



Redstone Rocket

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Thermal handler should meet needs of defense industry

By Skip Vaughn

A new machine for high-volume testing of microcircuits has resulted from a cooperative effort involving the Missile Command, academia and industry.

Under the leadership of MICOM's Manufacturing Science and Technology Program, the University of Alabama in Huntsville and Temptronic Corporation of Newton, Mass., have developed a thermal handler for large frame microcircuit chip carriers. The machine was demonstrated for industry professionals last week at the Research Development and Engineering Center.

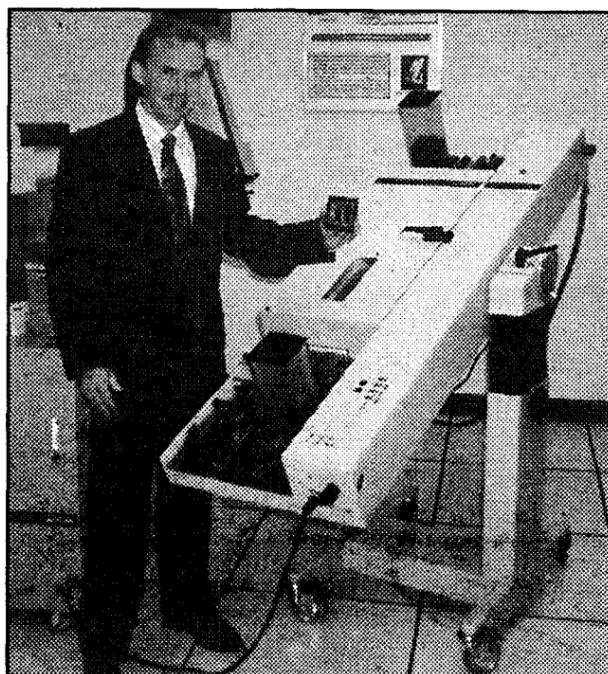
The thermal handler provides an automated method for testing microcircuits at various temperatures. This replaces a manual method in which devices are tested individually.

This manufacturing science and technology project, which began in 1991,

was mainly funded by the Army with some investment by Temptronic. The Army's original intent for this development was to support defense products, but the resulting machine "really has a dual use—military and commercial," said Daron Holderfield, an industrial specialist with RD&E Center. Potential commercial beneficiaries include pacemakers, other medical devices, automotive, aerospace, digital watches, and computers.

"Our missile systems, by pretesting the (microcircuit) devices will see reduced failures and rework. We'll see reduced manufacturing costs because we'll know the chips are good, so you won't have to repair them to remove the faulty devices. And you'll see increased reliability because you'll know every chip that goes into those systems will be a good chip," Holderfield said.

The thermal handler is



NEW TECHNOLOGY— Jim Woodman, a mechanical engineer with Temptronic Corp., shows a 70-millimeter TAB device while standing next to the thermal handler. The thermal handler can automatically test a large number of these devices at various preset temperatures.

designed for large frame microcircuit chip carriers such as TAB (Tape Auto-

preset temperature between -60 degrees C and 160 degrees C. "It finds micron-size defects in minutes, even at power dissipation levels below 30 microwatts," said Tom Gerendas, chief executive officer of Temptronic Corp. He founded the 65-employee company in 1970.

Cost for the new machine will range from "\$30-60,000 depending on options and temperature," Gerendas said. His company specializes in alternative methods to temperature chambers. Its products bring the temperature to the device which is being tested, as opposed to taking the device to a temperature chamber. "One of our divisions is in San Diego—the thermal test fixturing division; and then we have an office in England," Gerendas said. "And we are truly worldwide leaders in this bringing the temperature to the tested device."

The thermal handler was

developed under the Manufacturing Science and Technology Program, a Defense Department program to address affordability of weapon systems by looking at manufacturing processes, technique and equipment. "We just strictly developed it because we know there's a need out there with our contractors," Holderfield said.

About 40 people attended the new product demonstration Sept. 14 in a room in the SELA Wing at building 5400. Speakers included Holderfield; Bud Martin, senior research associate at University of Alabama in Huntsville; Gerendas; and Ray Himmel, the Eastern regional sales manager for Temptronic.

"This would replace a single insertion, manual method of testing," Himmel said. "This device would lend itself to high volumes."

Redstone's top enlisted soldier retiring to Oregon roots

By Pam Rogers

It was culture shock.

That's the way CSM David Holmes describes his first few months as Redstone's highest-ranking enlisted soldier.

"At the first staff call I asked myself why I was here," he told the Rocket during a recent interview.

"In my previous assignments I interfaced strictly with green-suit military. Here I had to adjust to a civilian work force... I found it not only interesting, but educational. It's probably one of the best assignments, experience-wise, I've had."

Holmes said he understood very little about the civilian side of the total force concept before coming to Redstone in August 1991.

"I was soon educated on the important role civilians play in the development, production and fielding of weapons soldiers use in the field. Now I understand what goes into the development of modern weapons that give us victory on the battle-

field. I was truly unaware before."

It took some getting used to for Holmes, who as he says it, has spent his entire life in the Army. His life will change when he joins the ranks of the retired on Oct. 1.

He enlisted in the Army on Aug. 13, 1959 as a 17-year-old high school dropout. Back then new recruits were issued brown boots and the summer uniform included Bermuda shorts and knee socks. There were Saturday inspections in uniform with full field layout.

"When I came into the service as a young soldier it was rare that your sergeants—your leaders—were married. They lived in your barracks.

"My pay was \$78 a month before taxes. Promotions were slow. They had alloca-



HOLMES

tions (for promotions). There was more training time because our leaders were with us continuously."

Holmes trained with and carried, during his first years in the Army, an M1 Garand rifle.

"In training we were blindfolded and we broke it down and put it back together," he said.

Things sure have changed.

Saturday inspections are a thing of the past, and Holmes refers to today's force as a "Monday to Friday Army."

"Now 61 to 62 percent of all soldiers are married, and we have an educated force. We have highly, technically qualified soldiers, and we have high-tech equipment that soldiers have to be smart to use. We have evolved into an educated Army, a very technical, and in my opinion, a better Army."

In his three decades of duty, Holmes has served in the infantry, the military police and the field artillery. He was in

Berlin as a private first class in 1961 when the Berlin Wall was raised and there again as a command sergeant major when it came down in 1989.

In his 30-odd year career Holmes has gone from high school dropout to a rank only 5 percent of enlisted soldiers ever attain. It's not a career path he would suggest to all young soldiers who want to make a career of the Army.

"Education kept me out of the officer ranks. If I could back up, I would have gone to Officer Candidate School. It took me several years to get a college degree, and I was too old (for OCS) by the time I got it," he said.

He holds a bachelor's degree in criminal justice from Park College in Parkville, Md., and is nearing completion of a master's degree in humanities.

If there's one change he regrets seeing during his career, it's what he perceives as the erosion of tradition in the Army.

See ROOTS, Page 2

Letters to the editor

World-class command

Enriching the world, this explores some of the highlights of the people that make-up the bulk of employees here in the Sparkman Center. It also lists each of us as winners in our competitive and achievement awareness in the performance of keeping MICOM known for missile excellency worldwide.

As we reflect on past goals and note these achievements, I ask you to remember that there is still time to accomplish more of the hopes and dreams we set as goals for this year. We are further embracing the vision set before by TQM—a vision of unity which combines the best in each of us; and finally, a positive attitude of growth and giving excellent customer service.

Now, that we are centrally located in one complex, problems can be more readily solved or brought to the forefront by personal contact. Recently while seeking assistance for some information on a work start review, a bigger problem was given to me on correcting a SMR (Supply Maintenance Resource) code for a weapon system part number. Therefore, you can see how much better being in one location can speed up processes of problem solving.

As this year draws to a close, a need exists to commend you all for the great strides you all have made in growth and accepting the goals of this organization. All these factors combine to provide even more minds and hands to do the various jobs as we become a new generation of employees. We have this past year the privilege to hear from many of you throughout the world; and everywhere we have made contact, we have been greeted with open arms, love, and enthusiasm for our organization. MICOM is a great force for peace and encouragement throughout the world. It is a great privilege to witness this new beginning firsthand. Our lives have been enriched by all of you for your hard work and dedicated people in our organization; and we must continue to strive toward enriching the world.

Jimmy Harbin
IMMC

AIDS training

People who had been in the morning session of the Mandatory AIDS Training told me there was an in-depth discussion of anal sex during the presentation and that the pre/post training questionnaire talked about it. I

thought they were kidding me. When I got to the Rocket Auditorium, I found out it was true. I was handed a piece of paper with True or False questions on it. One of the questions dealt with the difference in odds of catching AIDS from anal sex vs. vaginal sex. I gave back the questionnaire to the woman who handed it to me and left. I cannot understand why the federal government is attempting to force federal workers to take classes in sodomy. I find this morally repugnant and an insult to my religious beliefs.

We all take mandatory job-related training that is necessary, such as the security briefings we get every year. However, AIDS training will not improve anybody's job performance, nor will it add to the security or productivity of the government. It is simply not job-related.

If the idea is that there is a social good in people knowing about AIDS, the information is readily available in the mass media, where thousands of articles have been printed about AIDS, and hundreds upon hundreds of television and radio shows have dealt with the subject. There are also public and private clinics and doctors who can, and do, give out information about AIDS. This is how people should get their questions answered, if they have any.

Trying to coerce MICOM employees into going into this training is simply wrong.

Jerry Holton

(Editor's note: The Civilian Personnel Office provided the following response. "Thank you for your letter. The HIV/AIDS training referred to by the writer as 'Mandatory AIDS Training' is training mandated by President Clinton and required by the Department of the Army for all Army civilian employees. All attendees are informed of this requirement at the beginning of every HIV/AIDS training class at the Rocket Auditorium.

"The president has committed his administration to a leading role in the fight to end the HIV/AIDS epidemic. Until there is a cure, educating people on assessing their own risk and taking appropriate steps to protect themselves from infection with HIV is the best way to stop the epidemic. As the epidemic matures and medical advances proceed, more and more people living with HIV/AIDS will be in the work force. The National AIDS Policy Coordinator, in a White House memorandum regarding the Federal Workplace HIV/AIDS Education Initiative (FWAEI), stated: '...federal employees, supervisors, relatives and friends are being affected.. and infected by (HIV/AIDS). The need for compassion and education is critical. We can ill afford

the economic and emotional damage HIV/AIDS has upon our employees.... This initiative was designed to meet two primary objectives: provide employees with quality HIV/AIDS education programs, thereby reducing future infections, and ensure that employees with HIV/AIDS, or any other life-threatening illness are treated fairly.' The FWAEI directs HIV/AIDS education include how the virus is and is not transmitted. The goal of HIV/AIDS education is to provide information on transmission and prevention of the virus, help individuals decrease their fears, and protect themselves against the virus.

"The Federal Workplace HIV/AIDS Education Initiative is to serve as a model for all businesses on how to provide employees the information they need to prevent infection with HIV and the type of personnel policies and procedures which encourage people with any chronic illness, including HIV/AIDS, to continue productive work for as long as their health permits.

"The community health nurse developed the pretest for use as a learning tool. The pretest containing the question referred to by the writer was structured to inform attendees on the various means by which the HIV virus is transmitted. We apologize for any misconceptions that might have been drawn by the writer.")

