

# Redstone Rocket

Vol. 41 No. 47

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November 25, 1992

## MICOM begins contingency planning for reduction

What's a RIF?

That question has been a hot one since the Missile Command announced Monday it had begun contingency planning to reduce the work force.

Here are some answers.

This isn't an easy read — name a government reg that is — but stay with it if you want to know what happens if it becomes necessary to conduct a reduction in force.

A RIF is a formal process laid out in Civil Service regulations designed to protect government civilian workers' rights to employment when, for some reason, the number of government jobs must be cut.

It's a management responsibility to identify positions to be abolished and to inform the affected employees and the civilian personnel office of decisions. CPO keeps up with the logistics of the RIF, including establishing retention registers and determining assignment rights. CPO also sends formal written notices to employees who are affected by a RIF, counsels them, and informs them of their appeal rights.

Management actions which can occur in a RIF include an actual layoff, or a furlough of more than 30 days, changes to a lower grade, or reassignments requiring displacement.

These actions can be caused by one or more of the following criteria: lack of work, reduced mission, cuts in funds used to pay people, directed cuts in the number of workers or reorganization.

There are several terms that are used in connection with a RIF. Employees need to know the definitions of these terms in order to understand the RIF process. Here are some of them.

**Competitive area:** the boundary within which employees compete with one another for available positions.

*If you are separated or demoted through a RIF, there are several programs designed to assist you in finding other employment.*

MICOM is a competitive area. The Test, Measurement and Diagnostic Equipment Support Group is included within the MICOM competitive area. RASA, the commissary, the Space and Strategic Defense Command and the Ordnance Missile and Munitions Center and School are not.

**Competitive level:** a group of positions in the same series with the same grade which are similar enough in duties, qualifications, pay schedule and work conditions so that a person who holds one position can switch to any of the others and perform critical elements without loss of productivity.

**Tenure group:** There are three tenure groups for competitive service. Group I includes career employees who are not serving probationary periods. Group II includes those employees who are career-conditional and those serving a probationary period for an initial appointment to a competitive position. Group III includes those employees serving under indefinite appointments, temporary appointments pending establishment of registers, term appointments and any other non-status, non-temporary appointments.

**Subgroup:** There are three subgroups within each tenure group. Subgroups are determined by veterans preference criteria. Except under certain conditions, a retired member of the armed forces is not generally considered a veteran for RIF purposes. Veterans who are compensably disabled by 30 percent or more are identified

by the letters AD. All other veterans are identified by the letter A. The letter B is assigned to employees who are not veterans.

Tenure groups and subgroups are assigned like this: a 30 percent or more compensably disabled veteran (for RIF purposes) in a career position is designated group/subgroup IAD. That's the highest tenure. A non-

veteran in a career position is designated IB.

**RIF service date:** the service computation date, or date an employee entered government service, adjusted by credits for good job performance in the latest three years of service.

Here's the way credits are assigned. For each exceptional performance (See MICOM, cont'd on page 11)



**VW CYCLE** — The Volkswagon bug used to be the world's most popular car and Jim Fisher is trying to prolong its popularity by finding new uses for it. A couple of years ago he converted one into a custom pickup truck and his latest creation is a "trike" made by grafting the front part of a Honda motorcycle to the back part of a '68 VW. He says it draws a lot of attention and has won several trophies in local car shows. Fisher is employed in MICOM's Acquisition Center and does custom car and motorcycle work on the side.

## Missile Command a big contributor to successful CFC

The 1992 Combined Federal Campaign has exceeded its \$1,265,000 goal.

A major contributor is the Missile Command which surpassed its \$409,000 CFC goal and had the top public-sector drive.

By Monday, CFC had collected \$1,318,145 for 104 percent of the goal, according to George Gunter, the campaign coordinator. The Missile Command had collected \$429,841 for 105 percent of its campaign goal.

"MICOM has also won the Top Gun Award for public sector campaigns. And this award is presented annually by United Way of Madison County to the public sector agency that raises the most money during their campaign," Gunter said. "And Marshall (Space Flight Center) won that award in 1991."

The Tennessee Valley Combined Federal Campaign began Oct. 5 and officially ended Nov. 13. About 22,000 federal employees in 33 federal agencies had the opportunity to participate in the annual charity drive.

"Even though the participation was low, we attribute the success of the campaign to the generosity of the employees because the average gift ran higher than

previous years," Gunter said. He announced the CFC total at the United Way final report luncheon held Monday.

"I would like to thank all of the employees who did contribute and made the campaign a success," he said. "And I'd like to thank all the keyworkers because they're the ones that really went out and did the job that had to be done."

There were more than 800 volunteer keyworkers. Eleven employees served as loaned executives who conducted employee rallies in the workplace. During a typical rally, the loaned executive would explain why there is a CFC, who runs CFC, who receives money from CFC, show a videotape on CFC, and answer employee questions. Loaned executive rallies provided employees with an opportunity to find out how CFC really works.

A CFC awards ceremony for the agencies and for the Missile Command is set for 10 a.m. Dec. 10 at the Recreation Center, building 3711. Maj. Gen. Joe Rigby, commander of the Missile Command and Redstone Arsenal, is to present the awards.



**OVER THE TOP** — Gunter shares congratulations with Maj. Gen. Rigby for the command's successful CFC drive.

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## Happy Thanksgiving

*Editor's note: The following holiday message was signed by the chairman of the Joint Chiefs of Staff.*

Happy Thanksgiving. This year, as in past years, we pause to give thanks for the many blessings that our freedom has brought us as individuals and as a nation.

The day of Thanksgiving was the first holiday celebrated by American settlers. The traditional meaning of Thanksgiving is as relevant today as it was 371 years ago. It is a time for all of us to reflect upon the values we hold dear and the legacy of freedom and prosperity we inherited from our founding fathers. Their determination still motivates us and is exemplified by you — the men and women, military and civilian, who serve with the armed forces of the United States.

Take time this Thanksgiving to give thanks for the infinite blessings enjoyed by our country. While conflicts and strife still abound, this year's Thanksgiving finds us hopeful and thankful for the momentous changes that have taken place in the world. The sacrifices you make as soldiers, sailors, airmen, Marines, and Coastguardsmen are many. You serve with distinction and courage in order to guard and protect our way of life. Guided by the example of our early colonists, your selfless service, courage, and loyalty have assured that the ideals of freedom and democracy prevail. I also urge you this Thanksgiving to pause and reflect on the many blessings we share, and to recall the dedication of those who have gone before us.

I know that many of you are away from home, families and friends because of your selfless service to our country. You are performing an important mission; and I, as well as Americans everywhere, appreciate you — the members of the finest armed forces in our nation's history.

On behalf of the Joint Chiefs of Staff, I wish each of you and your family Happy Thanksgiving.

**Colin L. Powell**  
Chairman,  
Joint Chiefs of Staff

## Appreciates hospital

Editor:

Just to tell you that my wife and I enjoy using the facilities of Redstone Arsenal. I have been especially impressed with the service at Fox Hospital. When

ordering a pair of glasses, an Army doctor noticed that I was in the waiting area for more than 10 minutes; he acted to have me waited on almost immediately. My wife and I received our flu shots with no wait, no hassle and no trouble.

I thank you and your personnel.

**Theodore M. Ball Jr.**  
Retired Lt. Col.

## Greening class

Editor:

I attended the "Greening" class held in Rocket Auditorium on Nov. 19. I enjoyed the briefing very much. I have attended many briefings in my career as a

civilian at Redstone Arsenal, but I can honestly say that I have never been more impressed.

The extensive information was presented in an expert manner. Each speaker and participant should be commended. It was a very informative and positive presentation. With this caliber of soldiers in the Army, I am confident that we can "do more with less."

I am very proud to be a part of the Total Army Family.

**Juanita Adams**  
Army Emergency Relief officer

### 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: *Redstone Rocket*, AMSMI-IN.

## Families recognized with week of events

Congress has designated this week National Family Week, and Redstone is in the middle of a week of activities planned with families in mind.

Here is the partial text of a commander's letter issued in honor of the week by Maj. Gen. Joe Rigby, commander of Redstone and the Missile Command.

"Soldiers and their families form the rampart of stability needed to undertake the mission of our armed forces. We recognize the significant contributions made by families to Army readiness and applaud the strength and support of families during this period of transition. Families are the framework of our military community and represent the best of the military lifestyle.

"Families have a long tradition of involvement in our communities, filling our installation with a sense

of purpose and commitment. Therefore, we honor them during this week, which is devoted to their recognition.

"On behalf of the entire Redstone Arsenal community, I am proud to recognize the Army family as a vital element in the defense of the United States of America."

Activities still to come this week include: Today, *Holiday egg decorating class*, at the Crafts Center on Vincent Drive, 6 p.m.; Thursday, *Recreation Center open house*, noon to 6 p.m., refreshments served at 3 p.m.; *Thanksgiving buffets* at Challenger Club and the Officers Club, Officers Club buffet hours 11 a.m. to 1:30 p.m., Challenger hours, 11 a.m. to 2 p.m. Call for reservations; Friday, *Family night out* at the Crafts Center, 5:30 to 7:30 p.m.

## Acquisition Center a big CFC contributor

Members of the Acquisition Center can rightfully say they made a difference in this year's Combined Federal Campaign.

The Acquisition Center exceeded its CFC goal of \$45,036 by \$4,319, according to the campaign coordinators.

"Everyone worked hard to make this campaign a success. The support I received from all the workers, the center employees and management made my job easier and enjoyable," said Janice Daniels who served as the center's financial chairman.

Al Reeder, director of the center, was not surprised by his workers' performance. "They did great, as they usually do," he said.

Several offices went beyond the usual contributions and are filling Christmas stockings and dressing dolls obtained from Christmas Charities Year Round. Adopting "angels" — children in need of Christmas gifts — and providing toys through other organizations are among the activities of the center offices.



**MADE DIFFERENCE** — Holding up a banner proclaiming that the Acquisition Center made a difference in the 1992 CFC campaign are, from left, Al Reeder, director of the center; Janice Daniels, who served as the center's financial chairman; Bertram Walker, monitor for the Business Management Directorate; Myra Tidwell, monitor for the Policy and Management Directorate; and Carole Fleming, monitor for the Contracts Operations Directorate.

## Chief deems Army civilians indispensable

WASHINGTON — In a recent message to the Army leadership, the service's chief of staff, Gen. Gordon R. Sullivan, focused on how much the Army values its 400,000 civilians.

"In recent times," he said, "our civilians have taken on more of the work load in responding to demands placed on the Army's resources. For instance, without the more than 2,000 civilians who answered our nation's call during Operations Desert Shield and Desert Storm, we might not have been so successful.

"Gulf War veterans say that many of the combat

soldiers could owe their lives to the DA civilians who helped maintain equipment by speeding up the process of getting parts and other support from 60 logistics agencies Armywide."

The general pointed out that supporting combat troops is only one part of the Army civilians' charter.

"When natural disasters hit home, our mostly civilian Army Corps of Engineers remains at the forefront in restoring services, repairing facilities and cleaning up debris," he said.

(See *Civilians*, cont'd on page 17)

# THE REDSTONE ROCKET

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# ACAP reaches out to transitioning soldiers, civilians

BY SKIP VAUGHN

Times are hard; and many people — military as well as civil service — find themselves facing an uncertain future in their careers. An Army office here specializes in helping people make this transition which can be traumatic.

The Army Career and Alumni Program is "an Army program designed to transition people — and that includes Army active duty members, civilians during a RIF (reduction in force) situation or when they retire, and family members of both of those categories — from the military service in a caring and professional way," says Lew Spencer of the ACAP office. "At Redstone Arsenal, we've taken that a few steps further to ensure our people receive the best quality service we can provide."

Services provided include the following:

- Personalized transitional counseling with a qualified counselor to determine exactly what services the individual needs.
- Preparation of an individualized transition plan wherein the individual referred to all appropriate service providers. This ensures each person receives all services for which they qualify.
- Access to many computer bulletin boards which contain both private sec-

*"While we are not a job placement agency, we will ensure each individual is fully prepared with all necessary tools to engage the job market."*

— Lew Spencer  
Army Career & Alumni Program

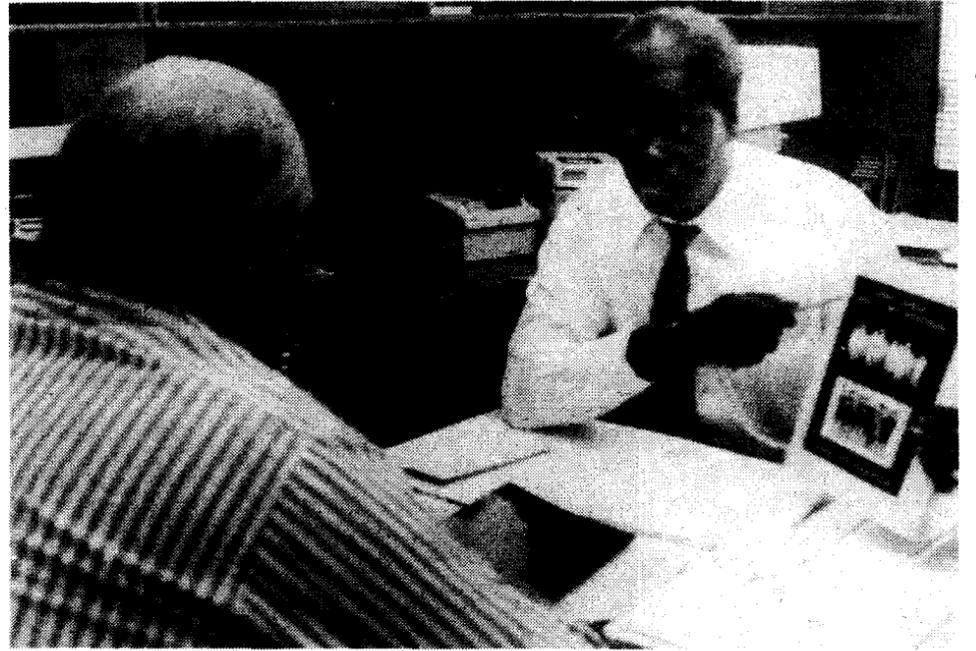
tor and civil service job listings. Among the computerized systems is the Defense Outplacement Referral System, a database which lists employers registered with the Defense Department that may wish to hire departing military, civilian or family members. Additional computers are being made available in several locations throughout Redstone for use by transitioning people; these locations include the Army Education Center, the Ordnance Missile and Munitions Center and School, and the north and south learning resource centers.

