit charitable human health and

welfare organizations wanting to receive contributions. Under federal law, each recipient must be a 501 (c) (3) organization. The application period continues through April 14. The CFC campaign manages the collection and disbursements of donations from military and federal employees in Cullman, Lawrence, Limestone, Madison, Marshall and Morgan County as well as Lincoln County, Tenn. For more information or to obtain an application, call Melinda Seigler, CFC director, 536-0745, ext. 108 or download the application with instructions at <http://cfc.redstone.army.mil>.

Aeronautical university

The Embry-Riddle Aeronautical University Huntsville Center is registering for the spring term, March 21 to May 21. Classes offered include Aircraft & Spacecraft Development, Aviation/Aerospace System Safety, Studies in Rhetorical Theory, Aerodynamics, and Aviation Safety. The Embry-Riddle Huntsville Center offers fully accredited instruction at both graduate and undergraduate levels in Aviation/Aerospace and Management fields; as well as certificate programs in Logistics, Supply Chain Management, Occupational Safety and Health, Aviation Safety, Space Studies, and Pre-Engineering Studies. Instruction is available both in the classroom and through Internet courses. Deadline to register is Friday. For more information call 876-9763 or visit ERAU Huntsville in the Education Center, building 3222.

Professional development

Redstone/Huntsville Chapter of the American Society of Military Comptrollers will hold its annual Mini-Professional Development Institute on Thursday at Bob Jones Auditorium. The Mini-PDI is a one-day session with lunch included and bus transportation provided to and from the luncheon. Four continued learning points will be earned by attendees. This year’s program, “Leaping for the Gold,” features Dr. Connie Ingram, a nationally-known speaker and executive coach. Ingram will cover topics such as Personal Growth, Leadership Skills, Communication Skills, and Managing Anger and Stress. The luncheon speaker is Dr. Tom Pieplow, associate director for aviation at the Integrated Materiel Management Center. There will also be entertainment during lunch by the Grissom High School Jazz Band. Cost is \$75 for ASMC members and \$85 for non-members, and can be charged to the government IMPAC card. To register, enter a DD Form 1556 into the TIP system under catalog F52MPDI, or call Cecile Pfeiffer 955-0685, David Adkins 955-0000 or Stephanie Cole 955-0701, or fax registration information (name, member status, phone number, credit cardholder name, card number, and card expiration date) to 955-8332.

Quarterly retirement event

The Quarterly Retirement Ceremony is scheduled March 31 at 4 p.m. at Heiser Hall. All military personnel who are scheduled to retire within the next 3-6 months are encouraged to participate. For more information, call Sgt. 1st Class Russell Kimball 876-2819.

Enlisted scholarships

The Huntsville Chapter of the Armed Forces Communications and Electronics Association has a number of scholarship opportunities available for undergraduates and graduates. Scholarships are available for military personnel, working students and students enrolled in SROTC. For more information, go to <http://www.afcea.org/scholarships>.

Army civilian of year

The Association of the United States Army, Redstone-Huntsville Chapter, will sponsor the Department of the Army Civilian of the Year Award and Dinner on March 30 at 7 p.m., at the Von Braun Center, North Hall. This award and dinner recognizes local DA civilians who have demonstrated exceptional performance as members of the Army team. Support your outstanding civilian nominees by attending the recognition dinner. Tickets can be purchased through the Huntsville Association of Technical Societies at <http://www.team-sweek.org/>, or directly from the AUSA event coordinator, retired Col. Jerry Hamilton, at A.Hamilton@TBE.com or 726-1033. The outstanding civilians were nominated by their commands or agencies in February. The chapter nominee selected from among all of the local nominees goes on to compete for the AUSA Southeast Region competition later in the summer. The region winners are recognized nationally at the AUSA Annual Meeting in Washington, D.C. in October. Information on nominations will be provided to local commanders and executives.

Defense association honors

The Tennessee Valley Chapter of the National Defense Industrial Association announces the opening of nominations for its annual awards program to recognize the accomplishments of the local Defense Industrial Base work force. The chapter will recognize these individuals with an Annual Awards Banquet on the evening of April 28 at the Marriott Space Park. The chapter is accepting nominations for its Medaris Award, two Defense Management Awards and four Defense Technical Awards. These nationally-recognized awards will be presented as will the recipients of two book scholarships given by the chapter to Alabama A&M University and UAH and the recipients of five fellowships given by the Space and Missile Defense Working Group. More information on the 2005 Awards Program and the nomination process can be found at www.ndia-tvc.org.