Gate suggestion

I am aware that several years ago as a part of the downsizing and reduction in funding, the Redstone Arsenal gate hours were adjusted several times and are monitored on a random basis. The Martin Road east gate now opens at 6 a.m. I suspect that the 6 a.m. time was chosen because many people on the Arsenal come to work at 6:30.

I would like to request that this decision be revisited. The Civilian Wellness Center opens at 6 a.m. and the Sparkman Center Fitness Center, which will be open to both military and civilians, will also open at 6 a.m. The opening of the Sparkman Center Fitness Center should significantly increase the number of people already desiring access prior to 6 a.m. Since the gate is not manned on a fulltime basis, there would be no additional cost to the Army to open the gate at 5:30. This minor change would contribute greatly to morale of both military and civilians on Redstone.

Patricia H. Phillips
Acquisition Center

ROOTS

Continued from Page 1

"The salute is a good example. I constantly find soldiers who fail to give the salute, but I also find young officers who are willing to accept no salute.

"The young NCOs and officers are not enforcing standards and traditions of the Army. If you give up one, you erode a little deeper, and that's one more standard that

will disappear. The Army is built on standards of tradition and discipline of the soldier. Without discipline we'll have a real problem with soldiers on the battlefield," he said.

Holmes will retire to his home state of Oregon. He and his wife, Sandra, have built a house in Redmond. They have three children: Cindy, who lives in St. Louis, Mo., and Missy and Mike, who both live in the Chicago area, and five grandchildren.

"It's been a good career, but it's time to move on. I'm preparing myself pretty well,

and I've set my mind on having a second career for about 10 years," he said.

Holmes plans to work with troubled teens after he leaves Redstone.

He had words of thanks and advice for the people he has worked with here.

"In my Army career I have never worked with a more professional organization, both civilian and military—at all levels. I thank the Redstone Arsenal work force, soldiers, and the Huntsville community for all the support and a great three years.

"If there's one piece of advice I would

give to soldiers, it's this: prepare well and invest wisely, because retirement will be on you before you know it."

One investment Holmes has made may be a little more sentimental than fiscal. He has bought an M1 Garand just like the one he trained with as a 17-year-old soldier. He obtained it through the government's M1 sales program, and had to furnish proof that he knows how to use a high powered rifle, even though it will probably never be fired.

"I'll hang it on my wall and enjoy the memories," he said.

Redstone Rocket

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Case management for Champus patients

Editor's note: This article was provided by John Mason, Champus Select coordinator at Fox Army Community Hospital.

Case management services are an important benefit to all Champus-eligible beneficiaries throughout the Southeastern Region.

Case management can coordinate care for beneficiaries with catastrophic or complex illnesses or conditions. The value of case management can be measured in terms of enhanced patient and family satisfaction, as well as cost savings to both the patient and Champus.

Case management establishes a quality treatment plan designed to prevent admission/readmission to a health care facility and/or reduce the intensity of services, while lowering the cost of care. The success of case management is based on a joint effort between beneficiaries and their families, attending physicians and other health care providers, hospital discharge planners, social services and military treatment facility staff members, Wisconsin Physicians Service (fiscal intermediary) and HealthCare COMPARE Corp. (sub-contractor).

If you are aware of a Champus beneficiary who demonstrates any of the following characteristics, they may benefit from taking advantage of case management services:

- Potential lengthy hospital stays due to: multiple trauma, AIDS, cancer, premature birth, burns, severe infections (particularly those requiring IV antibiotics), nutritional/digestive conditions requiring enteral/parental nutrition.

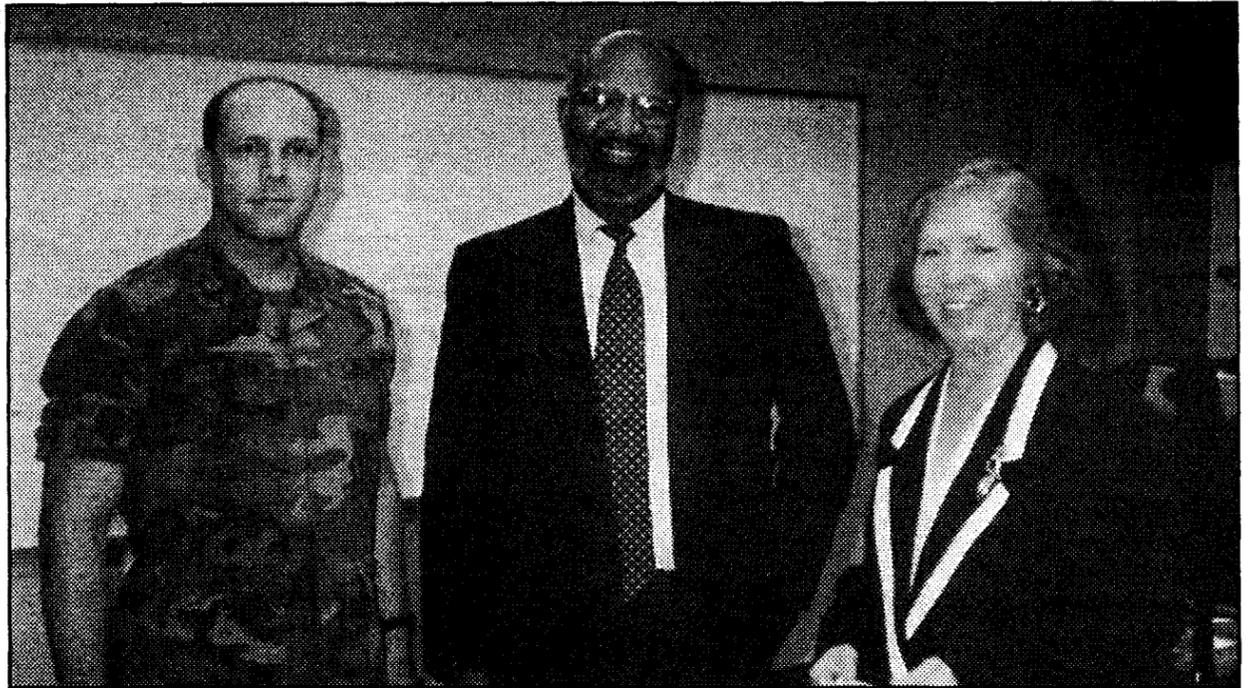
- Long-term or chronic illness diagnoses such as: Cystic Fibrosis, ventilator dependency, Multiple Sclerosis, spinal cord injury, CVA-cardiovascular accidents or stroke.

- Other conditions or situations: beneficiaries who have reached the catastrophic cap under Champus, recurrent admissions within a 60 to 90 interval and anticipated hospitalization in excess of 14 days.

Case management can help Champus-eligible beneficiaries with the aforementioned illnesses or conditions by recommending more desirable, cost-effective treatment, or assisting in redirection to find alternative services when services are not covered by Champus. Call John Mason, Champus Select coordinator for the Redstone Arsenal area at 881-5150, if you or a Champus beneficiary you know is in need of case management services.

Champus Select is only available in the Southeastern Region of the United States, namely: Alabama, Florida, Georgia, Mississippi, Tennessee, and the Fort Campbell area of Kentucky.

Army Materiel Command-wide conference targets needs of battle labs



BATTLE-LABS MEETING- Among the attendees at last week's conference are, from left, Maj. James Blalock, of advanced systems concepts office at Communications Electronics Command, Fort Monmouth, N.J.; Paul Barnes, AMC/TARDEC (tank automotive research development) liaison for the mounted warfighting battlespace lab, Fort Knox, Ky.; and Aymett, the conference chairman.

Representatives throughout Army Materiel Command discussed ways of improving support to the battle labs during a three-day conference here last week.

Attendees included members of all the AMC research, development and engineering centers and reps for the Training and Doctrine Command battle labs. The advanced systems concepts office, of the Missile Command's Research Development and Engineering Center, conducted the conference Sept. 12-14.

"We meet quarterly but this is an out-of-cycle quar-

terly meeting to do something specific for the battle labs," said Lois Aymett, chief of the plans office of the advanced systems concepts office. She served as chairman of the conference which had about 30 attendees.

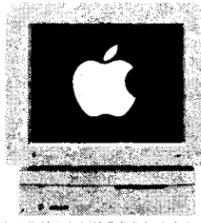
The stated goal of the

conference was "to establish an objective process to develop concepts to meet outyear requirements with TRADOC which will then steer the tech base."

Building 7804, the new Weapons Sciences facility located on Patton Road near the Buxton Road intersection, served as the confer-

ence site. This new building belongs to the Weapons Sciences Directorate which is part of the RD&E Center. Last week's meeting was "probably one of the first major conferences they've had in this building," Aymett said.

MACINTOSH COMPUTER TRAINING SCHEDULE



Microsoft Word: Lev 1

Sep 1, Oct 12

Microsoft Word: Lev 2

Sep 8, Oct 19

Microsoft Word: Lev 2

Sep 8, Oct 19

MacDraw Pro: Lev 1

Sep 9, Oct 20

MacDraw Pro: Lev 2

Sep 16, Oct 27

Microsoft Excel: Worksheets

Sep 6, Oct 18

Microsoft Excel: Database & Graphics

Sep 13, Oct 25

Microsoft PowerPoint 3.0

Sep 26, Oct 3

Aldus FreeHand: Lev 1

Sep 20

Aldus FreeHand: Lev 2

Sep 27

FileMaker Pro 2.1: Lev 1

Sep 5, Oct 17

FileMaker Pro 2.1: Lev 2

Sep 12, Oct 24

Claris Works: Intro

(1/2 Day)
Saturday, Sept 17

Adobe Photoshop (2 days)

Sep 23 & 30
Oct 6 & 13

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Office Macintosh: Intro

Sep 14, Sep 28
Oct 7, Oct 14

Office Macintosh: Advan

Oct 21, Oct 28

Adobe Illustrator: Lev 1

Sep 22, Oct 4

Adobe Illustrator: Lev 2

Sep 29, Oct 11



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Military escorts deliver exceptional day at the fair

By Virginia Dempsey

Servicemembers acted as volunteer escorts on Exceptional Peoples' Day held Sept. 7 at the Jaycees Northeast Alabama State Fair located at the fairgrounds near Joe Davis Stadium in Huntsville.

"The soldiers are unbelievable. They take such good care of the people. We couldn't do this project every year without them," said Charlotte Bearden, Jaycees chairperson for this year's Exceptional Day. "There is nothing you can do that feels so good as seeing these special children and adults from our community enjoying their day at the fair."

SFC Christopher Black, Redstone Arsenal Support Activity, and SFC Barry Fisher, S-3, 832nd Ordnance Battalion, organized and coordinated the volunteer efforts of over 400 soldiers.

Sgt. Maj. Paramjit Sibia of the Ordnance Missile and Munitions Center and School organized the transportation schedule of getting soldiers to and from the fair, as well as the military display of equipment. "This is the one thing we can do for the community," Sibia said. "We can take care of these people, especially the kids, and see that they have a good day and enjoy themselves."

Col. Thomas Hooper, commandant of OMMCS, made the decision to close the school for the day to ensure there would be enough

soldiers to support this project. The school has supported Exceptional Day for each of the 14 years that the Jaycees have held this event.

Military volunteers at the fair included 307 soldiers and 80 Marines from OMMCS, 19 soldiers from HHC MICOM, and 16 soldiers from TMDE.

Phil Palmer, Space and Strategic Defense Command, coordinated the volunteer efforts of the 15 civil service employees from his organization.