- Help in preparation of SF-171 form (the application for civil service), to include computerized application programs.
- Through the Job Assistance Center the individual receives counseling, help

in resume preparation, and access to the Army Employer Network. The Army Employer Network is a computerized database of employers registered with the Army who may wish to hire people departing from the military or civil service or family members of those people. The JAC also maintains lists of "hot" job leads throughout the

nation. The center also gives a seven-hour workshop on transitioning skills and preparation of resumes.

ACAP's doors are open to any military or civilian, and their families, leaving any branch of service. By regulation people can receive this (See ACAP, cont'd on page 8)



COUNSELING — Phillip Paschel is a transition services specialist in the ACAP office.

# Post helps launch national telecommunications network

BY SANDA MARTEL

A telecommunications network that expands service from local to national was launched Nov. 16 from Redstone Arsenal.

With the help of Lee High School students, South Central Bell and the MICOM Corporate Information Center demonstrated the new national Integrated Services Digital Network-1 (ISDN-1) by linking four locations: Redstone, Reston, Va., Chicago and Los Angeles.

During the call, three 10th graders in Lee's pre-engineering magnet program participated in a file transfer of artwork over the ISDN network to and from Reston.

ISDN is the industry term for a major advance in telecommunications that provides three information-bearing channels on a single telephone line. Users can enjoy multiple voice channels or a combination of voice, data and video communications simultaneously over one telephone line.

Introduction of the new national ISDN-1 network has several applications at Redstone Arsenal, where the Army entered into an ISDN partnership with BellSouth in 1989, according to Tim Bell, communications officer at MICOM's Corporate Information Center.

"We were able to take the emerging technology and adapt it to our needs here, where the Army has one of its most advanced research and development labs," Bell said while serving as moderator during the four-location linkup.

Bell mentioned desktop conferences, courier service,

modem pooling, electronic mail and building security as areas where ISDN has been adapted locally.

Through desktop conferencing, users are able to connect computers and phones over ISDN lines to work together on joint projects, thus reducing the need to mail or fax paper documents.

Future applications at Redstone include videoconferencing, imaging technology, high-density optical data storage and high-bandwidth communications, Bell said.

There are currently more than 900 ISDN lines in ser-

vice at Redstone, with plans for 3,500 lines by 1995.

When the Army at Redstone installed ISDN equipment in 1989, it was the first application of ISDN technology for the U.S. Army worldwide and has since served as a prototype for future government and military installations.

Opening of the national ISDN-1 network was part of a three-day event called Transcontinental ISDN Project (TRIP) '92, which was held in building 4506 on post. TRIP '92 symbolizes the telecommunications (See Network, cont'd on page 17)



INFORMATION AGE — Seated from left are Jessica Short, Ricky Segrest and Jeremy Harrison, Lee High School students who participated in a videoconference call that linked Redstone with other locations to demonstrate various ISDN applications. At right is Tim Bell, who was moderator during the call.



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# 'Old soldier at heart' enjoying life as Army civilian

BY SKIP VAUGHN

After more than four decades of government service, including wartime experience as an infantry soldier, Ray Huffman has no plans to retire.

Huffman, information security program manager in the Intelligence and Security Directorate, was inducted Nov. 7 into the Madison County Hall of Heroes by the Madison County Military Heritage Commission. The Hall of Heroes honors county residents who displayed valor in the service of their country.



HUFFMAN

"It was a grand honor for me. I joined a very distinguished company of people that they already have listed on those boards down there at the Courthouse," said Huffman, a veteran of World War II and the Korean conflict. He recently received recognition here for 45 years of government service.

Huffman enlisted in the Army shortly after turning 17 in 1944. He served 22 years and retired Feb. 1, 1967 as a captain in the infantry. Huffman, 65, was born in Annapolis, Md., and grew up in Indiana. He arrived in Huntsville in 1965. After working with a company in support of the space program, Huffman began his Army civilian career in April 1968 at the Missile Intelligence Agency — now known as the Missile and Space Intelligence Center. He was laid off in the reduction-of-force of 1970, and placed at Fort Campbell, Ky.; he returned to Huntsville after two years. He has been with the Intelligence and Security Directorate seven and a half years.

"As long as I stay alive and healthy, I'll continue to work out here I guess. I'm extremely happy with the job I have. I have about 6,000 customers that I can provide information security support for. Have no plans at all for retirement at this moment," Huffman said.

His wife, Mary, received a certificate in recognition of her 40 years of community service on the same day that he received his 45-year government service award. She served nearly 20 years with the Red Cross as a volunteer, and almost 20 years with the Thrift Shop where she is assistant manager. "She's always pitched in and done her share to try to make the community better," Huffman said.

The Huffmans have five children, six grandchildren and a great-grandchild. Their oldest son, Larry, is an Air Force master sergeant stationed at Charleston, S.C. Their other two sons, Raymond and John, both served tours in the Air Force. Raymond works for the police department in Blytheville, Ark.; and John works for Boeing on post in support of the Space Shuttle program. The Huffmans' daughter Cara and her husband reside in Huntsville. And daughter Mary Lisa

is a branch supervisor with EGG Dynatron Inc. in Washington, D.C.; that company receives, records and dispenses property which is seized by the Drug Enforcement Administration and the Coast Guard.

In his spare time Huffman enjoys fishing, amateur photography, reading and classical music. He also likes to buy old boats which he refurbishes and resells.

Two or three times a year, he will put on his old Army uniform: almost always for Veterans Day and also when he has the opportunity to assist in a military funeral. He wore the uniform — which is a little more snug than it used to be — for the Hall of Heroes induction ceremony in which he was among several new inductees.

"I'm very proud of it," Huffman said, referring to the uniform. "Still an old soldier at heart I guess; that won't ever leave me."

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# Parents have lead role in preventing drug abuse

BY SKIP VAUGHN

Parents should set simple rules for their kids to prevent involvement with alcohol or other drugs.

That was part of the message from a seminar Nov. 17-18 sponsored by the Community Counseling Center. The "Parenting for Prevention" workshop for local community representatives was conducted in Huntsville by the Johnson Institute out of Minneapolis, Minn.

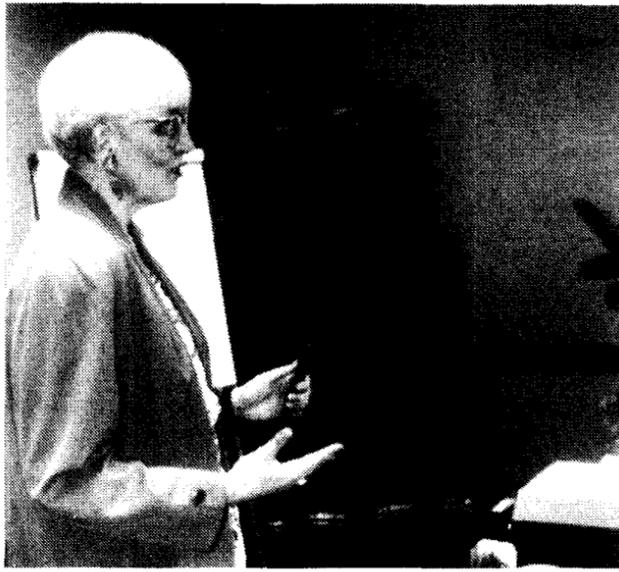
"Kids need structure and order," said Peg Kavaney Johnson Institute. "They need a system."

She advised that parents keep their family rules simple, stressing only the most important things. It's too overwhelming for children to digest many rules at one time, she said.

The workshop was extended to representatives from the Huntsville City Schools, Huntsville Parent-Teacher Organization, and other local agencies involved with the prevention of drug abuse among youth. Attendees also included Missile Command community professionals involved in providing services to Redstone Arsenal families such as Child Development Services, Youth Services, Army Community Service, Community Mental Health, and Preventive Medicine.

Kavaney outlined the types of drugs: depressants such as alcohol; stimulants such as nicotine, caffeine, cocaine and amphetamines; hallucinogens like PCP and LSD; cannabis such as marijuana and hashish; narcotics like heroin; inhalants which include many household products; and steroids which have found their way into high school athletics. The four "gateway drugs" — those typically used by beginners — include alcohol, tobacco, marijuana and inhalants.

"The first stage of use, abuse and dependency is the use," Kavaney said during a roleplaying exercise in which some workshop attendees assumed the roles of child, parent, community, and alcohol. In this exercise



WORKSHOP — Kavaney of Johnson Institute conducts the "Parenting for Prevention" workshop held in Huntsville.

she defined addiction as when the alcohol-user relationship becomes more important to the user than any of his other relationships.

She advised parents never to assume that their child is just a first-time user; always assume that he or she has used the drug more than once, she said. Eighty percent of people who experiment with drugs stop there while 20 percent advance to the next stage, according to Kavaney. The final stage, dependency, is when the individual needs help in kicking the drug habit.

"That first year of recovery is really really tough, and parents need as much support during that period as the kid does," Kavaney said.

In a news release announcing the workshop Anna Whisenant, a preventive education specialist with the Community Counseling Center, wrote: "Most experts agree that the key to solving our national drug problem rests in the parenting of our children. The Community Counseling Center hopes that by bringing these individuals together we can increase our awareness and understanding of the problem and identify ways that we can work together in addressing this issue in our community."

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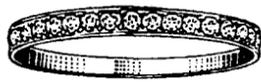
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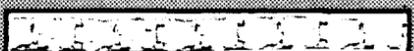
  
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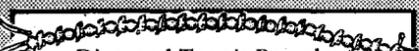
  
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# Just follow the numbers to use hospital's phone system

*Editor's note: The administrative staff at Fox Army Community Hospital suggests that readers clip the following article and chart for use as a reference when calling the hospital with their medical needs.*

The initial implementation of the automatic call distribution system encompasses much more than Central Appointments. It brings many different areas within the hospital under the 955-8888 access. By referring to the accompanying chart you may see that the menu options are:

1. The Emergency Room. The Emergency Room is open 24 hours a day, every day. If you have a medical emergency, select option 1 as soon as the menu recording begins.

2. Medical Appointments or Medical Advice. Using this menu option and its sub-options allows you to cancel medical appointments, request urgent/same day medical appointments for serious illnesses, and make routine appointments for non-urgent conditions in Optometry, Physical Therapy or through Central Appointments for all other clinical areas within the hospital. Health advisers are available on the urgent lines within Family Practice and Pediatrics to discuss your medical problem over the phone, provide advice or determine whether an urgent or same-day appointment is necessary.

3. No option No. 3.

4. All clinic receptionists to include Family Practice, Outpatient Clinic, Pediatric Clinic, Surgery/Gynecology Clinic, Internal Medicine Clinic, Optometry Clinic, Physical Therapy Clinic, and Radiology Clinic. Note: Callers into the system may contact the receptionists for clinical information, to leave messages for the staff or discuss prescription refills.

5. The Patient Representative Office. The patient representative acts as an advocate for you, our customer. They are available to you for processing compliments, complaints, requests for assistance and taking suggestions for improving the efficiency of the hospital.

6. The Champus Office. The health benefits advisers in the Champus office are available to assist you with questions concerning your Champus eligibility, requirements for non-availability statements for inpatient and outpatient services, and identifying local physicians who accept Champus assignments.

7. Hospital administrative offices. They include the Hospital Commander's Office, the Dental Commander's Office, the Clinical Support Division (clinical administrative management), the Director of Nursing's Office, the Information Management Division (adjutant and communications), the Patient Administrative Office, the Logistics Division and the Resource Management Division.

8. No option No. 8.

9. Replay options. Allows the callers to hear the menu options play through again.

10. Hospital information. This option reaches the Patient Administration Division who can assist the caller.

Our chart shows how the daytime menu is organized and may assist the caller in making choices to reach the correct office. For example, if the caller desires to make a same day, urgent medical appointment in the Family Practice clinic, their menu selections will be 2-2-1. If there are other callers for the same request, the automatic call distribution system will send their calls to the health adviser in the order in which they were received. If the caller desires to make a routine appointment in any area except optometry or physical therapy, they should press the sequence 2-3-3. This will place the caller in queue for a central appointments clerk. Please take note that currently, due to the shortage of Pediatric Clinic staff, the Pediatrics clinic is not accepting any routine appointments; they can see only same-day, urgent cases.