Federally employed women

North Alabama Chapter of Federally Employed Women will hold a training seminar March 29 from 7:30 a.m. to 4 p.m. at the Officers and Civilians Club. This is the first of what is to become an annual event. The theme, “Professional Development Strategies, Keys to Success,” focuses on FEW’s commitment to assist seminar attendees in developing strategies to achieve their goal of advancement and remain highly competitive. Pre-registration fee is \$79; and on-site registration is \$89. For more information, call chapter president Donna Rigsby 313-3021 or vice president Mary Peoples 955-4275.

Alcorn State scholarships

The Tennessee Valley Alumni Chapter of Alcorn State University is offering two scholarships for prospective students desiring to attend Alcorn State. These include the TVA-ASU Scholarship and the William Earl James Memorial Scholarship for \$500 each. Applications must arrive at the following address by April 4: TVA-ASU Alumni, Attn: Scholarship Committee, P.O. Box 5413, Huntsville, AL 35814. For more information or application requests, call Melvin Mayo 852-7927 or Sam King 882-7733.



Gate 7 hours

Gate 7, Martin Road West, hours of operation have changed from 6 a.m. to 6 p.m. Monday through Friday to 6-8 Monday through Friday.

Labor law symposium

North Alabama Chapter of the Federal Bar Association is sponsoring the third annual Labor Law Symposium April 21 at the Sheraton Four Points Hotel. Cost is \$125 for FBA members and \$175 for non-members. “This is a one-day symposium and we are seeking to get 6 hours of continuing legal education credits from both the Tennessee and Alabama state bar

associations," a prepared release said. "We have two Merit Systems Protection Board judges, one Equal Employment Opportunity Commission judge, and our own local U.S. Magistrate judge, Harwell Davis, as speakers. The other two speakers are Joyce Kitchens, an attorney from Atlanta, and Lt. Col. Margo Stone, chief of the civil law division of the Air Force Judge Advocate School at Maxwell AFB." For more information, call Margaret Simmons 895-1101.

Accreditation notice

The Joint Commission on Accreditation of Healthcare Organizations will conduct an accreditation survey of Fox Army Health Center on April 20-22. The purpose of the survey will be to evaluate the organization's compliance with nationally established Joint Commission standards. The survey results will be used to determine whether, and the conditions under which accreditation should be awarded the organization. Joint Commission standards deal with organizational quality of care issues and the safety of the environment in which care is provided. Anyone believing that he or she has pertinent and valid information about such matters may request a public information interview which will be carefully evaluated for relevance to the accreditation process. Requests for a public information interview must be made in writing and should be sent to the Joint Commission no later than five working days before the survey begins. The request must also indicate the nature of the information to be provided at the interview. Such requests should be addressed to: Division of Accreditation Operations, Account Representative (Attn. Ms. Fontanetta), Joint Commission on Accreditation of Healthcare Organizations, One Renaissance Boulevard, Oakbrook Terrace, IL 60181. The Joint Commission will acknowledge such request in writing or by telephone and will inform the organization of the request for any interview. The organization will, in turn, notify the interviewee of the date, time and place of the meeting.

High school musical

The Buckhorn High School drama department will present "Grease" at 7 p.m. April 14 and 15, 2 p.m. and 7 p.m. April 16 and 2 p.m. April 17. Tickets are \$5.

Commissary sale

The Commissary will have a case lot sale March 31 through April 2. This joint venture with the Post Exchange will include hot dogs, soft drinks and chips for the customers. "This is our way of saying thanks to the community," a prepared release said.

Women's history contests

The Ordnance Munitions and Electronics Maintenance School is sponsoring essay and display contests for Women's History Month. Essays - two pages, double spaced on the theme "Women Change America" - are due by Thursday. Static displays should be in place by Thursday for judging Friday. Plaques and trophies will be awarded at Team Redstone's Fun Run on March 30. For information call Master Sgt. Jackson or Sgt. 1st Class Williams at OMEMS Equal Opportunity 876-9224 or

842-9765, or Sgt. 1st Class Mixon at EEO 876-8648.

Book sale

Post Restaurant will hold a book sale through Thursday from 6 a.m. to 2 p.m. at Sparkman Cafeteria. For more information, call 876-4741.