"Everyone out here seems to be having a good time," commented SSgt. Rex Maxwell, Public Affairs, OMMCS, as he took pictures of the event.

Trenna Smith, East Chapman School, had PFC Russell Glenn, A Company, 832nd as her escort. "We just had fun riding the rides," said Smith. Glenn added, "Trenna liked the Rock and Roll ride the best. She is real fun to be with and has a good sense of humor."

Sgt. Jonathan Woodruff, HHC MICOM, was the escort for Molly "Nanny" Whiteside, age 60. "This is my third year helping with Special Olympics and the fair. It's been a sit down, conversation day with Mrs. Whiteside, because she has a little problem getting around, but it's been good. I always look for the kids I've escorted in other years. The first kid I escorted, Stephen, still remembers me."

Commented Nanny about her escort, "He's wonderful! It is so nice to be out here and see everything."

Said SFC Andres Garcia, TMDE, "Brent points and says, 'I want that,' and I get it for him. We stopped at every concession stand on the fairway. He looked, but he didn't want to try any of the rides. The most simple things are what makes him happy, like playing with coins. It's fun to have a little one. I'm having a great time."

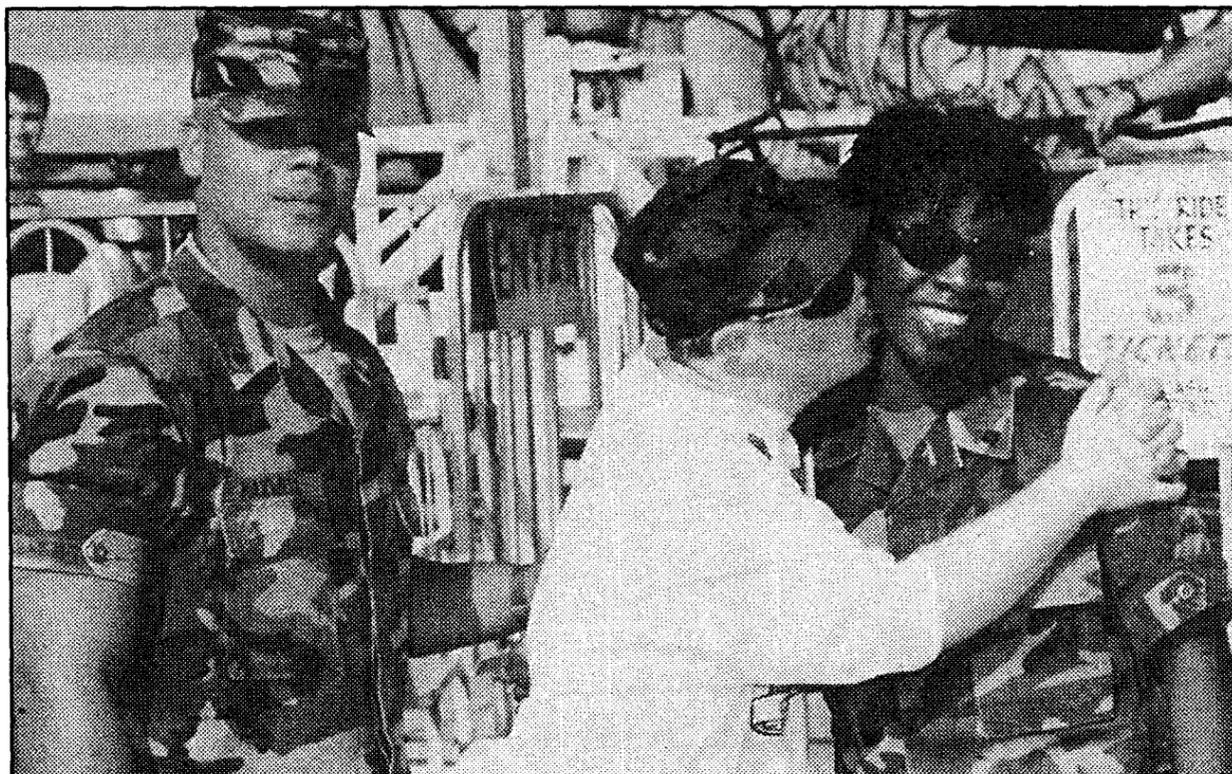
Jeri Blevins, instructor and Special Olympics coordinator at the Opportunity Center, said the adults from the center were, "Wired for sound today, all excited. They have been planning this day for two weeks. All the guys wanted girls for escorts and all the girls wanted guys. Being with the soldiers at the fair is something

they really look forward to every year."

Over 850 people attended the fair. "The employees of the United Shows of America volunteered their time as well as hundreds of soldiers, Marines, and civilians out here today," said Virginia Dempsey, manager of the Exceptional Family Member Program at Army Community Service. "Without the help of hundreds of volunteers, events like this fair would never be able to continue. The adults and children who attend enjoy being with someone, who is not a family member or a teacher, but who wants to spend time with them. Redstone Arsenal can be very proud of their tradition of community service."



AT THE CONTROLS— Marine PFC Aaron Clark coaches Robyn Croxton of Opportunity Center at the horse race game during Exceptional Day at the fair.



THANKS, SOLDIER— Jim McHugh of the Opportunity Center kisses Spec. Gail Quamina, HHC MICOM, who let him wear her hat. At left is Sgt. Bruce Maxwell of HHC MICOM.

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Annual federal charity campaign begins October 3

By Sandra Cartee

The season for giving is almost upon us and with this brings the Combined Federal Campaign(CFC). It's the one time of year when federal employees are asked to give generously to the charity of their choice.

John F. Kennedy signed the CFC executive order in 1961 making the program possible. It was designed so that federal employees would only be solicited at work once a year for contributions.

"It allows the federal employee to make a contribution where the money is used in the private sector," said Bobby Park, chairman of Local Federal Coordinating Committee and the MICOM member to that committee.

Each federal employee will be given a "catalog of caring." This catalog lists all the charities, and has a code identifier for each

one. There are four designated options one can designate their money to: all agencies, international agencies, national, or local agencies. The giver will decide what charity and what option he/she wants it to be used in. The advantage of donating locally is that "you can see your money being used," Park said.

In the catalog, each organization gives a summary of their group and a phone number. There is also a percentage provided to show how much of the money donated goes to advertising and fundraising by the particular organization.

Giving is even easier with payroll deduction. "I think it's a big advantage with payroll deduction. It lets the employee give nice gifts in a painless manner," Park said. There isn't a rule on how much you can or can't donate. The CFC just asks that if one chooses to

have it taken out of their pay, the minimum for civilians is \$1 and \$2 for military, per pay period.

Workers can also make cash donations to the charity of their choice. All gifts are tax deductible.

This year, the IRS has new rules about sizeable donations, though. Because of this the CFC wants to remind employees that if they give a one time gift of \$250 or more and want to claim it on their taxes, they need to stop by the CFC office and get a receipt. The IRS won't take canceled checks for donations over \$250. Otherwise, the blue copy one receives will be sufficient.

There are 1,183 agencies in the catalog this year, including 185 local groups. The CFC will be campaigning from Oct. 3 to Nov. 11. This is the only time this year they can ask federal employees for donations, but that doesn't mean one

can't help out after these dates. "We don't turn down money," Park said. Workers can go to their office and make a contribution anytime; they just can't have the payroll deduction taken out after the first of January.

Park said the Redstone community has a big heart.

"I have seen information that says, when the federal employee really sees the need of the community, they're much more giving than the private sector." The CFC hopes that this year's campaign will be a big success.

To kick off the campaign,

there will be a luncheon Oct. 3 at 11:30 a.m. at the Officers Club. The scheduled speaker is John Croyle, executive director and founder of the Big Oak Ranch in Gadsden.

Admission is \$8 and anyone interested is encouraged to attend.

FINALE! ...After Hours In The Shade.



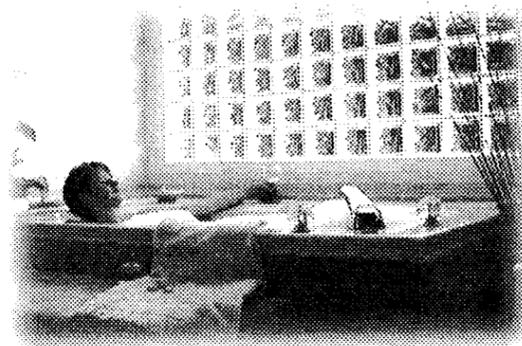
Oak Pointe
At Mountain Brook

A Garden Home Community In Madison.

The previous viewings of this lush "Garden Home Community" were so well received, we will have our final performance before the Grande Opening

Join us **Thursday, September 22nd** for **"After Hours In The Shade"** at **Oak Pointe**. From **4 PM to 7 PM**, tour the elegant, brick home designs of Oak Pointe's courtyard living and enjoy incredibly fresh hors d' oeuvres prepared by **Bubba's Restaurant & Catering**. Entertainment will be provided by **Frank Roberts**. **There will be door prizes given away every 30 minutes.**

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More than 200 local workers apply for early-out

More than 200 local Army workers had applied for an early-out by last Friday afternoon.

The technical services branch at Civilian Personnel Office said the 201 applicants included 115 from the Missile Command, 28 from Test Measurement and Diagnostic Equipment Activity, 28 from Logistics Support Activity, 21 from Space and Strategic Defense Command, eight from the Program Executive Offices, and one from the Simula-

tion Training and Instrumentation Command.

The early-out application period continues to Sept. 30. Local Army civilians can choose to end their government career early in favor of an incentive bonus of up to \$25,000. The purpose of the Voluntary Early Retirement Authority/Voluntary Separation Incentive Pay is to avoid the need for a reduction in force.

Workers eligible for early retirement include those with 25 years of ser-

vice at any age, or those who are at least 50 years old with 20 years of service. People who wish to resign can also apply for Voluntary Separation Incentive Pay.

"You can get up to \$25,000 based on your severance pay calculation. Most individuals do get the \$25,000, however it is taxable income," said Leonard Farbman, chief of the technical services branch at CPO.

The technical services branch processes early-out applications. The application then goes to the retirement office for initial review of eligibility; and a list of retirees' names goes to the recruitment and placement branch.

The recruitment and placement branch works with the command to figure the savings that would result. The technical services branch computes the VSIP

payment, and then the approval or disapproval letter goes to the employees. Following approval, the final package is worked up and the employee is called for an initial retirement session. The document goes to Finance and Accounting which prepares the paycheck, and forwards the retirement package to Office of Personnel Management.

"The goal is to get the employee his or her lump-

sum annual and VSIP payment within one to two pay periods after separation," Farbman said, "and for the employee to receive an initial annuity check within 30 to 60 days after separation."

Workers should take their application to building 7444 from 8-11 a.m. or 1-3 p.m. weekdays.

"Somebody would be happy to help them," Farbman said.

Foundation helps dreams come true

Children's Hopes & Dreams- Wish Fulfillment Foundation of Dover, N.J., is now in its 12th year of serving children with chronic and life threatening illnesses. The foundation is one of the oldest and most established groups of its kind.