Canceling an appointment during the day routes the caller to the receptionist in the clinic where their appointment is. For example, to cancel an appointment for today in Optometry, the caller would press the sequence 2-1-1-6.

Once the caller is familiar with the menu sequence of the office they are trying to reach, they may press the sequence at any time during the entire recorded message, from beginning to end. You do not have to wait for the exact instant requested by the recording to input your selection.

After 4 p.m., when our clinics have closed, the ACD offers a different menu for the evening. In this mode, the menu options are as follows:

1. Emergency Room.
2. Cancel an appointment (by voice message only).
4. The Inpatient Ward Nursing Station.

5. The staff duty Non-Commissioned Officer.

9. Repeat the menu.

Note: There are no options 3, 6, 7, or 8.

All callers are reminded that if they do not have touch tone phones, to be patient; once the menu option has completed playing and no selection has been made, the system will route your call to the hospital Patient Administration Division who will forward your call.

1				Emergency Room			
2	Medical Appointments or Medical Advice	1	Cancel Appointment	1	Today	1	Fam Prac
						2	Outpatient
						3	Pediatrics
						4	Surg/Gyn
						5	Int. Med.
						6	Optom
						7	Phys. Ther
						8	Radiology
		2	Other Than Today				
2	Urgent or Same Day Appt.	1	Family Practice				
		2	Pediatrics				
		3	Outpatient				
3	Routine Appointments	1	Optometry				
		2	Physical Therapy				
		3	All Others - Central Appts				
4		Receptionist		1		Emergency Room	
				2		Outpatient	
				3		Family Practice	
				4		Pediatrics	
				5		Optometry	
				6		Internal Medicine	
				7		Physical Therapy	
				8		Surgery / Gyn	
				9		Radiology	
5		Patient Representative Office					
6		CHAMPUS Office					
7	Other Admin./ Management Offices	1	Hospital Commander				
		2	Dental Commander				
		3	Clinical Support Division				
		4	Director of Nursing				
		5	Information Management Division				
		6	Patient Administrative Office				
		7	Logistics				
		8	Resource Management Office				
8		Replay Options					
9		Hospital Information (Patient Admissions Office)					

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# Conservation efforts focus on wise use of resources

*Editor's note: This is the final article of a four-part series on the Army Environmental Stewardship Campaign. It was written by Carolene Wu, Danny Dunn, both environmental protection specialists; Jesse Horton, forester; and Charles Hubbert, archeologist.*

Installations worldwide are conducting activities in recognition of the Total Army Environmental Stewardship Campaign. The purpose of the campaign is to observe the Army's continuing commitment to environmental stewardship. The "U.S. Army Environmental Strategy into the 21st Century" is a formal document which defines the Army's leadership commitment and its philosophy for meeting present and future environmental challenges. It was developed under the direction of the secretary and chief of staff of the Army. A public signing ceremony was conducted Nov. 19 at the Pentagon.

The strategy provides a unity of direction and cohesive framework for all Army activities to ensure that environmental considerations are integral to the Army mission and that an environmental ethic governs all Army activities. The Army's environmental strategy is depicted in a model of the building with a foundation and four pillars supporting the overall vision of environmental stewardship. The strategy's goals, objectives and action plan focus on the four pillar areas: compliance, restoration, pollution prevention and conservation.

**The Conservation Pillar** focuses on compliance and responsible management of natural and cultural resources to ensure that resources are used wisely and are protected. The Army recognizes that the wise use of natural resources is vital to provide healthy lands for realistic training and to ensure productive lands will be available for present and future generations to use.

Management of these resources involves the protection, improvement and use of these resources according to principles that will provide optimum public benefit and support of the military mission. The concept that underlies the management of the natural resources is the "multiple-use concept." This concept involves the integrated management of all natural resources, each with the other, to achieve optimum use and enjoyment while maintaining environmental qualities, ecological relationships and aesthetic values in proper balance.

The component management programs that comprise the natural resources management program are the Forest Management Program, the Fish and Wildlife Management Program which includes the Threatened and Endangered Species Program, and finally, the Land Management Program which includes the Wetlands Program, the Agricultural Outleasing Program and the Grounds Maintenance Program.

The Natural Resources Management Program at Redstone Arsenal began as a facilities engineering function after World War II and is now administered under the master planning and construction office and the environmental management office of the Directorate of Engineering and Housing. The DEH has been actively involved in promoting optimum conservation of each of the natural resources management programs.

Since the beginning of the Forest Management Program around 1954, the estimated acreage of timberland has grown from 12,800 to 15,665 acres including reductions from range and right-of-way clearings. The Forest Management Program involves the scientific principles of timber harvests, forest insect and disease control, tree planting, and prescribed bur-

ning to maintain healthy productive forest stands, improve wildlife habitat and provide military training environments. The predominant system used for timber harvesting on Redstone Arsenal has been single tree selection which has generated sufficient program funding from timber revenues of approximately \$120,000 annually. A proactive approach has been undertaken to plant trees on idle unproductive open land or test ranges and elsewhere to provide economic, wildlife and aesthetic benefits to the installation.

The Fish and Wildlife Management Program began around the same time as the Forest Management Program. Various attempts have been made to introduce wild game animals such as turkey, Iranian pheasant, bass and deer to establish prior existing native animals. Today, hunting, fishing and natural observation is a much sought after activity by those allowed to participate on the installation.

In 1987 Redstone Arsenal became a cooperator in the Alabama Deer Management Assistance Program with the Fish and Game Division of the Alabama Department of Conservation and Natural Resources to maximize proper management of white tailed deer. Today, our total annual harvest of 500 either sex deer has resulted in successful hunters' opportunities and textbook perfect deer population statistics.

The Threatened and Endangered Species Program manages the threatened and endangered species found on Redstone Arsenal. Two endangered species, the Alabama Cave Shrimp and the American Alligator, definitely occur on the installation. The Bald Eagle is a transient endangered species and the grey bat may occur on Redstone Arsenal. There is a possibility that at least six listed endangered species could occur on the installation.

In fiscal 1992 a contract was entered into with the U.S. Fish and Wildlife Service to conduct population life history and habitat investigations on the federally listed endangered Alabama cave shrimp. This study is in the process of identifying the extent of cave shrimp habitat and aquifer recharge areas which may affect the habitat of the species. The status of the Alabama cave shrimp population is also being monitored to identify potential threats to the population. This information will be used to conduct required cancellation under the Endangered Species Act. A sensitive flora and fauna survey was also funded in fiscal 1992 by the DoD legacy resource management program to identify endangered, threatened and candidate species which may occur on Redstone Arsenal.

The majority of the general population expresses support for protecting endangered species for aesthetic reasons or just for knowing that they are there. The role or importance of endangered species to us as humans is variable. Some are more important than others in what they do for us. Basically, endangered species function as all species do, which is to provide us with a productive and stable environment and to ensure the survival of the human species.

The Wetlands Program is also an important natural resources program on Redstone Arsenal. The Clean Water Act regulates discharges of dredged or oil fill materials into the waters of the United States. The act's jurisdiction is defined as encompassing United States waters plus their tributaries and adjacent wetlands and isolated waters where the use, degradation or destruction of such waters could affect interstate or foreign commerce. Any dredging or placing of material into the waters of the United States, which include wetlands, require a permit. The Department of the Army Corps Engineers is the regulatory agency for wetlands permits. Redstone Arsenal has several wetlands permits at the present time. One permit is associated with the construction of the Physical



**REDSTONE WETLANDS** — Wetland areas such as this on Redstone Arsenal are part of the Directorate of Engineering and Housing's natural resources program.

Science Research Center. A requirement of this permit is to mitigate the impacts to the wetlands by enhancing an existing wetland on the installation.

It is estimated that 117 million wetland acres or approximately 50 percent of the wetlands have been lost since Colonial times in the lower 48 states. This averages to approximately 60 acres of wetlands lost every hour for the past 200 years. In the Southeast, approximately 60 percent of the wetlands have been lost since the country was founded.

Wetlands are defined as areas inundated or saturated by surface or ground water at a frequency or duration sufficient to support, and that under normal circumstances to support, a pro dominance of vegetation typically adapted for saturated soil conditions. Wetlands generally include lakes, swamps, marshes, bogs and similar areas such as sloughs, prairie potholes, wet meadows, prairie river overflows, mudflats, and natural ponds. Wetlands are an interface between aquatic and terrestrial habitats. They have characteristics of both habitats. In order to qualify as a wetland, three things must be present. They are hydrology, wetland vegetation and hydric soils. The steady supply of water in a wetland creates stress on plants. Only those adapted to stress can survive. The hydrology controls the plant life. Wetlands are very fertile since they act as a sump for what washes down from farmlands.

There are several types of wetlands. The bottomland hardwood type is the most diverse type of wetland in North America. Bottomland hardwoods are very productive for wildlife and fisheries.

Wetlands are important to different people for different reasons. Since they are very productive, there is a very high population of wildlife, especially birds in wetlands. Wetlands are necessary for waterfowl migration. The decrease in waterfowl can be attributed to the loss of wetlands, especially in the flyways.

Wetlands are important to rivers because they provide nutrients for the animals which inhabit the rivers. In coastal areas wetlands are important for shrimp spawning habitat to support marine and commercial fisheries.

Wetlands are efficient water purifiers and are much much more efficient than any human design for purification. (See Conservation, cont'd on page 16)

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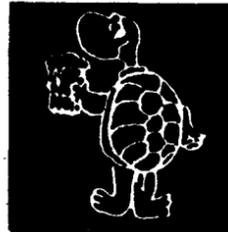
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# ACAP

(Cont'd from page 3)

assistance up to two months after departing military or civil service.

"People should start the transition process by contacting the ACAP office as early as possible once they determine what date they're leaving the military or civil service. The opportune time is between six months or one year of separation; however, we will take people up to two months after they separate," Spencer said.

Usually the first thing an individual does as he or she goes through the transition program is to attend a three-day Transition Assistance Program workshop. This is a coordinated effort which includes speakers or representatives from service providers such as Department of Labor, Department of Veterans Affairs, the Job Assistance Center, Office of Personnel Management, Redstone's Civilian Personnel Office, Army Community Service, Alabama State Veterans Affairs, and the Chaplains Office. During the TAP workshop individuals are taught how to find jobs, how to interview for a position, how to negotiate salaries, and other skills necessary to obtain employment. After the workshop they start

working on their resume, preparing their SF-171 form and getting ready for the job market.

"While we are not a job placement agency, we will ensure each individual is fully prepared with all necessary tools to engage the job market," Spencer said.

Since opening at Redstone July 1991, more than 1,400 people have used ACAP's services. There are 62 ACAP sites worldwide.

Ramona Roy is the transition services manager. Spencer, acting manager in Roy's absence, is a transition services specialist along with Phillip Paschel. Marie Adams is a transition services assistant.

The Job Assistance Center is led by Vanessa Peeden, contract installation manager. Pascual Rico is the other counselor. Larry Todd, an intern in the JAC, also does counseling. Marian Flarity is a counseling assistant.

ACAP is located in room 144, building 3433 on Aerobee Road. Its hours are 7 a.m. to 4:30 p.m. Monday through Friday, except holidays; the Job Assistance Center is open from 8 a.m. to 4:30 p.m. ACAP can be reached at 955-6490.

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# Officers Club contest winner on way to Houston

A Redstone worker and his family will be going to Houston in early December, thanks to the two round-trip airline tickets he won at the Officers Club.

Pete Leberte was the lucky winner at an "International Night" drawing Feb. 28 at the club. He won two round-trip tickets to anywhere in the continental United States. Leberte and his wife, Kathy, decided to go to Houston Dec. 4-8 where their son-in-law, Al Del Greco, is the kicker for the professional football Oilers.

"It's a Christmas visit plus we get to see Al play football," said Leberte, an engineer at Marshall Space Flight Center. They'll see the Oilers play the Chicago Bears on Monday night, Dec. 7.

The club held International Night to show appreciation to its customers, according to Nick Kallo, general manager of the Officers Club. It purchased two tickets from SatoTravel for the special drawing.

When SatoTravel sells tickets, a percentage of the money goes to the Morale, Welfare and Recreation fund at Redstone Arsenal. Leberte wound up buying seven more tickets for children and grandchildren.

"I told Kathy, let's not win any more tickets; they cost too much," Leberte quipped.



TICKET PRESENTATION — From left are Nick Kallo, general manager of the Officers Club; Kathy and Pete Leberte, the lucky winners of two roundtrip airline tickets; and Larry Walters, travel representative for SatoTravel.