Volunteer award

The National Military Family Association is accepting applications for the Very Important Patriot Award. The program, now in its 11th year, recognizes exceptional volunteers worldwide whose outstanding service contributes to improving the quality of life in their military and civilian communities. Any active duty, National Guard and Reserve, or retired service-member of the seven uniformed services, their family members, and survivors are eligible to be nominated. Nominations will only be accepted online at <http://www.nmfa.org/vip> through April 15. Winners will be notified mid-May.



Craft show

The Northeast Alabama Craftman's Association will hold its annual NEACA Spring Craft Show from Friday through Sunday at the Von Braun Center South Hall. Show times are 9 a.m. to 7 p.m. Friday and Saturday, and noon to 5 p.m. Sunday. Admission is free to the public. More than 150 craftsmen are expected to participate. Proceeds benefit the Children's Advocacy Center, The Ark and Huntsville/Madison County Senior Center. For information call chairman Jeanne Chandler 883-4028.

Car wash benefit

The Evening Optimist Club will hold its annual car wash to benefit the Youth of Huntsville, May 22 from 9:30 a.m. to 3:30 p.m. at Lee's Magic Tunnel Car Wash, 2318 Memorial Parkway southwest. Cost is \$7 for wash and sealer wax (\$13.50 value). In case of rain, the event would be held June 5. For information or tickets, call Bob Allen 772-5966.

Orchid show

The Heart of Dixie Orchid Society will hold its spring Orchid Show April 2-3 at the Ramada Inn, 8716 Madison Blvd. in Madison. Show hours are noon to 6 p.m. Saturday and 1-5 p.m. Sunday. Admission is free.

Retiring sergeant major

The Logistics Support Activity will honor Sgt. Maj. Booker T. Washington Jr. after 29 years of service during a retirement luncheon March 23 at 11:30 a.m. at the Officers and Civilians Club. LOGSA is also hosting a retirement ceremony/reception March 24 at 1 p.m. at Bob Jones Auditorium. To RSVP for either event, call Barbara Davis 955-0167.

Blood drives

Redstone Arsenal blood drives for this month include: March 17 — Sparkman Center from 7 a.m. to 12:30 p.m.; March

18 — NASA from 8 a.m. to 1:30 p.m., Army offices on Wynn Drive from 8 a.m. to 12:30 p.m. and Corps of Engineers from 7-noon; March 24 — SMDC at building 5220 from 7 a.m. to 12:30 p.m.; and March 31 — building 7613 from 7 a.m. to 12:30 p.m.

Arts benefit for families

"Art Aid: A Benefit for Families Affected by War" will be held 3-10 p.m. Saturday at the Flying Monkey Arts Center, 2211 Seminole Drive. This event, sponsored by the North Alabama Peace Network and Veterans for Peace Alabama Chapter, will showcase local visual artists, musicians, dancers and spoken-word artists. A minimum donation of \$5 is requested; and military families and children under 12 are admitted free. Proceeds will be split between U.S. and Iraqi families affected by war. Recipient organizations are the Army Emergency Relief at Redstone Arsenal and the Mercy Corps which helps families in Iraq. For more information about Art Aid, call Tom Moss (256) 468-5314.

Women investors

Shari Burnum, president of Investor's Resource, and branch manager of Raymond James Financial Services Inc., will host a "For Women Only" luncheon at the Palladium Executive Building in Madison from 11:30 a.m. to 12:30 p.m. Friday. The topic this month is "Financial Strategies: General Economic Update" and will include a Q&A with

speaker Ann McAdams, vice president of PIMCO advisers. Lunch will be catered by Apple Lane Farms. Cost is \$10. Call Rachel Caudle 772-4646 to reserve your seat.

Civilian retirees

Beginning April 1, separated Army serviced employees will be able to contact the Army Benefits Center-Civilian by telephone and speak with a benefits counselor for six months following their separation. Employees who resign, retire, or transfer may continue to contact the ABC-C at 1-877-276-9287. For the hearing impaired, the number is 1-877-276-9833. Assistance will be provided on benefits related issues pertaining to their separation or retirement transition. ABC-C will inform all future retirees in writing of this service.

Newcomers' orientation

Learn about Redstone Arsenal by attending the Army Community Service Newcomers' Orientation to be held April 5 from 8:30 a.m. until noon at building 3338 on Redeye Road. The orientation features speakers, information booths and refreshments. Attendees will receive Morale Welfare and Recreation bucks redeemable at MWR activities. Attendance is mandatory for active duty personnel permanently assigned for Redstone. Spouses are encouraged to attend. Free child care is available through the Child Development Center.

See Announcements on page 18