The foundation provides two basic program services: for those children who are suffering with a life threatening illness (such as cancer, leukemia and AIDS) the foundation will arrange and finance a last "dream." The foundation also provides a free Worldwide Pen-Pal Program which matches thousands of ill children with chronic or life threatening illnesses for mutual support and encouragement. The Pen-Pal program matches children who are the same age, sex, and classification of illness. The children that participate in

this program find that the understanding of another child, who is facing the same obstacles that a chronic or life threatening illness places before them, is comforting. Free enrollment cards for the Pen-Pal Program are available with 5- at the Exceptional Family Member Program office and/or with 6- at the base clinic.

The foundation's participation in the Combined Federal Campaign has not only made "dreams" possible financially, but has also helped it to locate ill children in need of its services. Vic Franklin, founder of the foundation, says that "without the generosity of CFC donors, making thousands of ill children truly happy would be very difficult."

Adapted from a release from Children's Hopes & Dreams Foundation.

SSDC strapdown test a success

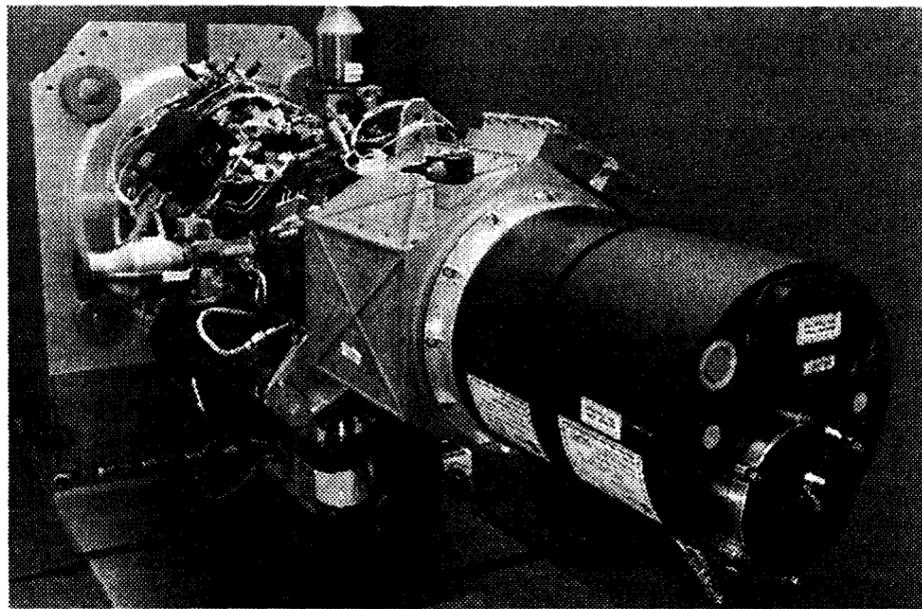
By Gerda Sherrill

The Space and Strategic Defense Command's Kinetic Energy Anti-Satellite Kill Vehicle (KE ASAT KV) has successfully passed a hot-fire strapdown test at Rocketdyne's Santa Susanna Test Facility in California.

"The strapdown test comprised testing of the fully integrated ASAT kill vehicle to every extent possible, short of flight," said Walter Dixon from SSDC's Weapons Directorate.

The test Sept. 10 was the culmination of approximately \$250 million in KE ASAT development efforts over the past five years. In 1993, the Army terminated the KE ASAT acquisition program for lack of funding, but Congress directed in the FY94 Defense Authorization Act that the program be converted into a technology program under SSDC management.

The strapdown test demonstrated the ability of



READY FOR TEST— The ASAT kill vehicle is strapped down for a hot-fire test.

the fully integrated kill vehicle to "fly" a pre-determined simulated flight path by firing its divert/attitude control system thrusters. The seeker then acquired and tracked the target and the on-board computer processors commanded the attitude control thrusters to keep the KV locked on the

target.

Steve Tiwari, an SSDC engineer in the ASAT technology program, said they are "hopeful that the program will be continued, if FY95 funds are appropriated." Mark Umansky, also an ASAT program engineer, said "a continuation could mean a hover test in FY95

and actual flight tests in FYs 96 and 97."

This would be possible if the program was returned to acquisition status or under an Advanced Concept Technology Demonstration Program, the Department of Defense's latest streamlined weapon system acquisition process.

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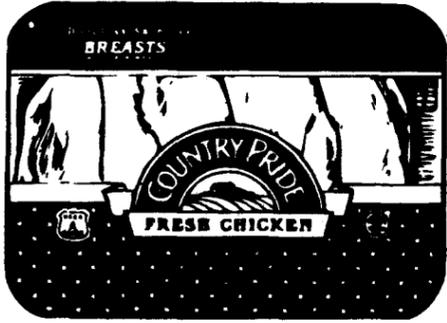
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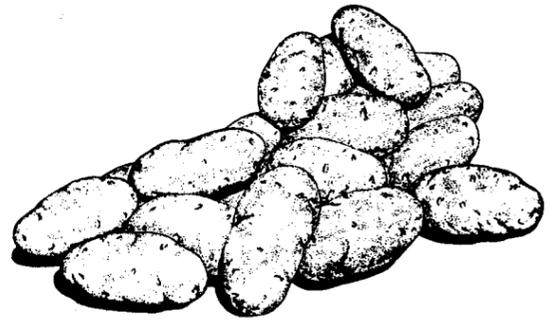
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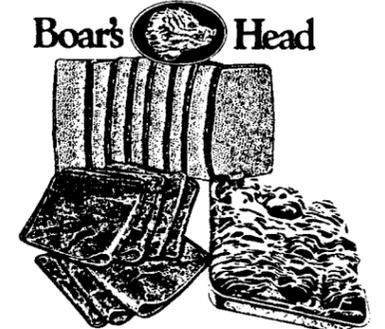
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Former Army worker finds success as native American author

By Deborah Henderson

"Everything in life gives to you—the mountains, the trees—everything wants to teach you and share with you. You must look for a balance in your own life, and stand strong and well on your own."

Teachings such as these have led one former Redstone employee to a top-selling book and a possible movie deal.

Through his books, Patrick Quirk is sharing the insightful "teachings" of an ancient Native American tribe with a world that has been barred from hearing them for centuries.

Quirk, a retired Javelin Project employee, grew up in a Pubelo Indian tribe in New Mexico.

He and his best friend, Cheeway, spent a great deal of time with Cheeway's grandfather, who was a "Spirit Caller" of the Isletta Pueblo.

"I spent a lot of time with Grandfather when I was a boy, and he used this time to teach much of the wisdom of our people to Cheeway and me," Quirk explained.

These teachings were usually passed from one generation to the next through the shaman, or medicine man, of the tribe, Quirk said. "But Grandfa-

ther chose us to pass these secrets too," he said.

"Through the years, both Cheeway and I did a lot of traveling. I've worked all over the world. But we kept the secrets we'd had been taught by Grandfather to ourselves," he said.

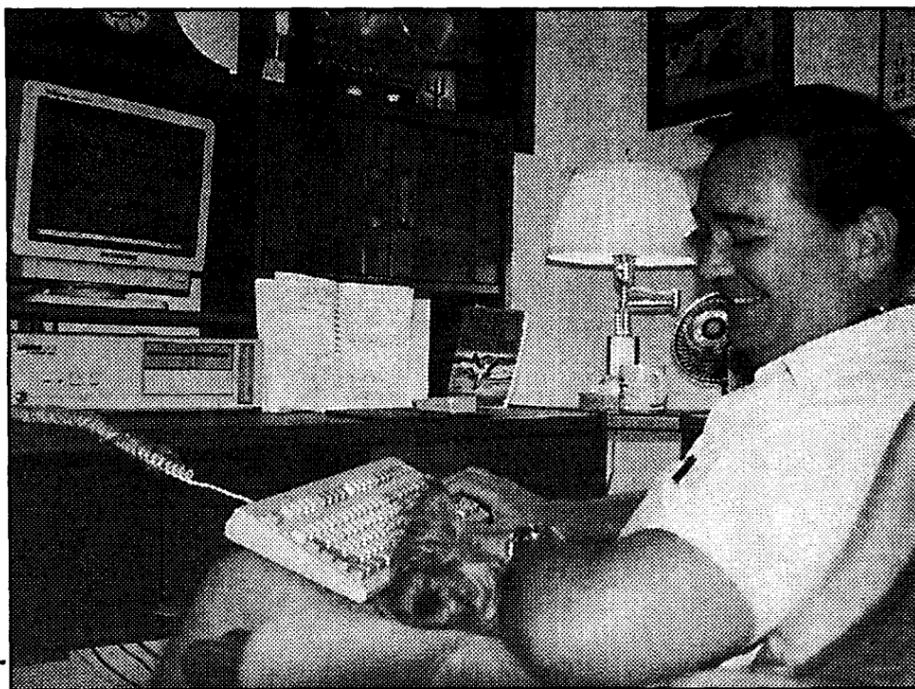
However, in 1991, Cheeway became very ill. He told Quirk that "it was the time for sharing the wisdom Grandfather had given us," he said.

Quirk began writing his first book, "When Spirits Touch: The Red Path," in 1992. Friends, family and co-workers were very supportive of his mission, Quirk said.

"There is a tremendous desire now to have these messages come out," he said. "People are more willing to listen with the ears of the spirit now than ever before."

Quirk is planning on a series of books, covering the philosophies and insights gathered by his people over the centuries. For example, the Pubelo believe in individual development more than development of the group.

According to Pubelo belief, each person travels a "life path." While on that path, we learn valuable lessons about life, human nature, and most important-



BUSY AUTHOR— Quirk works on his latest book.

ly, ourselves.

"We stress the individual over the group. Without the individual, there is no understanding. Without understanding, you can be noth-

ing. All lessons must first be learned by the individual," Quirk explained.

Since beginning his new journey, the author has made talk show appear-

ances, given lectures, and is now considering an offer to turn his series of books into a movie.

"We're working on producing a movie, and looking

at two major movie producers. We would like to have the movies be almost like a series, going along with the books," Quirk said.

His second book, "The Message," should be available in bookstores within the next two months.

In Huntsville, Quirk's books are carried in Book-Star, Waldon's Books, Books-A-Million, and Barnes and Noble book stores.

Quirk hopes one day to return to his homeland in New Mexico. But for the present, he will continue to share his secrets with others.

"As we travel our paths, we must look for inner peace and understanding. You must give credit (to) the things within, the intangibles.

As we learn, we get more strength and understanding."

Tax assistance savings add up

WASHINGTON— Soldiers and their families saved about \$9 million over the past year — money that would have otherwise gone into commercial income tax preparation fees and electronic filing fees, according to Pentagon legal officials.

These savings and those of previous years were made possible at the beginning of the tax season, when Army

lawyers recruit and train Army Community Service volunteers and soldiers to provide free tax assistance. More than 161,000 federal and 55,000 state income tax returns were prepared last year, saving soldiers about \$6.7 million in tax preparation fees.

Also, most Army legal offices provide free electronic filing of federal tax returns; soldiers due a tax refund

have check-in-hand within seven to 10 days. More than 89,000 tax returns were filed electronically last year, saving soldiers more than \$2.6 million.

The Navy is looking at the Army's program to help develop a similar tax assistance program for sailors at bases worldwide, officials said. (Arnews)

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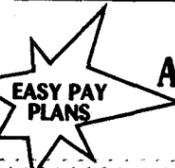
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SSDC's commander brings strong message

"If whatever you're doing doesn't enhance the warfighter, you oughtn't to be doing it." That was the message to members of the Space and Strategic Defense Command from SSDC's new commander, Lt. Gen. Jay Garner, during his first visit Thursday to the command's Huntsville element.