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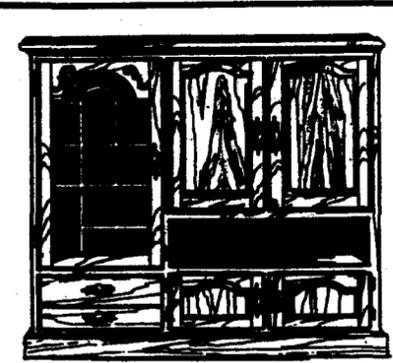
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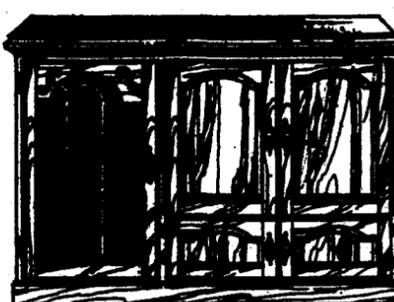
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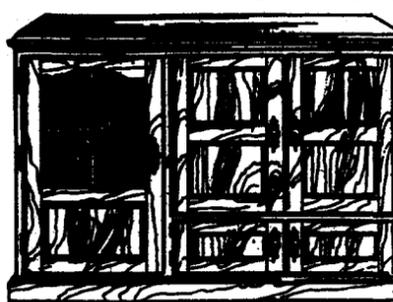
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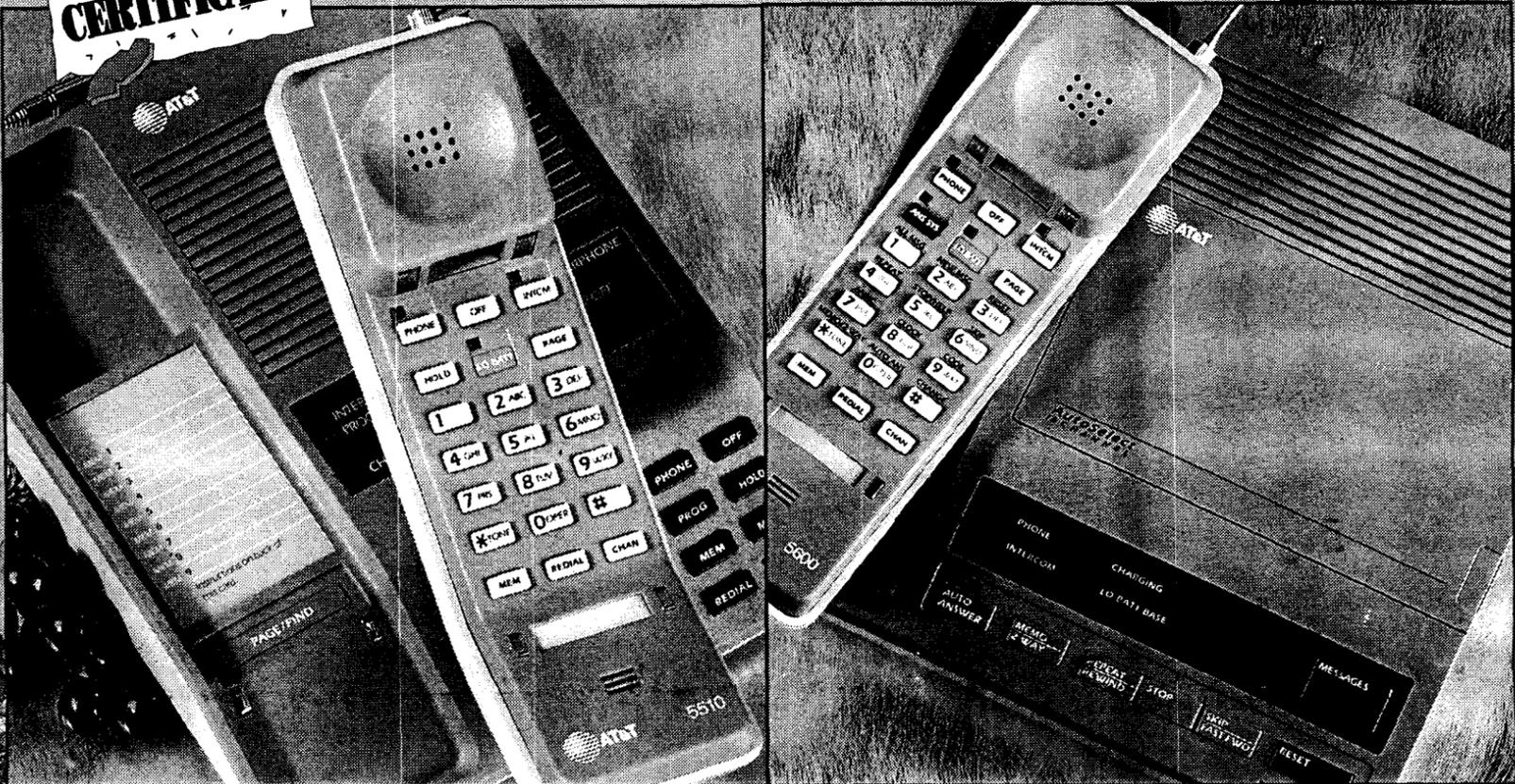
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# MICOM

(Cont'd from page 1)

rating, an employee gets a 20-year credit, for a highly successful rating, a 16-year credit and for a fully successful rating, a 12-year credit. The credits are averaged for the latest three years to get one number, which is added to the total length of government service.

Here's an example of how credit is given for performance. Employee J. Doe has a service computation date of Oct. 16, 1971. For 1991 his performance rating was exceptional, which equals 20 years. In 1990 and 1989 he received fully successful ratings, each equaling 12 years. The combined number of extra credit years is 44, and the average for three years is 14.66. That figure is rounded upward to equal 15 years credit for performance, which is used to adjust the RIF service date to Oct. 16, 1956.

CPO maintains retention registers for each competitive level in which each employee is ranked according to tenure group, veterans preference subgroup and RIF service date.

When management identifies positions to be abolished, CPO is notified. CPO determines, through the use of the retention register, which employees will actually be displaced by the cut. Just because a worker's job is abolished doesn't mean he or she is automatically out of work. That person can displace someone who is lower on the retention register. This part of a RIF is called "round one."

Those employees who are displaced during round one are entitled to compete for jobs during "round two." They have been released from their competitive levels, and are now eligible to compete within the competitive area

at large. An employee's assignment right is to the best available position. The position must be within the competitive area; it may be a vacancy or occupied by an employee subject to displacement. The employee who fills the position must be qualified, the position must last at least 90 days, and it must not involve a promotion for the employee. There are two more definitions you need to know now.

**Bumping:** an employee's assignment right to a position occupied by another employee in a lower subgroup in another competitive level. Example — a person in group/subgroup IB can bump employees in groups II and III, regardless of their subgroup standing. You could bump a person with the same grade, or with a lower grade, as long as you go down no more than three grades or grade intervals (a grade interval for most professional series is two grades). In that way, a GS-11 could bump down as far as a GS-5.

**Retreating:** an employee's assignment right to a position formerly held, or essentially identical to one previously held, when the position is occupied by a lower standing employee in the same tenure group and subgroup. A IB employee can retreat on another IB employee if the first employee previously held the position and if he has more creditable civilian service than the second employee.

During round two, some employees who retained their jobs during round one can be displaced by employees who bump or retreat. If that happens, they also enter the round two competition for overall retention rights.

After the completion of round two, those employees who are still not plac-

ed in vacancies or through bumping or retreating are given notice of separation.

If you are separated or demoted through a RIF, there are several programs designed to assist you in finding other employment. The first is the Department of Defense Priority Placement Program. A biweekly list (commonly known as a "stopper list") is distributed to DoD agencies by region or zone. Employees who are registered with the program and qualified for a particular job must be placed before an agency can fill the job through other recruiting means. You can remain on the DoD stopper list for up to one year after separation, but you must inform the Priority Placement Office you wish to do so.

Another means of placement assistance is the reemployment priority list for Army vacancies within the commuting area. If you are separated you may register to receive consideration on this list for up to one year if you are career-conditional and up to two years if you are a career employee.

The Office of Personnel Management also maintains two priority placement programs, the Interagency Placement Assistance Program and the Displaced Employee Program.

If you retain your federal employment, but are bumped or forced to retreat to a lower-graded position, you may have retention rights to your former grade and pay. To retain your grade, you must have served at least 52 consecutive weeks in a grade or grades higher than the position in which you have been placed.

If you have been a GS-11 for six months, but were a GS-9 for a year

before that, and you are being placed in a GS-5 position, you would still retain the GS-11 because you held the GS-9 and GS-11 for 52 weeks or more.

Grade retention is for a maximum of two years and will be used to figure your retirement and life insurance benefits. A retained grade cannot count toward future RIFs.

If you are not eligible to retain your grade, you are still entitled to retain your pay if you are downgraded in a RIF. If your pre-RIF pay falls within your new grade, you get the lowest rate (step) which equals or exceeds your previous pay. If your previous pay is not included in the new grade's pay range (for example, you make more money than the highest step), you are entitled to either your current rate or 150 percent of the maximum rate of the new grade, whichever is less. Pay retention lasts until the maximum rate of your new grade exceeds your retained rate.

If you believe your rights have not been properly addressed during a RIF, there is also a grievance procedure you can go through.

If your job is affected by a RIF, you will receive a letter from CPO which must contain: the action to be taken and its effective date; your competitive area and competitive level; your retention group and subgroup; your adjusted RIF service date; your performance ratings for the last three years; where records and regulations pertaining to the RIF can be reviewed; the reason any lower standing employees are retained in a competitive level; grievance or appeal rights; outplacement program information; and grade and pay retention information.

## Fiscal '93 civilian reshaping contingency plan outlined

*Editor's note: The following is an open letter to all MICOM employees from the commander of the Missile Command.*

Over the past few months, AMC activities have been assessing the resource environment and the impact of projected budget reductions. Now it appears, based upon FY 93 resource guidance, as well as future resource projections, AMC will experience a sizeable shortfall in funding and workload. As a high percentage of AMC's budget supports civilian manpower, work force reductions will be necessary to absorb part of these shortfalls. Up to 12,000 civilian positions could be affected. We estimate that AMC-wide, civilians in 32 states, Germany and Korea may be affected. To wait another year would only aggravate the problem and potentially result in larger reductions. For MICOM, up to 1,000 civilian reductions could occur. Military reductions are also occurring.

Early in 1992, when Department of the Army and AMC first recognized that considerable downsizing was necessary, AMC imposed an extremely tight hiring freeze with only limited exceptions. This freeze, the tightest ever imposed in AMC, combined with accelerated transfers to other agencies and voluntary retirement programs resulted in sizeable attrition. While these actions have proven valuable, they have not garnered sufficient losses to offset shortfalls in projected resource guidance.

However, we remain committed to keeping involuntary separations to a minimum and all existing means of doing so will be used. In addition to continuing the commandwide hiring freeze, we will attempt to accelerate transfers of missions and personnel to other agencies. We will also request that the Department of the Army approve Voluntary Early Retirement Authority (VERA). This authority would reduce the minimum age and service eligibility for retirement and allow some employees an opportunity to retire early if they desire. Vacancies created by employees opting for early retirement would reduce the number of employees involuntarily separated. We estimate that the combination of attrition and retirement options

will reduce about 5,000 employees AMC-wide. For MICOM, this estimate is about 270. If involuntary separations become necessary to achieve the remaining reduction, affected employees will be notified early in 1993 and the action would be effective no earlier than 120 days after notification (or mid-summer 1993). In all instances, collective bargaining obligations will be honored and career employees affected by the reduction will be given maximum assistance in continuing their careers as employees of DoD or other federal agencies.

At this time, it must be emphasized that we are still in a state of contingency planning. No notices of involuntary separation have been issued. We expect the reductions to be spread across a wide range of AMC activities including AMC headquarters. We will continue to put forth every effort to minimize the impact of this reshaping on our work force. I will keep you advised of our progress.

**Maj. Gen. Joe Rigby**  
Commander,  
Missile Command

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**SMOKEOUT PARTICIPANTS** — Bobbie Rogers, second from left, and Marlene Clemons, right, are two "quitters" participating in the Great American Smokeout's "Walk Your Butts Off, Redstone" fun walk last Thursday at the post track. Both attended a smoking cessation class sponsored by Fox Army Community Hospital. Also pictured are Susan Goodman, Preventive Medicine, who teaches the classes, and Col. Percy Dunagin, FACH commander. Rogers said attending the classes and following an exercise program were the keys to her success. Clemons said the nicotine patches prescribed by a doctor made her effort successful.



**RECORD SETTERS** — On display last week at Outdoor Recreation were five Alabama state record deer which have been killed by hunters on Redstone Arsenal through the years. Hunters who bagged these huge Whitetails include Tim Jernigan, John White, Darrell Moore, Don Kern and Phil Creasy.

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**SURPRISE PARTY** — Members of the Propulsion Directorate — particularly secretary Sondra Phillips — surprised their boss, Dr. Bill Stephens, with a party Nov. 17 for his 60th birthday. His wife, Kathryn, was in on the surprise, too. The party had an "over the hill" theme with black balloons. Mike Lyon, chief of the propulsion systems engineering function, played bagpipes. "I just want to say thanks for coming. I'm speechless," said the honoree.



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## UAH BUSINESS COURSES — WINTER TERM 1992-93

(JANUARY 6, 1993 THROUGH MARCH 17, 1993)

*CLASSES IN ADMINISTRATIVE SCIENCE BUILDING*

**REGISTRATION: NOV. 30-DEC. 18, 1992; M-F, 9 a.m.-5 p.m. in University Center Room 112**

**MON-WED CLASSES**

ACC 301	MANAGERIAL ACCTG	10:10 a.m.
ACC 311-1	INTERMED I	6:00 p.m.
ACC 311-2	INTERMED I	1:40 p.m.
ACC 314	COST ACC	10:10 a.m.
ACC 431	*AUDITING	9:25 a.m.
BLS 211	LEGAL ENVIRON	3:50 p.m.
BLS 411	BUS LAW ACCTG	5:20 p.m.
ECN 142	MACROECONOMICS	6:00 p.m.
ECN 143	MICROECONOMICS	10:10 a.m.
ECN 470	SEMINAR IN ECONOMICS	1:40 p.m.
FIN 352	MONEY & BANKING	6:00 p.m.
MGT 301-2	PRIN OF MGT	6:00 p.m.
MGT 362	MONEY & LABOR REL	8:10 p.m.
MGT 363	HUMAN RES MGT	10:10 a.m.
*MWF		

**TUES-THURS CLASSES**

ACC 211-1	PRINCIPLES OF ACC I	1:40 p.m.
ACC 211-2	PRINCIPLES OF ACC I	6:00 p.m.
ACC 212-1	PRINCIPLES OF ACC II	1:40 p.m.
ACC 212-2	PRINCIPLES OF ACC II	6:00 p.m.
ACC 300	FUNDAMENTALS	6:00 p.m.
ACC 313	INCOME TAX I	10:10 a.m.
ACC 317	GOV'T (FUND) ACC	1:40 p.m.
ACC 450	SEMINAR/INT'L	5:20 p.m.
BLS 211-1	LEGAL ENVIRON/BUS	10:10 a.m.
ECN 142-1	MACROECONOMICS	10:10 a.m.
ECN 143-2	MICROECONOMICS	6:00 p.m.
ECN 239	ENGR & SCI STU	10:10 a.m.
ECN 340	MACRO ANALYSIS	1:40 p.m.
FIN 301-1	FIN MGT	1:40 p.m.
FIN 301-2	FIN MGT	6:00 p.m.

**MON-WED CLASSES**

ACC 614	ADVD MANAGERIAL	5:20 p.m.
BLS 511	BUS LAW FOR ACCTS	5:20 p.m.
MGT 623	OG THEORY	5:20 p.m.
MGT 698	STRATEGIC MGT	5:20 p.m.
MKT 515	INT'L MKT	10:10 a.m.
MSC 642	MGT SCI PRO MGT	7:30 p.m.

**MON-WED CLASSES**

MGT 499-1	BUSINESS POLICY	6:00 p.m.
MGT 499-2	BUSINESS POLICY	1:40 p.m.
MIS 101-2	MICROCOMPUTING I	6:00 p.m.
MIS 102-2	MICROCOMPUTING II	6:00 p.m.
MIS 201	INTRO/COMP & INF SYS	10:10 a.m.
MIS 310	INTRO/BUS DATA PROC	6:00 p.m.
MIS 340	DATA BASES FOR MGT	1:40 p.m.
MIS 412	INFO SYS DES & IMP	1:40 p.m.
MKT 301-2	PRIN OF MARKETING	6:00 p.m.
MKT 315	SALES MGT/PROF SEL	8:10 p.m.
MKT 343	MARKET RES DESIGN	6:00 p.m.
MKT 415	INTERNATIONAL MKT	10:10 a.m.
MSC 325	QUAN METHOD IN BUS	3:50 p.m.
MSC 385	PROD/OPERATION MGT	1:40 p.m.

**TUES-THURS CLASSES**

FIN 361	INVESTMENTS	10:10 a.m.
FIN 378	INTERMED FIN	1:40 p.m.
MGT 301-1	PRIN OF MGT	1:40 p.m.
MGT 302	CONTRACT ADMIN	6:00 p.m.
MGT 303	COST & PRICE ANALY	3:50 p.m.
MGT 460	EMPLOYEE TRNG & DEV	6:00 p.m.
MGT 470	SEMINAR IN MGT	3:50 p.m.
MIS 101-1	MICROCOMPUTING I	3:50 p.m.
MIS 102-2	MICROCOMPUTING II	3:50 p.m.
MIS 210	INTRO COMP PROG IN BUS	1:40 p.m.
MIS 301	INF SYS ORGANIZ	1:40 p.m.
MIS 400	DECISION SUPPORT SYS	7:30 p.m.
MKT 301-1	PRIN OF MKT	10:10 a.m.
MKT 470	SEMINAR IN MKT	3:05 p.m.
MSC 287	STATIS ANALYSIS	1:40 p.m.

**GRADUATE CLASSES**

**TUES-THURS CLASSES**

ACC 550	SEMINAR/INT'S ACC	5:20 p.m.
MGT 570	SEMINAR IN MGT	3:50 p.m.
MGT 671	ACQ MGT	TBA
MIS 500	DEC SUPPORT SYS/EXP SYS	7:30 p.m.
MIS 634	SEMINAR/MGT INF SYS	5:20 p.m.
MKT 570	SEMINAR IN MKT	3:05 p.m.

# Alabama should get its kicks against Auburn once again

BY SKIP VAUGHN

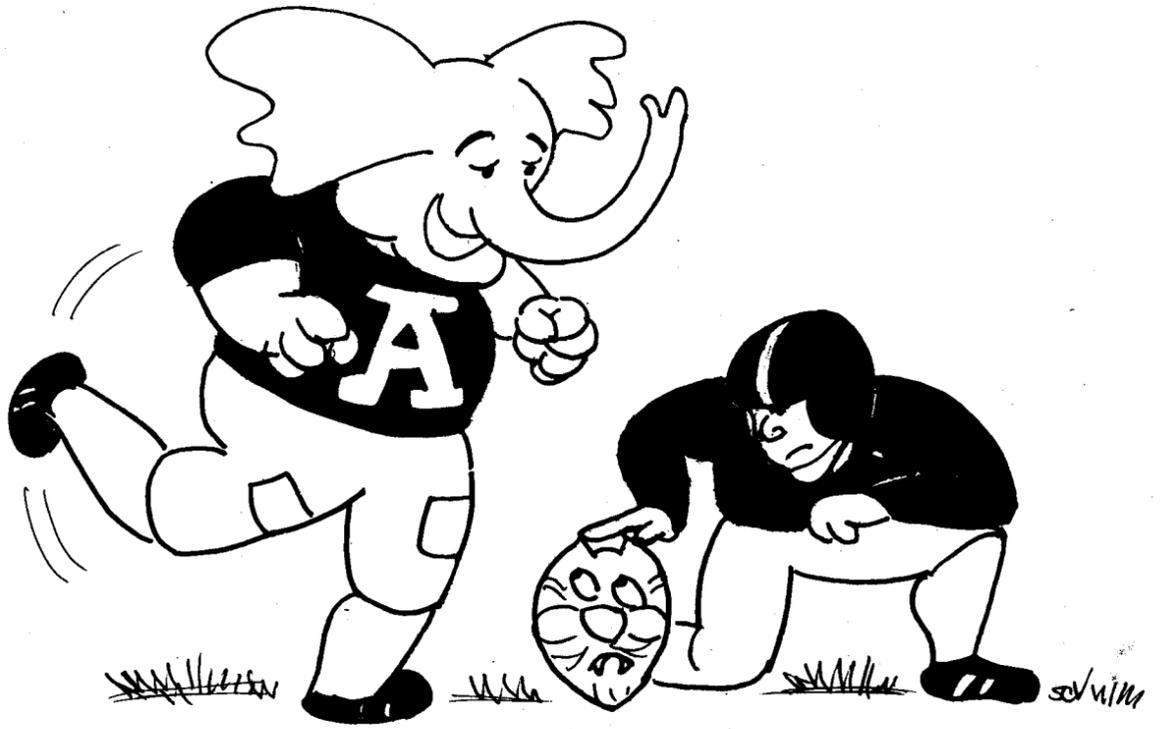
It's Iron Bowl week in the state of Alabama. Bama vs. Auburn. The Crimson Tide against the Tigers.

Alabama is a perfect 10-0 with a shot at the national championship. The Crimson Tide defense has been great all season.

Auburn, meanwhile, has had a disappointing 5-4-1 year. The Tigers would love to cap their season by knocking their archrivals from the unbeaten ranks. Sorry, Auburn. This Tide team is something special. The pick here is... **Alabama.**

Skip's Picks resulted in a 21-11-1 record last week, bringing the season totals to 297-124-9 for 71 percent. Here are my picks for selected games this week in major college football:

- Alabama vs. Auburn — Bama by 7.
- LSU at Arkansas — Ark. by 3.
- Florida at Fla. St. — FSU by 10.
- Fresno St. at Texas-El Paso — Fresno by 7.
- Ga. Tech at Georgia — Georgia by 4.
- Tulsa at Hawaii — Hawaii by 14.
- Rice at Houston — Houston by 3.
- Miami at San Diego St. — Miami by 21.
- Miss. St. at Ole Miss — Miss. St. by 4.
- Nebraska at Oklahoma — Neb. by 7.
- Notre Dame at USC — USC by 3.
- Tennessee at Vanderbilt — Tenn. by 10.
- Texas A&M at Texas — Texas A&M by 6.



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# Entire community asked to give opinions on programs

This survey is designed to determine what Quality of Life programs and services at Redstone Arsenal are most important to you, and how satisfied you feel with these programs.

This is a chance to have a "say" in those programs and services that affect you and your family. The data collected in this survey will be used at the Redstone Arsenal Family Action Symposium VI to be held in February 1993. This symposium is designed to identify Quality of Life concerns/issues and work toward correcting/solving them.

If you are a member of the Redstone Arsenal community (civilian or military), please complete this survey. Begin by answering the six demographic questions. When you complete the demographic questions, proceed to the main survey questions.

## DEMOGRAPHIC QUESTIONS (circle the best responses)

1. What is your grade/status?
  - a. E1-E4
  - b. E5-E9
  - c. WO1-CW4
  - d. O1-O8
  - e. Active Duty Family Member Spouse
  - f. Military Retiree
  - g. Retiree Spouse
  - h. DoD Civilian or Spouse
  - i. Youth

2. How long have you been at this post?
  - a. Less than six months
  - b. At least six months, less than two years
  - c. At least two years, less than six years
  - d. Six years or more

3. How many family members do you have for whom you provide over half of their support (not counting yourself)?
  - a. Zero

- b. One
- c. Two
- d. Three
- e. Four or more

4. What is your marital status?
  - a. Single, never married
  - b. Married
  - c. Legally separated
  - d. Divorced, not remarried
  - e. Widow or widower, not remarried

5. Where do you live on post in housing?
  - a. For unaccompanied personnel (BOQ, BEQ, Barracks)
  - b. On post in government family housing
  - c. Off post

6. Are you a single parent?
  - a. Yes
  - b. No

We are seeking your opinions and concerns in the following areas: family support programs, pay/allowances/entitlements, medical and dental, housing, education, transportation, retiree/reservist/civilian support and services, relocation, child care, youth services, duty services environment, etc.

1. What at Redstone Arsenal needs improvement? (Please be specific and give brief examples if possible. We need to understand the problem and who is the responsible party.)

2. Recommended solutions? (If no solutions can be stated, the issue may not be addressed.)

3. Would you like to participate as a delegate in this year's symposium? Please call Sue Paddock at 876-5397.

When you complete the survey, please return it to Commander, USAMICOM, Attn: AMSMI-RA-CF-FS-AC (Norma Dalton), building 3491, Redstone Arsenal 35898-5355, or drop it off at any collection box (between Dec. 12 and Jan. 8) located at Post Exchange, Commissary, Child Development Service, Fox Army Community Hospital, buildings 4488, 5250, 5681 or Army Community Service. Surveys must be returned no later than Jan. 8.

To assist in clarifying your issue, please complete the following:

Name \_\_\_\_\_  
Address \_\_\_\_\_  
Work/Home Telephone \_\_\_\_\_



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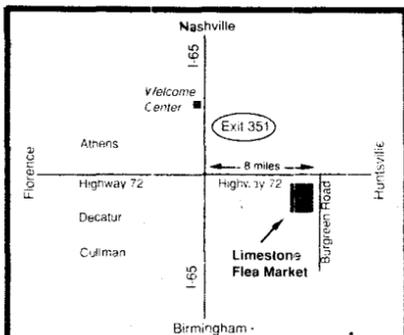


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24 Hr. Recorded Information

# Quality of life focus for annual family symposium

Preparations are under way for Redstone's sixth annual Family Symposium scheduled Feb. 23-24 at Bicentennial Chapel.

The anticipated 111 delegates from throughout the community will address quality of life issues submitted by survey. The quality of life survey, which appears in today's *Rocket*, will be available at dropoff boxes on post Dec. 1 through Jan. 8.

"The purpose (of the symposium) is to address community concerns affecting the Total Army Family to make the quality of life better for the Redstone Arsenal community, and sometimes for the total Army — depending on what the scope of the issue is," said Sue Paddock, Redstone Arsenal family action plan program manager at Army Community Service.

Delegates are to represent the Missile Command, Ordnance Missile and Munitions Center and School, Readiness Group, Space and Strategic Defense Command, Dental Activity, Medical Activity, Test Measurement and Diagnostic Equipment Support

Group, reservists, Navy people, youth, military family members, civilian employees and military retirees.

Paddock has contacted the units and organizations which will each designate a point of contact. These representatives will be responsible for obtaining delegates; a demographic chart is used to determine how many delegates each organization should have. Delegates are selected to fit various categories such as married, sole parent, and single. Paddock plans to meet with the points of contact Dec. 8 to begin their solicitation of delegates.

Anyone who wishes to participate as a delegate must be willing to make a two-day commitment because the symposium lasts from 7:30 a.m. to 4 p.m. both Feb. 23 and 24. If employed on Redstone, they also must have approval of their employer.