He also told them that the Huntsville element ultimately will get smaller. How much smaller will depend on the customers for SSDC-Huntsville services. "You decrease downsizing

by going out and finding more work. If you don't get more work, you increase downsizing."

"You have the brightest people in DoD right here, probably only rivaled by the work force in Silicon Valley," Garner said. "You have the capability to go out and do work for anyone in the Army."

Garner also shared his vision for SSDC, which includes the Army Space Command in Colorado Springs, Colo., the U.S. Army Kwajalein Atoll testing facility in the mid-Pacif-

ic, and the High Energy Laser Systems Test Facility in New Mexico, as well as the Huntsville element and its headquarters in Arlington, Va.:

- In space: "Enhance the warfighting capability of the United States Army in the 21st century by producing the space technologies now that we'll use in the fights in the...first and second decades of the next century."

- Theater Missile Defense: "Give the warfighter the capability to protect himself. Establish the Army

as the preeminent provider of Theater Missile Defense for the joint-force commander."

- National Missile Defense: "Develop the capability to rapidly field a treaty compliant system to protect our nation. And I think that is probably one of the most important things we can do. You can make mistakes on the others and still win; you can't make mistakes (on National Missile Defense)."

Garner's remarks also included salutes to past accomplishments from Hunts-



FULL HOUSE— Garner briefs a full house of SSDC employees in person and others by closed-circuit television during his first visit to the command's Huntsville element.

ville. "We wouldn't be in the favorable position we're in right now, as far as the weapons systems we have now and weapons systems we're producing, had the work not been done here," he said.

7th MEDCOM cases colors

HEIDELBERG, Germany — The Army's 7th Medical Command, the U.S. military's largest forward-deployed medical command, was formally inactivated in ceremony in Heidelberg, Aug. 5.

With the inactivation of 7th MEDCOM, deployable medical assets of the command are being assigned to units in the 30th Medical Brigade, which will be a separate brigade under V Corps.

By October 1995, the Army's medical facilities in Europe will consist of the Landstuhl Army Regional Medical Center, hospitals in Heidelberg and Wuerzburg,

29 medical clinics and 36 fixed dental clinics to serve its medical beneficiaries.

The inactivation reflects changes in U.S. Army Europe's structure and mission. At the height of the Cold War, 7th MEDCOM provided care for more than half a million soldiers, civilians and family members. An average day in the command saw 9,725 clinic visits, 860 hospital beds occupied, 26 babies born, almost 12,000 prescriptions filled, 5,057 X-rays taken and 466 pets treated.

The command will officially inactivate Oct. 15. (Arnews)

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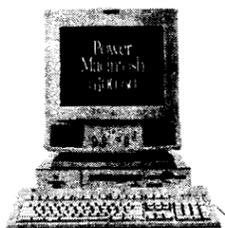
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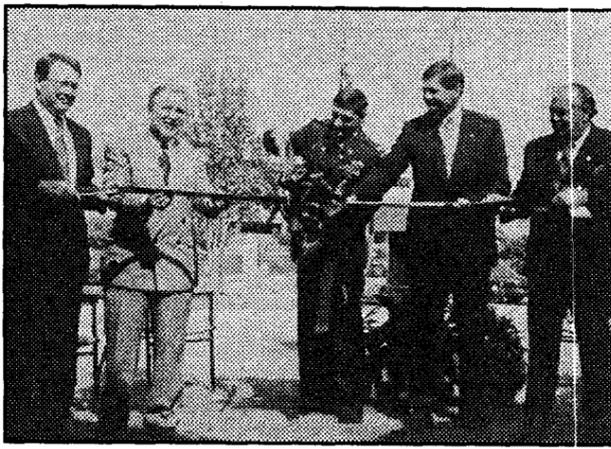
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New local center designed to assist Army travelers



GRAND OPENING— Cutting the ribbon for the new center are, from left, Steve Hettinger, mayor of Huntsville; Lipham; Sowa; Pledger; and Prince Preyer, Madison County commissioner.

By Sandra Cartee

The Army Central Reservation Center had its grand opening in Huntsville on Sept. 14. This office is designed to give a hassle-free service to Army personnel when reserving lodging at other installations.

"The Army operates one of the largest 'hotel chains' in the world," said Ted Lipham of the Army Housing Division in the office of the Assistant Chief of Staff, Installation Management. With 26,000 rooms and 122 locations, they have lodging all over the world. In the past, Army travelers had to make reservations themselves when

going TDY, PCS, or vacationing. Now, the new CRC office is here to assist.

"The system is the same as the Radisson or the Marriott, by having a 1-800 number," said Col. Peter Sowa, deputy director, Facility and Housing Directorate. The Army Housing Department did prior studies of major hotels before opening the CRC. The office acts just like a hotel reservation desk.

A soldier can call the worldwide toll-free number and book a room. The operator can also answer traveler's questions based on installation policies. "They can tell you rules, rates and information like: do they allow

pets?," Sowa said. If they are unable to book a room, they can connect the traveler directly to the installation desired. This saves the soldier the time of having to locate a number, and money spent on a long distance call.

Why did the Army pick Huntsville for the location of this worldwide center? Sowa said, "for three reasons; 1 was the labor market here, 2 was the high technology that Huntsville has, and 3 mainly because we liked it." The labor market was good because of the low cost of living and the supply was readily available. South Central Bell proved that Huntsville has the technology to provide a worldwide phone system that the Army needed. They also liked the fact that Redstone would be close by to assist them. The CRC is also a non-appropriated fund office and Redstone's Civilian Personnel Office can easily handle their needs. "We did some initial surveys, and Huntsville fit our needs," Sowa said.

Huntsville also benefits from this office opening. It employs 25 people who handle some 3-400 calls a day. "The Army's decision (to locate CRC here) is evidence our investment here has helped to attract and create jobs," said Gary Pledger, of the Chamber of Commerce and South Central Bell. With the possibility of future ex-

pansion, CRC might provide more jobs later.

There is the possibility for expansion. Right now they "Only handle referrals to Army installations. (They) hope to get Navy, Air Force, and Marine installation included with later growth," Sowa said.

So, instead of just making

reservations on Army installations, they hope to handle all the Armed Forces travel booking.

It is easy to reach the CRC "the number is 1-800-Go-Army-1. Even I can remember that!" Sowa said. In Germany phone 0130-170-65, Italy call 167-870-555, Panama 001-800-462-7698, and

Korea phone 007-81-1893-0828 for toll-free access. Soldiers and their family members have priority, but retirees are also welcome to utilize this new office at 4835 University Square, Suite 8. It is now operational and they accept calls 24 hours a day, seven days a week.



LOGSA site...

Breaking ground Sept. 13 for the new building to house the Logistics Support Activity are, from left, Jerry Glover, of Universal Construction Co.; Billie Turmenne, director of LOGSA; Brig. Gen. James Link, commander of the Missile Command and Redstone Arsenal;

Claudinet Purifoy, project engineer for Army Corps of Engineers; Col. Stephen Moeller, Deputy Post Commander. The three-story building, which should be completed by the end of October 1995, will become part of the Sparkman Center complex.

Dr. Catherine Yack

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Volume 1.1

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Sports

Miami Hurricanes picked to breeze by Washington Huskies

By Skip Vaughn

The Washington Huskies will get the same lesson Saturday that Arizona State received: Miami remains one of the best teams in major college football.

Miami, led by strong-armed quarterback Frank Costa and punishing runner James Stewart, whipped Arizona State 47-10. The Hurricanes won't breeze by Washington so easily, but they should win at home.

Skip's Picks went 22-9 last week, bringing the season totals to 73-19 for 79 percent. Here are my predictions for selected games

this week in major college football:

- Washington at Miami—Miami by 14.
- West Virginia at Va. Tech—VPI by 10.
- Purdue at Notre Dame—ND by 17.
- Air Force at Texas-El Paso—AF by 4.
- Tulane at Alabama—Bama by 21.
- Ala.-Birmingham at Kansas—Kan. by 30.
- Arizona at Stanford—Ariz. by 7.
- Ariz. State at Calif.—ASU by 3.
- Arkansas at Memphis St.—Ark. by 10.
- Temple at Army—

- Army by 14.
- E. Tenn. St. at Auburn—Auburn by 28.
- Baylor at Southern Cal—USC by 7.
- Boston College at Pittsburgh—BC by 7.
- New Mexico at BYU—BYU by 14.
- Colorado at Michigan—Mich. by 6.
- San Diego St. at Colo. St.—CS by 3.
- Duke at Georgia Tech—GT by 5.
- Syracuse at E. Carolina—EC by 7.
- North Carolina at Fla. St.—FSU by 13.
- Ole Miss at Georgia—Ga. by 7.



- Houston at Ohio St.—OS by 24.
- Indiana at Wisconsin—Ind. by 7.
- South Carolina at Kentucky—SC by 3.
- Minnesota at Kansas St.—KS by 7.
- Tennessee at Miss. St.—Tenn. by 10.
- Tulsa at Okla. St.—Okla. St. by 6.
- Rutgers at Penn St.—PS by 21.
- SMU at Texas Tech—TT by 7.
- Texas A&M at Southern Miss—A&M by 10.
- Texas at Texas Christian—Texas by 11.
- Savannah St. at Ala. A&M—Ala. A&M by 14.

Rehabilitation hospital joins Champus Select network

Redstone Arsenal and the Department of Defense announce the addition of North Alabama Rehabilitation Hospital in Huntsville to the Champus Select network.

North Alabama Rehabilitation Network offers an exceptional approach to comprehensive rehabilitation. Making patients feel comfortable and stimulating them to work toward independence is North Alabama Rehabilitation Network's goal. This is accomplished at either North Alabama Rehabilitation Hospital, a licensed 50-bed inpatient rehabilitation hospital; or at North Alabama Rehabilitation Center, which offers comprehensive outpatient

physical therapy services. Some of the services offered are as follows: physical therapy, occupational therapy, speech therapy, therapeutic recreation, driver's evaluation, rehabilitation nursing, psychological services, pool therapy and a physician specially trained in rehabilitation (physiatrist).

As part of the Champus Select network, health care services at North Alabama Rehabilitation Hospital are available to Champus beneficiaries throughout the Southeastern Region. The Region consists of Alabama, Florida, Georgia, Mississippi, Tennessee and the Fort Campbell area of Kentucky.

Those eligible to receive Champus benefits include active-duty military dependents and retirees and their dependents.

Champus Select is a voluntary health care benefits program offered by the Department of Defense as a cost-effective alternative to standard Champus. When the care a Champus beneficiary needs is not available at Fox Army Community Hospital, the military treatment facility for Redstone Arsenal, a comprehensive network of qualified doctors, hospitals and other health care professionals is available through Champus Select.

Champus Select beneficiaries can take advantage of the following:

- Toll-free beneficiary information line—Call (800) 824-3570 for the most current listing of health care providers and answers to questions about the program.
- Reduced cost-shares—Champus Select health care providers agree to charge less for their services, lowering the portion of health care claim beneficiaries are

responsible for paying.

- Less paperwork—Champus Select providers complete and submit claims for beneficiaries.

- Easy access to health care services—A comprehensive network of qualified hospitals, specialists and mental health professionals is available.