The symposium process works, and people should want to participate, according to Paddock. "By voicing their concerns and their opinions, they are influencing what happens in their community. It's easy for

people to sit back and complain and never act to make positive changes. And this is their opportunity to come out and have their voices heard and make a positive impact on Redstone Arsenal," she said.

Norma Dalton, outreach coordinator at Army Community Service, is in charge of the quality of life survey which provides the symposium issues. She is looking for people to form a committee to sort, review and compile information gathered from these surveys. The volunteers should have good writing skills and be able to commit at least four hours weekly during December-January for this effort. If interested or for more information, call ACS at 876-5397.



AT ACS — Paddock, left, is Redstone's family action plan program manager at Army Community Service. Dalton is ACS outreach coordinator.

## DIVISION OF CONTINUING EDUCATION UAH MANAGEMENT AND COMPUTER APPLICATIONS Announces:

### January-March, 1993 ■ Course Schedule

COURSE TITLE & COURSE NO.	DATES	DAYS	TIME	FEE
<b>MANAGEMENT COURSES</b>				
Interpersonal Skills PD 6095-06	Jan. 4-25	Mondays	6 p.m.-9 p.m.	\$100 *
Scientific & Technical Writing PD 6001-12	Jan.11-15	Mon.-Fri.	8:30 a.m.-12:30 p.m.	\$425 •
How To Manage Negative Thinking:				
Building and Maintaining Employee Morale PD 6170-04	Jan. 28	Thursday	8:30 a.m.-4:00 p.m.	\$195 •
Principles of Accounting PD 6094-06	Feb. 1-March 1	Mondays	6 p.m.-9 p.m.	\$100 *
Legal Aspects of Employment Practices PD 6013-10	Feb. 2	Tuesday	8:30 a.m. - 4 p.m.	\$195
Program Management With C/SCSC PD 6011-11	Feb. 16-18	Tues.-Thurs.	8:30 a.m.-4 p.m.	\$495 •
Benefits and Compensation Review PD 6091-04	Feb. 23	Tuesday	8:30 a.m.-4 p.m.	\$195
Proofreading and Editing I PD 6060-08	March 2-3	Tues.-Wed.	8:30 a.m.-4 p.m.	\$295 •
Technical People as Successful Managers PD 6086-09	March 9-11	Tues.-Thurs.	8:30 a.m.-noon	\$225
Business Communication and Administration PD 6093-06	March 15-April 5	Mondays	6 p.m.-9 p.m.	\$100 *
Family Ties and Bottom Lines PD 6167-01	March 16	Tuesday	8:30 a.m.-4 p.m.	\$195
Performance Measurement Techniques PD 6142-03	March 23	Tuesday	8:30 a.m.-4 p.m.	\$195 •
<b>Management Development Certificate Program</b>				
Managing Resistance To Change PD 6158-02	Jan. 6	Wednesday	8:30 a.m.-4 p.m.	\$195 •
Quality Planning and Implementation PD 6157-02	Feb. 3	Wednesday	8:30 a.m.-4 p.m.	\$195 •
Motivation Methods in High-Performing Organizations PD 6161-02	March 4	Thursday	8:30 a.m.-4 p.m.	\$195 •
<b>Contract Management Certificate Program</b>				
Understanding Gov't Procurement System PD 6071-10	Jan. 25-Feb. 1	Mondays	6 p.m.-9 p.m.	\$140 •*
				(NCMA Members \$100)
Legal Aspects of Gov't Contracting PD 6072-10	Feb. 8-22	Mondays	6 p.m.-9 p.m.	\$140 •*
				(NCMA Members \$100)
Required and Optional Contract Clauses PD 6073-10	March 8-29	Mondays	6 p.m.-9 p.m.	\$280 •*
				(NCMA Members \$195)
<b>Human Resource Management Certificate Program</b>				
HRM Certification Review PD 6014-09	Jan. 30-April 17	Saturdays	9 a.m.-1 p.m.	\$250 •
				(SHRM Members \$195)
<b>COMPUTER COURSES</b>				
<b>IBM PCs and Compatibles</b>				
Intro to IBM PCs and Compatibles PD 0064-39	Jan. 19-22	Tues.-Fri.	8 a.m.-noon	\$295
Intro to dBASE IV PD 0124-07	Jan. 25-29	Mon.-Fri.	8 a.m.-noon	\$395 •
MS-DOS PD 0001-44	Feb. 1-5	Mon.-Fri.	12:30 p.m.-4:30 p.m.	\$325
Intro to Excel for Windows PD 0130-12	Feb. 1-4	Mon.-Thurs.	8 a.m.-noon	\$395 •
Lotus for Windows PD 0166-01	Feb. 8-10	Mon.-Wed.	8:30 a.m.-4:10 p.m.	\$395
WordPerfect for Windows PD 0161-03	Feb. 11-12	Thurs.-Fri.	8:30 a.m.-4 p.m.	\$325 •
Harvard Graphics PD 0137-09	Feb. 22-26	Mon.-Thurs.	8 a.m.-noon	\$395 •
Microsoft Windows PD 0146-09	March 1-4	Mon.-Thurs.	5:30-8:30 p.m.	\$295 *
Advanced MS-DOS PD 0136-05	March 8-11	Mon.-Thurs.	12:30 p.m.-4:30 p.m.	\$295
Intro to WordPerfect for DOS PD 0027-21	March 15-17	Mon.-Wed.	8 a.m.-12:20 p.m.	\$325 •
Intro to IBM PCs and Compatibles PD 0064-40	March 15-18	Mon.-Thurs.	8 a.m.-noon	\$295
<b>Apple Macintosh Courses</b>				
Presentation Graphics PD 0060-21	Jan. 25-26	Mon.-Tues.	8:30 a.m.-12:30 p.m.	\$225
Microsoft Word PD 0079-35	Jan. 28-29	Thurs.-Fri.	8:30 a.m.-12:30 p.m.	\$225
Intro to Excel PD 0058-24	Feb. 1-4	Mon.-Thurs.	8 a.m.-noon	\$395 •
Intro to Filemaker Pro PD 0163-02	Feb. 9-10	Tues.-Wed.	8:30 a.m.-12:30 p.m.	\$225
Advanced MS Word PD 0090-07	Feb. 11-12	Thurs.-Fri.	8:30 a.m.-12:30 p.m.	\$225
Desktop Publishing PD 0026-38	Feb. 17-19	Wed.-Fri.	8:30 a.m.-12:30 p.m.	\$295
MacProject II PD 0160-03	March 1-4	Mon.-Thurs.	8 a.m.-noon	\$395•
Intro to the Apple Macintosh PD 0016-64	March 9-10	Tues.-Wed.	8:30 a.m.-3:30 p.m.	\$295
Drawing with the Apple Macintosh PD 0115-16	March 16-17	Tues.-Wed.	8:30 a.m.-3:30 p.m.	\$295

TO REGISTER CALL: (205) 895-6010 or 1-800-448-4031 outside the Huntsville area

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# Conservation

(Cont'd from page 7)

fying water. The quality of consumptive and skin contact water recreation is dependent on wetlands. The quality of our drinking water is dependent on wetlands, as is the quality of our surface water, the Tennessee River.

Wetlands serve as the source of the majority of the ground water recharge. This function of wetlands is so important that the depth to the aquifer has been directly correlated with wetlands. Wetlands are very important in flood control. They serve as a reservoir to retain and retard floodwater runoff. They serve to retard the flow of floods so that the overall flood stages are reduced. The growth in flood damage and increases in flood stages can be directly correlated to the loss of wetlands.

Studies have shown that lots of green areas including forested wetlands make a place much more livable for human beings. Most of the time the very wet wetlands are the last to be developed and are very important for providing migration corridors for waterfowl through the area.

So the next time you see a wetland, ask yourself, "Do I like clean water? Do I like wildlife? Do I like to hunt or fish? Do I like to walk in the woods and see wildlife?" If the answer is yes to any of these questions, then wetlands should be important to you.

As a guideline and standard, the Installation Natural Resources Management Plan for Redstone Arsenal has been completed this year. This plan is tailored specifically to the integrated management of the fish and wildlife, forestry, agricultural outleasings and land management programs on the installation in support of the Army mission.

Redstone Arsenal also has an active Installation Natural Resources Conservation and Beautification Committee that meets twice a year to ensure the natural resources management program is being properly planned and implemented in compliance with environmental requirements and mission operations. The committee of 17 members consists of such positions as deputy post commander, MICOM command sergeant major, public affairs officer, DEH forester, directors of DEH, TECOM, DCFA, post veterinarian, commandant of OMMCS and others.

The conservation pillar also includes the proper management of cultural resources at the installation. Cultural resources is a term used to refer to archaeological (buried), historic and prehistoric sites. MICOM, like other federal agencies, is required by the National Historic Preservation Act to take into account, via a formal process, the effect of its actions on important cultural resources. It is within the spirit of this law that the Redstone Arsenal cultural resource

program functions. We are mandated to identify the sites, evaluate the sites, and maintain the sites in a stable condition. This does not mean that the presence of such a site would prevent the conversion of a place to some other use. It does mean that before the site is destroyed it would be studied in a scientifically acceptable way.

Redstone Arsenal contains more than 300 sites occupied by people throughout the last 12,000 years and nearly 50 cemeteries throughout the installation. Sites

which date to the earlier end of this time spectrum are very rare anywhere in North America. During the last year one such site here at Redstone Arsenal has been nominated to the DoD Legacy Program. Acceptance in legacy program will constitute recognition of the site as being among the more important archaeological sites in the entire country.

The natural and cultural resources staff in DEH are dedicated to ensuring that Redstone Arsenal fulfills its responsibility to conserve our resources.

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<p style="font-size: 10px;"><b>Winterize Special</b></p> <ul style="list-style-type: none"> <li>• Flush Radiator</li> <li>• Check Belts, Hoses &amp; Water Pump</li> <li>• Refill System (incl. 1 gal. antifreeze)</li> <li>• Check Coolant</li> </ul> <p style="font-size: 14px; font-weight: bold;">\$29<sup>95</sup></p>	<p style="font-size: 10px;"><b>Clutch Replacement</b></p> <ul style="list-style-type: none"> <li>• Replace Clutch Disc &amp; Pressure Plate</li> <li>• Replace Throwout Bearing</li> <li>• Inspect &amp; Resurface Flywheel. When Needed Cars &amp; Trucks (Parts &amp; Flywheel Resurfacing extra)</li> </ul> <p style="font-size: 14px; font-weight: bold;">\$100<sup>00</sup></p> <p style="font-size: 8px;">Most Conventional Rear Wheel Drive Cars ..... \$138.<sup>00</sup></p>
<p style="font-size: 10px;"><b>Timing Belt Replacement</b></p> <ul style="list-style-type: none"> <li>• Install New Timing Belt</li> <li>• Set Timing</li> <li>• Check Valve Adjustment</li> </ul> <p style="font-size: 14px; font-weight: bold;">\$86<sup>50</sup></p> <p style="font-size: 8px;">Most 4 Cyl. Cars</p>	<p style="font-size: 10px;"><b>Brake Special</b></p> <ul style="list-style-type: none"> <li>• Turn Drums &amp; Rotors</li> <li>• Resurface Wheel Bearings</li> <li>• Metallic Pads Extra (Most Cars)</li> </ul> <p style="font-size: 14px; font-weight: bold;">\$49<sup>95</sup></p>

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## Troop bowling

Here are the troop intramural bowling standings as of Nov. 23:

Tuesday's Conference	W	L
MEDDAC	161	114
F Company MSTD	157	118
E Company 832nd-3	154	121
HHC MICOM (Airfield)	153.5	121.5
Navy	151.5	123.5
E Company 832nd-2	136.5	138.5
HHC 832nd-1	135.5	139.5
NCO Academy	129	146
B Company 832nd-1	129	146
HHD, USATSG	128.5	146.5
Readiness Group-1	120.5	154.5
Readiness Group-2	93	182

200 games/600 series bowled Nov. 17:

Al Huse (E Company-2)	244, 222, & 623 series	215
Dan Thompson (Readiness Group-1)		215
Reggie Garrett (HHC 832nd-1)		200

Thursday's Conference	W	L
F Company DOTD	192.5	107.5
HHC 832nd-2	178.5	121.5
B Company 832nd-2	161.5	138.5
E Company 49ers	161	139
E Company 832nd-1	152	148
F Company IFTE	152	148
F Company Equate	139.5	160.5
I & I Hooters	138	162
F Company Five Kilos	136	164
HHC MICOM	132.5	167.5
E Company Master Blasters	129	171
E Company EOD	127.5	172.5

200 games bowled Nov. 19:

John Jarboe (F Company DOTD)	221
Bob Thorne (F Company DOTD)	214
Jim Stracke (E Company-1)	201

## Network

(Cont'd from page 3)

industry's commitment to connecting ISDN through local and long distance networks across North America, according to Bob Chappelle of South Central Bell.

In BellSouth's nine southeastern states, South Central Bell's Redstone Arsenal office is one of four offices capable of connecting. Others include Atlanta, Cary, N.C. and Sanford, Fla. By 1996 local telephone companies across the country will have more than 60.7 million lines capable of providing ISDN and connection to National ISDN-1.

The three-day event was termed a success by Tim Bell, who said he was "very encouraged" by the interest in ISDN shown by education and industry people, as well as by local government elements.

"We had a good turnout of people who wanted to see what ISDN is capable of. Lots of Army and NASA people came by," Bell said.

## Civilians

(Cont'd from page 2)

Can Sullivan and his staff expect more of the same from civilian members of such major commands as the Corps of Engineers and the U.S. Army Materiel Command? His final observation sums up his sentiment on that point:

"Although lately our nation has been wounded by the ravages of civil disturbances, earthquakes, hurricanes and typhoons, our national spirit of victory prevails.

"And there's no more fitting time than now for all of us to express our confidence in, and appreciation for, the contributions of our Department of the Army civilians. Their teamwork tells it all; they've been with their military colleagues every step of the way."

For today's and tomorrow's Army, the service's top military leader thus views Army civilians as indispensable — as "team players, team leaders, and team builders." (Arnews)

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# Announcements

## OWC Christmas brunch

The Officers Wives Club will host a special Christmas/Senior Citizens' Brunch on Tuesday, Dec. 8 at the Officers Club. OWC members are asked to arrive at 9:30 a.m. to help greet our guests from the Huntsville Senior Center. "Come and enjoy a delicious brunch, fabulous entertainment and all the holiday trimmings. You will not want to miss the opportunity to be part of 'The True Spirit of Christmas'." Call for reservations no later than noon Friday, Dec. 4 to Martha Owens 772-0659 or Sheila Wilson 882-6722.

## Warrant officers

The Redstone Arsenal chapter of the U.S. Army Warrant Officers Association will have its next meeting at 7 a.m. Dec. 9 — buffet breakfast costs \$3.95 — at the Officers Club. "We are soliciting new members as well as current members who are not active at this time. The ever changing situation in the military makes it necessary for all of us to be aware of local and national issues. The integration of MOS's and the reduction of warrant officer slots worldwide should motivate each of us to work toward common goals. Each warrant officer, both active or retired, WO 1 through CWO 5, has much to offer in terms of experience and enthusiasm." For more information call Steve Henderson, chapter president, 842-2471 or Bob Borden 876-1909. RSVP to Borden by Dec. 7.

## SSDC/PEO-GPALS party

All present and former employees of the Space and Strategic Defense Command (SSDC), the Program Executive Office, Global Protection Against Limited Strikes (GPALS), and their predecessor organizations — e.g. PEO-Air Defense, BMDSOC, Safeguard — are invited to a combined Christmas dinner-dance at the Officers Club, Saturday, Dec. 12. Social will start at 6 p.m., followed by dinner at 6:45, entertainment at 8, and dancing at 8:30. Dress will be business suits for men and cocktail attire for women. Tickets at a cost of \$15 per person are available through Dec. 7 from Maj. Margaret Withrow 955-4010, Zella Ward 955-3513, or your SSDC or PEO-GPALS office ticket representative. Office tables (seating eight) are available.

## Newcomers orientation

The Newcomers' Orientation will be held Dec. 1 from 9-11:30 a.m. at the Post Chapel. Attendance is mandatory for permanent-party military who are new arrivals. Family members and DoD civilians are encouraged to attend. Child care is provided on site at no cost to attendees. For more information, call Sue Paddock at Army Community Service 876-2859.

## Business association

The Black Business Association will sponsor its first annual banquet 6 p.m. Dec. 20 at Athens State ballroom. Scheduled speaker is Judge R. Eugene Pincham of Chicago. Cost is \$12.50. For more information, call Donald Finney 232-2292.

## Contract managers

Huntsville Chapter, National Contract Management Association (NCMA) will hold a workshop/meeting Dec. 3 at the Holiday Inn Research Park, 5903 University Drive northwest. The following speakers have been invited to participate in a workshop on "Current Federal Procurement Issues": chief of contracting for Corps of Engineers; director of acquisition for the Missile Command; chief of contracting and acquisition management office, Space and Strategic Defense Command; and director of procurement office, Marshall Space Flight Center. Workshop attendees will have the opportunity to hear presentations made by all speakers. The speakers will be available to answer questions or further discuss current federal procurement issues. Registration and hors d'oeuvres will begin at 5 p.m., the meeting at 5:45, panel discussion at 6, and questions and answers at 7. Cost is \$12 for members, \$15 for non-members. Reservations are required; call 830-1792. Reservations should be received by Dec. 1.

## Tree lighting ceremony

The Officers Wives Club and the Officers Club will jointly sponsor an annual tree lighting ceremony at 6 p.m. Dec. 1 at the Officers Club. This event is open to members only. Col. Ross Sanders, deputy post commander, is to light the tree. The Academy of Arts and Science's Stars and Clowns will perform their Christmas program; Ms. Sara of the Public Library will read a storybook; and Mr. and Mrs. Santa Claus will visit. For more information, call 830-5520.

## Parent workshop

Child Development Services will have a Parent Workshop on managing stress during the holidays titled, "How Can I Make it Through the Holidays?" from 5:30-7:30 p.m. Nov. 30 at the Bicentennial Chapel. Child care will be provided. Parents and staff of CDS are invited. To preregister, call Jan McVey 876-7888.

## Military personnel office

The Military Personnel Office will be closed Nov. 26 and 27 in observance of Thanksgiving Day. Commanders with soldiers planning to depart Redstone Arsenal on Nov. 26 or 27 for reassignment must ensure all post facilities are cleared and the soldier reports to the Military Personnel Office, building 3710, for final outprocessing before 3:30 p.m. Nov. 25. Soldiers separating from the Army Nov. 26 or 27 must report to the Transition Management Branch, Military Personnel Office, building 3708 before 3:30 p.m. Nov. 25. Failure to outprocess by the allotted time will preclude departure until Nov. 30.

## OMMCS formal

The Ordnance Missile and Munitions Center and School will have its holiday season formal/hail and farewell Friday, Dec. 4 from 6 p.m. to midnight at the Officers Club. SSgt/GS-5 and above are invited. A band, Fridays, will play dance music. The dress is formal. Cost is \$20 per person; tickets are still available. Call your department point of contact for tickets and more information. These include Sgt. Maj. Sibia 876-2910 (office of the commandant, command historian, branch safety office, threat office, TRADOC munitions system, office of inspector general, TRADOC project office EOD, equal opportunity, office of chaplain, and school secretary); 1st Lt. Hindman 876-1428 (personnel proponent); Mr. Barger 876-1461 (director of reserve component); 1st Sgt. Raggi 876-2788 (NCO academy); SFC Nieves 842-2223 (832nd ordnance battalion and Marine Corps detachment); Meg Watson 876-3023 (resource management); CWO 2 Borden 876-1909 (director of training); MSgt. Morales 842-9785 (director of evaluation and standardization); Capt. Calhoun 842-9873 (munitions training department); Jack Rist 876-6593 (EOD training department); CWO 4 Ritter 876-8137 (missile support training department); MSgt. Cothran 876-6655 (electronics/tech training department); and Capt. Fabozzi 842-6861 (CBT development).

## Club decorations

The Officers Wives Club will be decorating the Officers Club for Christmas on Monday, Nov. 30 beginning at 8 a.m. OWC members who have some time to spare are invited to come out Monday morning and help decorate in preparation for the O Club's Christmas tree lighting on Dec. 1 at 6 p.m.

## ID card facility

The ID Card issuing facility will be open Saturday, Dec. 5 from 9 a.m. until 3 p.m. "Active duty personnel in uniform will not — repeat not — be given preference on this day." Individuals with questions concerning this opening should call 876-5430.

## Hospital holiday

Fox Army Community Hospital will be closed Thanksgiving Day, Nov. 26 and Friday, Nov. 27. The Pharmacy will reopen Friday, Nov. 27 between the hours of 9 a.m. and 1 p.m. The Hospital Emergency Room will remain open to provide emergency service.

## Surplus sale

A local spot bid sale of government surplus property will be held Dec. 3 in the Defense Reutilization & Marketing Sale Building 7427 on Warehouse Road. Registration starts at 7:45 a.m. and the sale begins at 8:45. Some of the items for sale include the following: fax machine, pool table, personal computer, motorcycles, scrap iron aluminum, sedan automobile, vehicle parts, scrap tires, mattress, beds, glass lathe and rubber boots. These items may be inspected from 8 a.m. to 3 p.m. Nov. 30, Dec. 1 and Dec. 2, and from 7:45-8:45 the morning of the sale (DRMO is closed on Fridays). A list of items for sale and more information will be available during the inspection period in building 7406 on Warehouse Road.

## Redstone Christmas Party

The 1992 Redstone Arsenal Christmas Party will be held Friday, Dec. 11 at the Officers Club ballroom. The entire Huntsville area Army family (civilian, military and retiree) is invited. Social (cash bar) begins at 6:30 p.m., dinner at 7:15, entertainment at 8:15 and dancing at 9. Music will be provided by Mr. and Mrs. Gordon Henry, and by Four On the Floor Band. Magician Russel Davis will add a little magic to Christmas with his magic show. Military dress is: Army Blue/mess dress with bow tie; optional enlisted, Class A Army Green (female with skirt) with white shirt, black bow or four-in-hand tie/neck tab/name plate. Civilian dress is business suit/cocktail attire. Cost is \$15 per person. For reservations, call Shirley Leonard of Protocol Office 876-7135.

## VE kickoff luncheon

The Value Engineering Office will have its annual kickoff luncheon Dec. 9 at the Officers Club. The purpose of the luncheon is two-fold: first, to recognize the Missile Command community elements that have made fiscal 1992 a successful year; and second, to launch into another successful year in FY 93. Maj. Gen. Joe Rigby, commander of the Missile Command and Redstone Arsenal, is the scheduled speaker and is to present VE certificates to various VE coordinators and contract personnel who helped make FY 92 a great year. All project managers, VE coordinators, and their supervisors are invited and urged to attend. For tickets call Nancy Sims in the command VE office 842-9418.

## PX news

Santa Claus will be coming to the Main Post Exchange on a fire engine Friday, Nov. 27 at about 12:30 p.m. Prior to his arrival, he will ride through the housing area to visit with children — starting at 11 a.m. Santa's route will be posted at the Main PX.

## Black History Month planning

The second meeting of the Black History Month planning committee is set for 9 a.m. Thursday, Dec. 3 in room B-200, building 5250. This will be a working meeting to discuss and plan activities for Black History Month, 1993. Anyone interested in serving on this committee should plan to attend. For more information, call Bonnie Kilgore of the EEO Office 876-8946.

## Smoking cessation support

A group support session, open to former smoking cessation class participants, will be held from 1-2 p.m. Nov. 30 in the MEDDAC classroom at Fox Army Community Hospital.

## RSIC holiday hours

Redstone Scientific Information Center has the following hours during Thanksgiving week: Today — 8 a.m. to 7 p.m.; Thursday — closed; Friday — 8 a.m. to 4 p.m.; Saturday, closed.

## Post Theater movies

Thursday — *Innocent Blood*, rated R, 113 minutes. Friday — *Innocent Blood*. Saturday — *Unforgiven*, R, 131 minutes. Sunday — *Unforgiven*. Tuesday — *3 Ninjas*, PG, 93 minutes. All shows begin at 7 p.m. Admission is \$1.50 for adults, \$1 for children.

## Resource managers

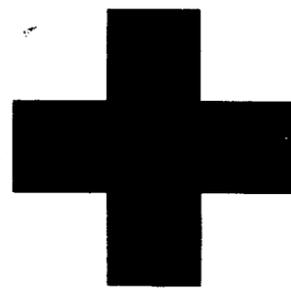
Redstone/Huntsville Chapter of the American Society of Military Comptrollers will have its monthly luncheon Dec. 10 at 11:30 a.m. at the Madison Square Holiday Inn. This is the Christmas Celebration with Association of Government Accountants. For reservations call Shelly Hart 722-1906 or one of the reservation members.

## Vehicle registration section

The Vehicle Registration and Identification Section, Provost Marshal Office, building 3423, will be closed Friday, Nov. 27. Normal operations will resume Monday, Nov. 30.

## Community/family activities

Here are the hours of operation of the Community and Family Activities that will be open for Thanksgiving Day: Officers Club, 11 a.m. to 1:30 p.m.; Challenger Club, 11 a.m. to 2 p.m.; Pagano Gym, 10 a.m. to 6 p.m.; Recreation Center, noon to 6 p.m.; Bowling Center, 3 p.m. to 10:30 p.m.; Outdoor Recreation, hunting 4 a.m. to 11 a.m., and equipment rental 9:30-11 a.m.



## RDEC blood drive

The American Red Cross bloodmobile will be in the east parking lot of building 5400 from 6:30 a.m. until 12:30 p.m. Dec. 4. All donors are asked to register in the guard trailer. Appointments are necessary; call Mary Keegan 876-3085 to make your appointment. Cancellations, please call.

## Toastmasters club

The Research Park Toastmasters meet every Wednesday at 11:30 a.m. to promote better speaking and leadership skills. "Meet with us in the Corps of Engineers conference room, first floor of the SDC building." For information call Bill Newton 955-5765. Everyone is welcome.

## Found property

A single key with a tag bearing the photograph of a child was found in the housing area. The owner(s) should contact the Provost Marshal Office, Investigations Section, building 3649, phone 876-2090/3449.

# Carpool Hotline



Call 876-1500 to place your free carpool ad.