Other Champus Select hospitals in the area include:

- Bradford-Parkside Huntsville, a chemical dependency hospital located in Huntsville.
- Medical Center Hospital, a general medical/surgical hospital located in Huntsville.
- Woodland Community Hospital, a general medical/surgical hospital located in Cullman.

For more information about North Alabama Rehabilitation Hospital or Champus Select, call the Beneficiary Information Line, or John Mason, the Champus Select coordinator located at Redstone Arsenal at 881-5150.

(Editor's note: This article was provided by John Mason, the Champus Select coordinator here.)

Bowling standings

Here are the standings for the Redstone Arsenal Intramural Bowling League after last week's games:

	Won	Lost
Marines Team 9	36	14
Missile Maniacs	35	15
Dilligaf	34	16
TMDE-2	33	17
Say What? Team 13	26	24
SHORAD-2	26	24
TMDE-1	24	26
Master Blasters	24	26
MI Detachment	23	27
SHORAD-1	23	27
F Company MLRS	22	28
Readiness Grp-2	22	28
Readiness Grp-1	14	36
Hooters	12	38
D Company-2	12	38
D Company-1	9	41

200 games and 600 series bowled Sept. 13:

William Beardsley	257, 225 & 663 series
Sean Regan	246 & 648 series
Brian Long	242 & 216
Juan Santiago	639 series
Mike Harney	619 series
Anita A. Coleman	222
Sharon Wisniewski	215
Billy-Jim Maddison	214
Denise Hennessey	211

Post honors fallen hero from Desert Storm

FORT MONROE, Va. — A fallen Desert Storm soldier was remembered, Aug. 4, when the distinguished visitors quarters at Fort Monroe, Va., took his name.

Cooper Hall was dedicated to the memory of Pfc. Ardon B. "Brad" Cooper, of Company A, 1st Battalion, 5th Cavalry, 1st Cavalry

ing a wounded soldier with his own body during the Persian Gulf War, Cooper received fatal shrapnel wounds. For his sacrifice, he was awarded a posthumous Silver Star.

Attending the building dedication were Cooper's parents, Ardon B. Cooper of Marietta, Ga., and Susan E.

sisters Danelle, 23, and Kristin, 4; and his brother Graeme, 7.

"We are very proud of Brad," his father said. "We take even more pride in his reaction to helping another human, something that is above and beyond what we might do."

The ceremony was hosted

Jr., commander of the Training and Doctrine Command. Also on hand were Army Vice Chief of Staff Gen. John H. Tilelli Jr., who was Cooper's division commander, and Sgt. Maj. Macario Rodriguez, the soldier's former first sergeant.

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Sports

Double Iron Triathlon has world record performances

By Skip Vaughn

The 10th annual Double Iron Triathlon proved to be a banner event with world records set for men and women.

John Quinn, who turns 37 on Sept. 19, of Boulder, Colo., completed the grueling Labor Day weekend event in 19 hours and 36 minutes—breaking the pre-



QUINN

Tennessee River starting at the UAH boat docks or Hobbs Island Road and ending at the Col. Hudson Recreation Area on Redstone Arsenal.

The athletes then biked 224 miles predominately on the Arsenal and finished at Grissom High School. They then ran alongside Bailey Cove Road, finishing up sometime Monday, Sept. 5.

"I was tickled pink that I finished," Bischoff said. "I was so worried about the run; you know, getting off the bike after that far. But everything was OK."

Bischoff is a member of the swimming hall of fame who broke the record for swimming the English Channel in the late 1970s. She was supposed to go to the Olympics as a swimmer

in 1980 but that was the year of the U.S. boycott. This was her first Double Iron Triathlon.

"I've done two other Ultras but they've been stretched over a three-day period. This is the first time it's been all consecutive," Bischoff said.

Quinn, manager of MDI Sybase Company, a software company, improved on his 21:08 time from last year which was his first try at this event.

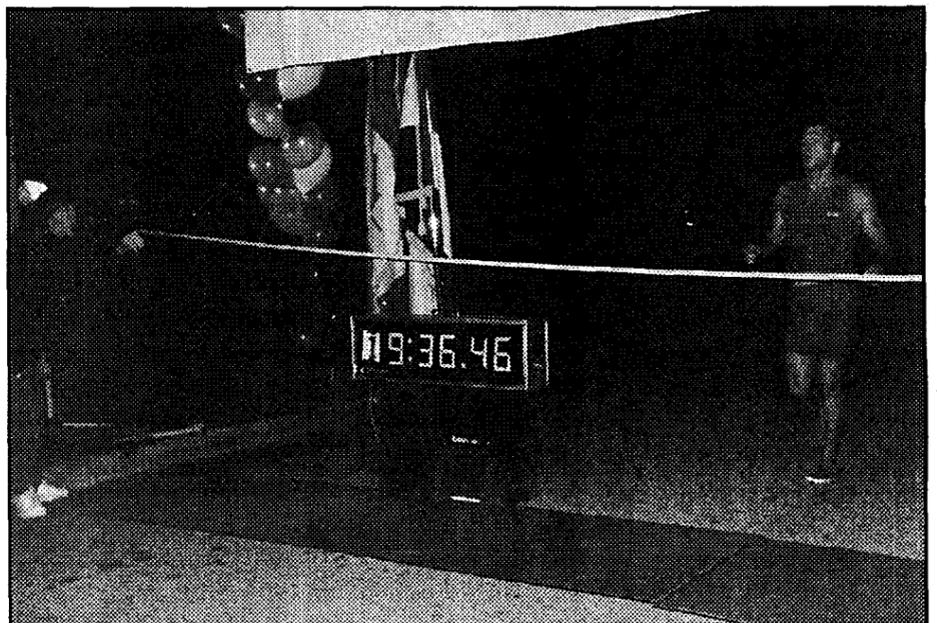
He improved his swim time from 1:34 to 1:14, his bike time from 11:19 to 10:14, and his run time from 8:09 to 7:58.

"Mental and form, running form," Quinn said, explaining his improvement.

"I didn't have as much miles. The treadmill made all the difference in the world. And a lot of it is mental, and doing faster and harder stuff."

Thirty-six of the 39 competitors completed the event. There was also one team—including a swimmer, a biker and a runner—which finished in 23:52.

Ray and Nancy Sheppard, directors of the only multi-iron event in the United States, provided the following results:



FINISHED AT LAST— Quinn crosses the finish line early Labor Day morning with a new world record in the Double Iron Triathlon.



BISCHOFF

vious world record of 19:54. Tina Bischoff, 36, of Lake Placid, Fla., finished in 22:07 for third overall and a new women's world record, lowering the previous mark of just over 23 hours.

The non-stop Huntsville event included a 4.8 mile swim, a 224-mile bicycle ride, and a 52.4 mile run. The swim took place in the

- John Quinn, of Colorado, 19:36. Ole Peterson, of Switzerland, 21:51. Tina Bischoff, of Florida, 22:07. Domingo Sanz 22:45. Terry Graves, of Michigan, 23:27. Mark Kleanthous, of England, 23:57. Ole Bujk, of Germany, 24:06. Gary Gromet, of Florida, 24:55. Bernd Zuelow, of Germany, 24:59. Bernd Michel, of Mexico, 25:19.
- Stephen Johnson, of Canada, 25:28. Guy Rossi, of France, 25:47. David Underhill, of Florida, 25:51.
- Jimmy Brazil, of Washington, 26:26. Konrad Braun, of Germany, 26:39. C.J. Ong, of Iowa, 27:05. Dan DeRussy, of Florida, 27:10. Frank Kenny, of California, 27:21. Steve Bozeman, of Virginia, 27:37. Georg Braun, of Germany, 27:41.
- Tom Parsons, of Georgia, 27:54. Alex Cowie, of Canada, 28:02. Scott Morton, of Florida, 28:21. Maj. Rafael Garcia, of Kentucky, 28:41. Robert Abate, of Florida, 28:44. Kai Bujk, of Germany, 29:13. Richard Tyre, of Georgia, 30:07. Dody Burkey, of Iowa, 30:53. Peter Dannenberg, of Germany, 31:30.
- James Gills, of Florida, 31:38. John English, of Pennsylvania, 33:04. Herbert Lang, of Florida, 33:49. J. George Isom, of Texas, 33:53. Rick Fitzgerald 34:40. Will Shipley, from Tennessee, 35:23. Larry Piper, of Michigan, 35:38.
- Team (Don Johnson, David Sitton and Pam Galbraith) 23:52.

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Youth Services adjusting fees effective October 1

By Michelle Reed

The Directorate of Community and Family Activities' Youth Services is making sports fee adjustments Oct. 1, beginning with basketball registration.

Because Youth Services is a basic community support activity, there is limited ability to generate nonappropriated fund monies. As

of July 1994, the overall Youth Services program has a loss of \$27,000. The Department of the Army standard is to break even by the end of each fiscal year. To break even and to keep Redstone Arsenal Youth Services a quality viable program, sports fees will be adjusted from \$10 per child per sport to \$20 per child

per sport. However, the Family Plan— adjusted from \$25 to \$50 — offers a straight \$50 annual sports fee, which covers all sports for the entire family. No family will pay more than \$50 annually for sports. (Sports fees include uniforms, equipment and instruction— coaching.) Fifteen military installa-

tions and the city of Huntsville youth sports program fees were surveyed. The average fee is \$25 per sport per child. Some examples are (per sport per child): the city of Huntsville, \$30; Aberdeen Proving Ground, Md., \$30; and Fort McPherson, Ga., \$40. Even with the increase, Redstone's Youth

Services new fees are considerably low in comparison. Youth Services are now offering a new incentive for coaches. Volunteer coaches will not be required to pay a sports fee for their participating children. Assistant volunteer coaches (one per team) receive a 50 percent discount on sports fees for their participating children.

Youth Services offer sports to military family members, ages 6-18.

For more information concerning sports, fees, or other Youth Service related activities, call Shelby Williams at 876-KIDS.

Editor's note: Reed is a marketing assistant at Directorate of Community and Family Activities.

Challenger Club reorganizes

By Michelle Reed

The Challenger Club is a revenue-generating program and must be profitable according to Department of Army standards. Clubs Armywide traditionally are not profitable; therefore many posts have either closed or realigned their clubs to meet the Army standards of profitability. If the Challenger Club can't realize a profit, it is subject to closure. The dining room operation has lost a total of \$322,034 from October 1987 to August 1994. Year-to-date, the Challenger Club is still unprofitable.

To prevent closure of the Challenger Club, it has become necessary to realign the program. Effective Sept. 30, the Challenger Club dining room lunch and dinner operation will close. Annual dues already paid will be refunded to members on a pro-rata basis.

On a more positive note, memberships will be available with no fee. Members will still receive a membership card which will provide them special privileges, such as a Quarterly

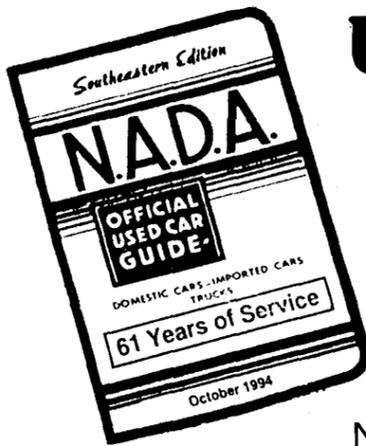
Birthday Bash. The Challenger Club will offer a free buffet to the member and/or spouse, with birthdays in that quarter (i.e., January to March, April to June, July to September, and October to December). All other members and guests pay a minimal fee for the buffet. A band will also be included in the Quarterly Birthday Bash.