# classifieds

Federal law makes it illegal to advertise any preference, limitation or discrimination in housing based on race, color, religion or national origin. The REDSTONE ROCKET will not knowingly accept advertising that is in violation of the law, and readers and advertisers are hereby informed that all dwellings advertised in this paper are available on an equal opportunity basis.

According to the Inspector General, a use of office phone numbers in classified advertising is contrary to regulation. Please submit home numbers only.

**FOR SALE:** Stainless steel microwave/ range hood/light to install in place of old range hood for a neat custom look, like new, \$275, 880-2071 after 5 p.m.

**FOR SALE:** Drafting table, all wood, fully adjustable, 24x36", excellent condition, \$75; Stair stepper exerciser, arm action, digital monitor, like new, \$125; Clarinet, Bundy, excellent playing condition, extras, \$175; Complete set of furniture upholstery, drapes, cushions, vinyl repairing and furniture refinishing, books, excellent for self-motivated individual, all for \$150. 880-8408.

**FOR SALE:** Kenmore washer/dryer set. Good condition, \$75 each or \$125 for set. 534-5279.

**FOR SALE:** Michelin XCH4 radial tires, set of four 31x10.5x15" size, approximately 5000 remaining miles. 539-0533. \$25.

**FOR SALE:** Oak bar with a hutch mirror and 3 oak swivel chairs, \$1400 or best offer; Boys 18" bicycle, \$10; Fireplace grate, never used, \$5; Brass floor lamp with lampshade, \$40. 881-9845.

**FOR SALE:** Two Ralikes bears, cowboy and cowgirl, \$100 each. 837-8131.

**FOR SALE:** Receiver hitch, fits S-10 Blazer or pickup. Brand name, new, \$75. 586-3998.

**FOR SALE:** Commodore 128 computer system, Commodore 1571 disk drive, Magnavox 80 monochrome monitor, MPS 801 dot matrix printer, \$350. 882-6022.

**FOR SALE:** Zenith 12" black and white television, good condition, \$35. 883-5564.

**FOR SALE:** 1991 Saturn SC (Coupe), black interior/exterior, air, cruise, cassette, coax speakers, all scheduled maintenance records, immaculate, \$12,650. 883-5564.

**FOR SALE:** General Electric dryer, full size, bought new, 8 months of use, \$265. 883-5564.

**FOR SALE:** 1987 Nissan Stanza GXE. 5 speed, low miles, power steering and brakes, power package, power sunroof/moonroof, excellent condition, \$6700, must sell, call 837-3427 after 6 p.m.

**FOR SALE:** 1970 Fiat Spyder 124 convertible. Needs some work, \$2500. 880-2071 after 5 p.m.

**FOR SALE:** King size waterbed with mirrored headboard, \$225. 881-1975 after 5 or leave a message.

**FOR SALE:** Electric hospital bed, \$200; Electric lift chair, \$175. 539-3610 after 5 or leave a message.

**FOR SALE:** Almond refrigerator, \$195; Wingback Colonial-style rocker, \$90; Man's XL coveralls, size 48-50, \$15. 881-9268.

**FOR SALE:** Books for Athens State. For Environmental Studies (B321) plus notes, \$23; For Stats II (G8A306), \$24; For Introduction to Procurement (PR394), \$22. 852-8082, after 5 p.m.

**FOR SALE:** 1969 Ford Mustang Fast Back. 302 engine, automatic, 75K, red (original) color. Good original, new tires, head liner, bumpers, mechanical parts, solid body, no leaks. Valued at \$3800, will sell for \$2800 firm. One owner. 859-1086.

**FOR SALE:** Modem, external, 1200 baud, works flawlessly, \$40. 883-5564.

**FINDING OF NO SIGNIFICANT IMPACT (FONSI) FOR PROPOSED 120 HOUSING UNIT PROJECT (PN 28123) REDSTONE ARSENAL, MADISON COUNTY, ALABAMA**

An Environmental Assessment (EA) has been written which evaluates the environmental impacts associated with the construction of 120 single family dwellings of 2, 3, 4, and 5 bedroom configurations on Redstone Arsenal, AL. The project includes all the necessary utilities, roads, carpools, 1 tot lots, 3 basketball courts, a soccer field, sidewalks, lighting and all the necessary landscaping.

The proposed project has two sites. A minimum of 80 dwelling units and no more than 96 dwelling units are to be located on a site north of Goss Road on Redstone Arsenal. The remainder of the 120 units are to be located on the site of the existing units in Area 2, 1100 block of Redstone Arsenal. In order to minimize the impact on occupants and vacant quarters, project construction is to be phased. The first phase will construct new units on the site north of Goss Road. The second phase will demolish a portion of the existing units in the 1100 area equal to the number of units constructed and construct the remaining new units on that site. The third and final phase will demolish the remaining existing units in the 1100 block.

The proposed Phase I project site is north of Goss Road at the Vincent Drive intersection on RSA. The project is adjacent to McDonald Creek but will not be built in the flood plain. Clearance on Cultural Resources has been obtained from the State Historical Preservation Officer. Wetlands will not be impacted and clearance has been obtained from the U.S. Fish and Wildlife Service. There are no endangered species in the area.

Construction operations will require a General Stormwater Discharge permit, to be obtained by the project contractor at time of award.

The EA concludes that there are no circumstances which would require an Environmental Impact Statement (EIS). The EA is on file at The MICOM Environmental Office, BLDG 7613. Questions or comments about this project should be directed to Mr. Dave Harris, Public Affairs Officer, AMSMI-IN, 876-4161 and Ms. Lela Y. Adcock, Housing Management Division, Directorate of Engineering and Housing (DEH), AMSMI-RA-EH-HM, 876-4346.

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ONE YEAR GUARANTEE.  
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\$385 Per Mo. New luxury 2 Bdrm, 2 BATH Greatroom homes in popular Swim/tennis comm. Complete w/built in kit, f'places, din rooms. **Call Joe 461-8833**

**FOR RENT**  
2BR/2 Bath Apt. across from Challenger School. 5 minutes to Gate 3. Central H/A, Cable & Extras. \$380/month. **883-3508**

**FOR RENT**  
24'x100' Masonry Building. \$600/month. Call: **379-2450**

**'89 S-10 BLAZER**  
2WD, PS, PB, A/C, Cruise, Tilt, TAHOE PACKAGE, Towing Package, Luggage Rack, Alloy Wheels, VERY CLEAN. Call David (leave message) **534-4841**

**MUST Sell**  
Mechanically Excellent  
1981 Customized 4-Wheel Drive BRONCO. Full size. \$3900 or best offer. Call Steve Carson, 10 a.m. until 7 p.m. — **880-8376**

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**NO MONEY** down to veterans, closing costs paid for FHA— nice brick 3BR home on corner lot in NW has new central H/A, paint, carpet & roof. 2901 Barbara Dr— see it! \$36,900.

**BRIGHT** & cheery family room plus LR & formal DR, eatin kitchen, ceiling fans, fenced yard—a must see for \$48,900. Call our office today for your viewing: (3814S)

**ALL ROADS** lead here fast! Close to shops/schools/churches/ recreation— immaculate 3BR, 1 1/2 BA is convenience plus! Great fenced backyard w/large deck \$59,500. (3900S)

**NW—** large tri-level with 20x20 familyroom, ceramic tile baths, large fenced yard. Good family home near Cedar Valley for \$64,900. (3907N)

**GREAT** value! \$78,900 will buy you this 4BR, 1 1/2 BA brick ranch. LR & DR, den & dbl garage, fresh paint in & out. A must see! (1807C)

**DOLLHOUSE!** Super low maintenance, right behind Chapman School, open airy feeling in 3BR 1BA home w/oversized kitchen & den. Priced to sell at \$55,900. Hurry! (2117B)

**EXCELLENT** opportunity! Investment, first time home

buyer or work-aholic near RSA. 3BR brick rancher for \$47,900— call today to see how easy you can own! (4005TS)

**DRIVE** by & fall in love! Only \$53,900 for this lovely landscaped 1020 sqft home w/pool. Get some peace & quiet on this safe street at an affordable price! Call today. (3116A)

**PRECIOUS** 3BR/2BA brick & vinyl home near Farley School w/huge kitchen, huge GR w/wood burn stove, prvcy fence, 10x16 shop w/H&A, H&C water \$66,900. (14004G). Call!

**4-CAR** garage & workshop w/separate driveway PLUS 3BR, 1 1/2 BA, country kitchen, FR & treed lot in easy-care brick & vinyl ranch in SW! \$74,900. (2440C)

**A DRAMATIC** new face in Steeplechase! Enjoy elegance & style in this 2200 sqft 3BR, 3 1/2 BA low maintenance townhome w/superb living & storage space. Only \$89,900. (6731S)

**GREEN** Mountain, SE \$59,900. Cute 2BR home with large 24x16 greatroom, family room too, plus night view of the city in winter! Can't beat it! Call us today to see. (13005SS)

**A FINE** investment for your family w/gorgeous

backyard, cozy kitchen & family area, large workshop w/electricity for only \$81,500. Call today! (1512-OD)

**LOTS** of new i this 4BR, 2 1/2 BA home in super SE neighborhood has remodeled kitchen, LR & DR & den, large treed lot. A pleasure to own for only \$99,900. (303R)

**GREEN** Mountain— almost new! Separate LR plus nice 19x14 familyrm, bay breakfast, inside laundry, large deck & gazebo, winter view of city! \$121,900. Call! (1250ISS)

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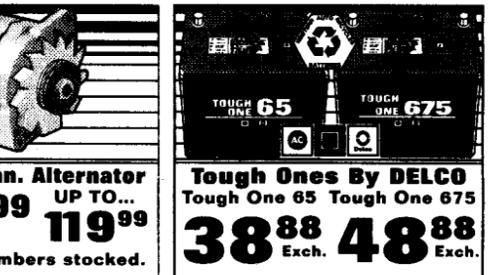
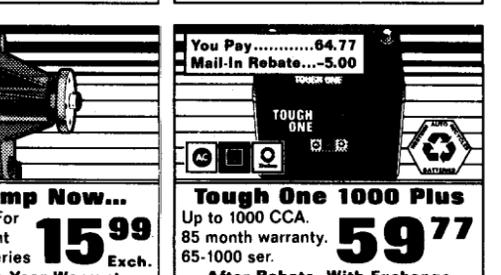
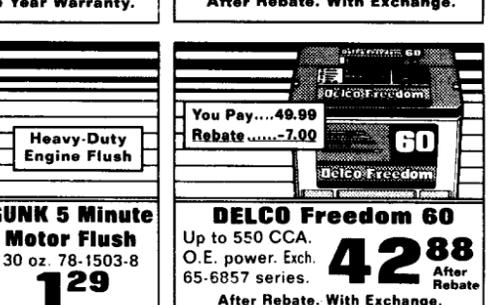
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<b>SENTRY</b> <b>Deluxe A/S Radial Whitewall 35,000 MILE</b> P155/80R13 18.99 P165/80R13 24.99 P175/80R13 25.99 P185/80R13 29.99 P185/75R14 29.99 P195/75R14 30.99 P205/75R14 31.99 P215/75R14 34.99 P225/75R15 35.99 P235/75R15 37.99 16-8000 series	<b>SENTRY</b> <b>Deluxe Classic A/S Radial W/W 45,000 MILE</b> P155/80R13 24.99 P165/80R13 30.99 P175/80R13 31.99 P185/80R13 32.99 P185/75R14 35.99 P195/75R14 36.99 P205/75R14 37.99 P215/75R14 40.99 P225/75R15 41.99 P235/75R15 42.99 P235/75R15 43.99 16-8800 series	<b>SENTRY</b> <b>Am. Spirit LXR A/S Radial Whitewall 60,000 MILE</b> P155/80SR13 30.99 P165/80SR13 36.99 P175/80SR13 37.99 P185/80SR13 38.99 P185/75SR14 41.99 P195/75SR14 42.99 P205/75SR14 43.99 P215/75SR14 44.99 P205/75SR15 46.99 P215/75SR15 47.99 P225/75SR15 48.99 P235/75SR15 49.99 16-9150 series	<b>SENTRY</b> <b>Ultra 775 ASR Radial Whitewall 65,000 MILE</b> P155/80R13 36.99 P165/80R13 42.99 P175/80R13 43.99 P185/80R13 44.99 P185/75R14 47.99 P195/75R14 48.99 P205/75R14 49.99 P215/75R14 50.99 P205/75R15 52.99 P215/75R15 53.99 P225/75R15 54.99 P235/75R15 55.99 16-9100 series	<b>SENTRY</b> <b>Ultra 770 ASR Radial Whitewall 70,000 MILE</b> P175/70SR13BW 46.99 P185/70SR13BW 47.99 P195/70SR13 45.99 P195/70SR14 45.99 P205/70SR14 45.99 P215/70SR14 45.99 P215/70SR15 58.99 P225/70SR15 59.99 P235/70SR15 60.99 P205/65SR16BW 57.99 P215/65SR16BW 58.99 P225/65SR16BW 59.99 16-9200 ser.	<b>DUNLOP</b> <b>Axiom AS Steel Belted Whitewalls 60,000 MILE</b> P155/80R13 44.99 P165/80R13 47.99 P175/80R13 53.99 P185/80R13 54.99 P185/75R14 61.99 P195/75R14 62.99 P205/75R14 63.99 P215/75R14 64.99 P205/75R15 65.99 P215/75R15 65.99 P225/75R15 66.99 P235/75R15 67.99 17-9088 ser.	
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