Bingo operations will be six days a week as well as the regular scheduled lounge operations and entertainment.

A brand new Soldatenstube will open Sept. 29 to the entire Redstone community; offering four nights of dining. Authentic German cuisine in a European atmosphere makes the Soldatenstube a unique dining experience. Reservations are required.

For more information on the Challenger Club or Soldatenstube operations, call Lee Hicks 876-9677.

(Editor's note: Reed is a marketing assistant at Directorate of Community and Family Activities.)



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OPM unveils customer service standards

President Clinton's commitment to a government which works better and costs less took a major step forward when the Office of Personnel Management unveiled its customer service standards in Huntsville Tuesday during an event celebrating the administration's reinventing government effort.

OPM's Huntsville Service Center, located at 520 Wynn Drive, was selected as the site to unveil the pledge to high quality service because the center has been a model in delivering employment information and improving customer relations.

The center has been exemplary in working with and recruiting employees from Historically Black Colleges and

Universities, Veterans and Disabled Veterans Outreach Program, and the Vocational Rehabilitation Service.

"OPM's Huntsville employees have found new and innovative ways to recruit and assist its customers and in so doing, they have set the standard by which OPM will measure all of its service centers across the country," said Jim King, director of OPM in Washington, D.C.

The new standards will emphasize putting people first and ensuring that the federal government provides the highest quality service possible to the American people. *(Adapted from a news release from OPM-Huntsville.)*



Celebration Planners...

Col. Don Watt, deputy director of Research Development and Engineering Center, presented awards recently to the key people involved in the planning of the Redstone Community Celebration held last June. From left are David

Cobb, Barbara Jernigan, Nerissa Pierce, Linda Dowless, Maj. Henry Rivera, Debbie Beardon, Watt, Ivagene Baxley, Sandra Garris, Jackie Meador, Scott Dennis, Cheryl Daniels, Jane Greer, SFC Earl Montgomery, and Laurie Fras-

Preventing violence in workplace goal of task force

By Sandra Cartee

Violence in the workplace is on the rise in this country. According to Time magazine, "today more than 1,000 Americans are murdered on the job every year, 32 percent more than the annual average in the '80s." And if that's not frightening enough, "more than 2 million employees suffer physical attacks on the job each year and more than 6 million are threatened in some way." What is being done to prevent this epidemic?

Members of the Redstone community that make up the Suicide Prevention Task Force are tackling this plague. They have been asked by the Army Materiel Command to form a Violence In the Workplace Task Force. Their goal is to prevent and control violence in the workplace. The team is hoping to achieve this through a proposed MICOM regulation on violence in the workplace.

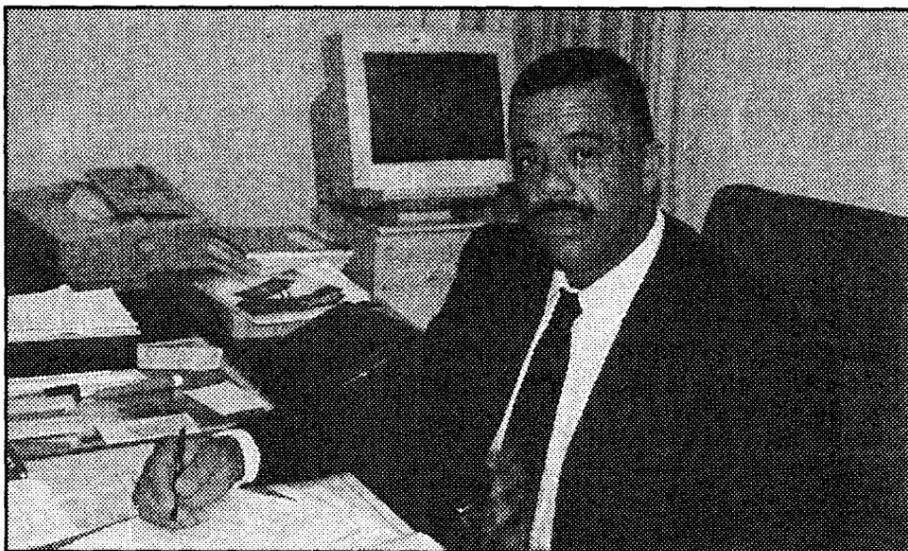
The new regulation's purpose "is to provide supervi-

sors, managers, and employees with information and tools in coping with and hopefully reducing any violent act in the Redstone or the MICOM community," said Joe Winston, chief of Military Personnel, Services and Emergency Operations Division. This proactive approach to preventing violence at work serves as an educational tool.

One of the members, Ed Fahey, was sent to St. Louis to learn more on the subject. When Fahey returned, he held a seminar with Dr. S. Anthony Baron, author of "Violence in the Workplace, A Prevention and Management Guide for Businesses." This seminar was mandatory for MICOM supervisors and it "taught the various signs one can look for in an individual who could commit a violent act," Winston said.

Awesome responsibility

"Supervisors have an awesome responsibility," Winston said. "They have to be in tune with the employee.



PROPOSED REG— Winston reviews items in the proposed violence in the workplace regulation.

The supervisor must know the employee and let them know they care, care what happens, and will help." Often, that can be difficult. The employee has to trust and respect the boss enough to share their problems. Winston thinks it's the responsibility of the boss to watch for longtime changes in behavior and to "assist employees that exhibit vio-

lent behavior." This can be a touchy subject. "You don't want to create an uproar," Winston said. The story of the disgruntled worker going in to shoot their boss has happened too often in the U.S.

The question arises of what to do if they think someone is capable of violence. "Most supervisors don't have a complete set of guidelines. The new regulation will definitely help them," Winston said. The regulation will provide sources for help. "There are a number of places an individual can get help. The ACS, Chaplains, mental health, and the hospital," to name a few. Sometimes the manager may need to suggest counseling and other

times it may call for suspension, or removal. There is also a notification procedure in the regulation that a supervisor can follow in cases of emergencies.

The regulation isn't just for supervisors, either. "The co-worker may see a problem. That employee has a responsibility to help or to tell the supervisor," Winston said. The co-worker can also refer to the regulation and maybe help a troubled employee find counseling.

Warning signs

What could cause a person to get violent at work? "The times that we live in have a lot of stress and strain. A person may fear loss of their job, inability to provide for families, and lose sight of the fu-

ture," Winston said. A person may have family problems, or an alcohol or drug problem. There's any number of reasons why a person might get upset and get violent.

Determining who is capable of violence is difficult, also. It's hard to tell if someone is just upset, or if they're mentally unstable. The Violence in the Workforce guidance says to watch for people acting abnormal for a long period of time. Also if "over a period of time the behavior changes, if someone makes violent threats or talks about not caring to live. Be aware of that and take note of it, and then notify a supervisor."

Preventing violence not only saves lives, it also saves cost. "A healthy workforce where there's a decrease in having violence in the workplace helps to ensure people will be producing at a high level. Violence costs productivity, people don't perform under fearful situations," Winston said. "I feel that a company or command does what they can, to reduce what they can, to prevent violence in the workplace."

This new regulation will be completed after all the members on the task force have input and the final touches are completed. It should provide all the tools and information needed to have a violence-free workplace. "Hopefully it will provide a more healthy work environment for all military and civilians."

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Announcements

Officers Wives Club— The Officers Wives Club will present its eighth annual casino night— "Ghoul Rush" — Oct. 28 at the Officers Club. Everyone is invited. The doors will be open from 7-11 p.m. and all manner of rabble rousing fun is planned. Tickets go on sale Oct. 4 and may be purchased from the club cashier's cage or OWC board members for \$5 in advance. They will be \$7 at the door. "Be there if you dare!"

Babysitting class— A babysitting class for individuals 13 and older will be held Sept. 26-30 from 3:30-5:30 p.m. in the Bicentennial Chapel, room 6. Sponsored by Supplemental Programs and Services (SPS) of Child Development Services the class consists of CPR, discussions, role play, and observations of the Child Development Center. To register call 876-7888 and give name and age.

Reward offered— A \$500 reward is being offered for information leading to the arrest and conviction of the person(s) responsible for vandalism on Madkin Mountain between Aug. 18-22. Anyone having information concerning this case should contact Investigator Bobby J. Blackwell, Provost Marshal Office, Investigations Section or the Duty Investigator at 876-2090/3449. The reward offer expires Sept. 30.

Parents Advisory

Council— The Parents Advisory Council (PAC) will meet Sept. 27 at 3 p.m. at the Bicentennial Chapel. Reminder for all CDC parents and council members, PAC meetings are held every fourth Tuesday. For more information, call Cynthia 876-0756 or Anna 876-1044.

ACAP job fair— The Army Career and Alumni Program (ACAP) Office will host a job fair on Oct. 13, from 9 a.m.-3 p.m., at the Officers' Club. This event is for anyone in the Redstone community including military, DA civilians and their family members, who are planning or anticipating a career change. For more information, call the ACAP office at 955-6490.

Volunteers for Girl Scouts— The Fall recruitment for Girl Scouts and adult volunteers is under way. Look for flyers at schools and several Redstone organizations. "Please join in the fun, excitement and adventures of Girl Scouting." For more information, contact Alexis McCullors 895-0430 or Darcie Grindrod 650-5294.

Daylily sale— The Huntsville-Madison County Botanical Garden Society will hold a daylily sale Sept. 23 and 24, from 9 a.m.-noon, at the upper parking lot, 4747 Bob Wallace Ave. There will be a large variety of sizes and colors, and prices are \$4 per pot. Sale proceeds will benefit the Daylily Garden.

Fox Hospital renovations— Fox Army Hospital's South Entrance will undergo renovations beginning the week of Sept. 19. Improvements will include adding automatic sliding entrance doors and a wheelchair ramp to accommodate patients with disabilities. The main south, or pharmacy, entrance will be closed during construction, and use of the traffic circle will be limited. Patients are asked to use the doors to the left of the main entrance. Construction is expected to be complete by Nov. 28.

Theft investigation— A \$200 reward is offered for information leading to the arrest and conviction of the person(s) responsible for the recent housebreaking and larceny of two Motorola radios with chargers, from the construction trailer adjacent to the Youth Center, Redstone Arsenal. Anyone with information concerning this offense should call Special Agent Dennis Burdette, CID, at 876-2037. Your identity will be confidential.

MICOM Ladies— The MICOM Ladies will have an organization coffee at 7 p.m. Wednesday, Sept. 28 at the Recreation Center, building 3711. Plans for the upcoming year will be made at this time. This group is open to all in MICOM who wish to join— officers, enlisted and civilians. If you are retired MICOM and would like to join, you are also welcome. "Since it is impossible to reach each

one either by mail or telephone, please consider this (notice) your invitation to come out and join us," says Judy Link, group organizer. "If you are MICOM, this group is yours to enjoy. We look forward to a year of fun and friendship. I look forward to seeing you on the 28th."

Child care— Hourly care is available at the Child Development Center each Tuesday and Thursday from 8 a.m. until 2 p.m. Children must be registered with Child Development Services to qualify. Reservations may be made by calling 876-7952.

Fall Yard Sale— The Family Housing Fall Carport and Yard Sale will be Oct. 1-2, from 8 a.m.-5 p.m. each day. "This is a great opportunity for some of us to dispose of those things we no longer need and others to pick up a bargain."

Logistics Award— The 1994 "Ernest A. Young Logistics Achievement Award" luncheon/ceremony will be held Monday, Sept. 26 at the Officers Club. The luncheon will begin at 11:30 a.m., with the awards ceremony immediately following. This year's nominees include Lisha Adams, JTUAV Project Office; Charles Hancock, Land Combat, IMMC; John Howard, OSCR Office, IMMC; Sherry McCreary, GBR Project Office; Lavelle

Smalley, System Support, Forward Area Air Defense Project Office; John Smith, Log Lab, IMMC; and Rick Turner, Materiel Management Directorate, IMMC. The nominees will be recognized during the ceremony; and Ernest A. Young, deputy to the commanding general of MICOM, will announce the winner of the 1994 award. Tickets for the event are \$8.50 each and are available in each of the directorates of the IMMC; or you may call Janet Shields, GBR Project Office, 955-1864; or Eugenia Gaught, Army TACMS-Bat Project Office, 842-0820. For more information, call Jane Greer of IMMC 876-9063.

Post Theater movies— Thursday, "Above the Rim," rated R, 98 minutes. Friday, "Black Beauty," G, 88 minutes. Saturday matinee, "Black Beauty." Saturday, "True Lies," R, 142 minutes. Sunday, "True Lies." Tuesday, "City Slicker 2," PG-13, 108 minutes. The Saturday matinee begins at 2 p.m.; all other shows start at 7 p.m. Admission for Saturday matinee and Tuesday is adults \$1.50, children \$1. Admission for all other shows is adults \$2.50, children \$1.25.

Huntsville Stars boosters— The Huntsville Stars Booster Club will hold its regular monthly meeting 6 p.m. Thursday at Joe Davis Stadium. After a short business meeting, Steve Ko-

nya, Stars marketing representative and assistant director of public relations, is to talk about the business side of a minor league baseball team.

ID Cards— The ID Card issuing facility, building 3710, will be open 9 a.m. to 1 p.m. Saturday, Oct. 1. Active duty personnel in uniform will not be given priority on this day. Individuals with questions about this opening should call Betty Weaver, chief of the Personnel Processing Center, at 842-2410.

Women engineers— North Alabama Section of the Society of Women Engineers will hold a membership open house from 2-5 p.m. Saturday at the Bessie K. Russell Library. "Come enjoy an afternoon with the members of SWE and learn about our organization." For more information, call 876-1642 or 859-9839.

Military intelligence group— Tennessee Valley Chapter of the National Military Intelligence Association will have its September luncheon at 11:30 a.m. Thursday at the Officers Club, Regimental Room. Retired Col. Thomas M. Brown is to speak on "A potpourri of INF." Guests are encouraged to attend. For more information, call Wayne Simpson 955-1780 or Bob Westerfeldt 971-6533.

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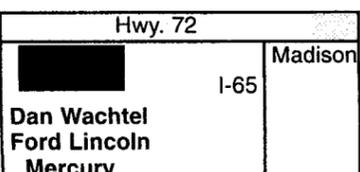


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Announcements

Deep sea fishing trip— "Plan a great excursion Oct. 29-31 with Outdoor Recreation and experience the thrill of deep sea fishing." For \$190 per person (double occupancy), this trip includes an eight-hour professional deep sea fishing charter aboard the C-Rose with air conditioned cabin, in-shore and offshore fishing,

two nights lodging, and transportation. "This is an adventurous trip for a three-day getaway at a reasonable price. Spaces are limited, so sign up early!" No registrations will be accepted after Oct. 11.

For more information call Gail Glass, of Outdoor Recreation, 876-4868.

ACS Education Committee— The Army Community Service (ACS) Education Committee will meet this afternoon at 5 at ACS, building 3491. Any military parent who has an interest, question or concern about the schools is encouraged to attend. It is helpful to call in advance concerning problem areas that need

to be put on the agenda. For more information, call Virginia Dempsey 876-5397.

Real-estate seminar— A real-estate and finance seminar— "what you should know about buying or selling a home in Alabama and how to best finance it" — will be held at 7 p.m. Sept. 27 at Bicentennial

Chapel. For information call Gerdy Wyatt 881-8254.

BOSS Ball— The Redstone Arsenal BOSS (Better Opportunities for Single Soldiers) Committee will present "BOSS Ball 1994" Oct. 1 from 7 p.m. to midnight at the Recreation Center. Cost is \$5 per person or \$8 per couple. The entire

Redstone community is invited. "Dance the night away to our fabulous DJ! Heavy hors d'oeuvres." Tickets can be purchased at building 3300, room 106 or at the door. For more information call Spec. Swinford, the BOSS president, 876-7381.

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AAFES announces product recall

WASHINGTON— Army and Air Force Exchange Service officials have announced a Consumer Product Safety Commission recall of a women's apparel item sold at AAFES outlets.

Officials said that chiffon rayon and rayon/cotton-blend skirts labeled "Made in India" do not meet CPSC fabric flammability standards. They are long, full, summer- and fall-line skirts with an elastic waistband and a layer of sheer chiffon fabric over a gauze lining;

some may have drawstrings at the waist.

The skirt fabric is either 100 percent rayon or 65 percent viscose rayon and 35 percent cotton. The care label may say either "hand-wash separately in cold water" or "dry clean only."

Though no reports of injury have been received, customers should not wear these products and can return them to their local AAFES outlet for a refund.

(From an AAFES release.)

Here are the latest Thrift Savings Plan monthly returns for the 12-month period ending July 1994 for the three investment funds: the Government Securities Investment Fund (G Fund), the Common Stock Index Investment Fund (C Fund), and the Fixed Income Index Investment Fund (F Fund). This information was provided by the Technical Services Branch, Civilian Personnel Office.

	C Fund	Equity Index Fund	Wells Fargo F Fund*	U.S Debt Index Fund	Wells Fargo G Fund
'89	31.03%	31.61%	13.89%	14.45%	8.81%
'90	(3.15%)	(3.19%)	8.00%	8.89%	8.90%
'91	30.77%	30.42%	15.75%	16.03%	8.15%
'92	7.70%	7.61%	7.20%	7.37%	7.23%
'93	10.13%	10.10%	9.52%	9.74%	6.14%
1993					
Aug	3.78%	3.78%	1.72%	1.75%	.49%
Sept	(.76)	(.77)	.26	.27	.45
Oct	2.04	2.07	.38	.41	.47
Nov	(.93)	(.94)	(.84)	(.84)	.45
Dec	1.20	1.21	.52	.53	.49
1994					
Jan	3.40	3.40	1.33	1.33	.51
Feb	(2.70)	(2.71)	(1.72)	(1.72)	.43
Ma	(4.39)	(4.36)	(2.45)	(2.47)	.52
Apr	1.28	1.28	(.81)	(.81)	.56
May	1.66	1.65	(.02)	(.02)	.60
June	(2.47)	(2.45)	(.24)	(.22)	.59
July	3.27	3.28	1.97	1.98	.62
Last 12 mths		5.11%	5.17%	.01%	.09%
6.38%					

Percentages in () are negative.

*Through 1990 the F Fund was invested in the Wells Fargo Bond Index Fund.

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Base support contract changes hands

The Missile Command has selected Northrop Worldwide Aircraft Services Inc. of Lawton, Okla., as the winner in a year-long competition for the Redstone Arsenal installation support services contract. Northrop's cost plus award fee contract is for one year with options for four additional years. Total potential value of the contract over five years is

\$124,472,352. Northrop will begin phasing in on Oct. 3 and begin full operations on Dec. 1. This work is now done by BAMSIS of Titusville, Fla., and includes functions such as supply operations, vehicle maintenance, motor pool operations, transportation, operation and maintenance of utilities, maintenance of buildings and minor construction.

BAMSIS has about 430 workers. Most will be offered employment with the new contractor. The Army received proposals from nine companies last November. They were evaluated in the areas of technical, management, cost and past performance to determine the best value to the government.

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Changes in store for officer education system

The Officer Education System (OES) has changes this year in the nonresident Command and General Staff Officers Course (CGSOC) and Reserve Component Combined Arms and Services Staff School (RC CAS3) that affect all active and reserve component officers. The 3392nd U.S. Army Reserve Forces (USARF) School in Huntsville will offer CGSOC Phase I starting the first week of October and will offer RC CAS3 beginning the first weekend of November.

CGSOC has been reduced from a six phase to a four phase course effective this year. Active component captains that are

CAS3 graduates and have seven years commissioned service may enroll in Phase I. Reserve Component officers must be CAS3 graduates and be in the grade of major. Promotable captains may enroll but must present an official letter of selection for promotion for verification of status. Department of Army civilians (DAC) in the grade of GS-9 or above may enroll in the CGSOC Army Correspondence Course Program only. The Army continues to require Active Component majors to be CGSOC graduates and Reserve Component majors must be 50 percent complete for promotion consideration to lieutenant colonel. Sister service

active component officers must meet the same prerequisites as active component Army officers and must have concurrence from the respective chain of command.

RC CAS3 Phase IIA enrollment requirements remains the same—Officer Advanced Course graduate, be in the grade of captain, and CAS3 Phase I complete. The major impact is that effective this year, Reserve Component captains with date of rank of Oct. 1, 1987 or later must be a CAS3 or RC CAS3 graduate to be considered for promotion to major. Active Component captains and Department of the Army civilians are not authorized

to enroll in the RC CAS3. Reserve Component Judge Advocate General Corps and Army Nurses are not required to attend RC CAS3, but may enroll if the chain of command concurs. Reserve Component Army Medical (AMED) Area of Concentration (AOC) 67 officers must attend RC CAS3. Enrollment procedures are now different for Army Reserve Troop Program Unit (TPU) members, Individual Ready Reserve (IRR) captains, and Individual Mobilization Augmentee (IMA) captains, and Army National Guard captains. The Command and General Staff College School of Corresponding Studies will authorize

major to enroll in RC CAS3 on a case-by-case basis since CAS3 is a prerequisite for enrollment in CGSOC.

The common thread is that all officers, regardless of status, must be enrolled through the Army Training Resource and Reservation System (ATRRS). For more enrollment information, call: Maj. Tom Perrin at 726-5724 for CGSOC, Lt. Col. Michael Lindsey at

883-4451 for RC CAS3, or Lt. Col. Emmett Magathan at 895-4460 for any OES course. You may call the 3392nd USARF School at 535-6217/6215 or visit at 2720 Patton Road.

(Editor's note: This article was provided by Reserve Lt. Col. Michael Lindsey, staff leader for the Reserve Component Combined Arms and Services Staff School.)

Army's quality-of-life study stalled, not dead

WASHINGTON— A program designed to study soldiers' quality of life at installations in the United States has been put on hold due to a "period of great flux within the Army," according to its senior installation manager.

The study was to be the first step in an effort to standardize programs and facilities — such as the level of customer service at commissaries, operating hours at fitness centers and dispensaries, and other quality of life issues — at installations in the continental United States.

Assistant Chief of Staff for Installation Management Maj. Gen. John H. Little said the program was stalled because of a "consensus decision based on (base realignment and closure recommendations), force structure changes, downsizing and the budget. We need to let things settle," he said, "get our arms around where we are now, and then see where we need

to go." Little said the initiative was still in its conceptual stages when deferred, and offered several reasons for the deferral.

Foremost, he cited that an accurate projection of resources needed "to determine what is affordable," is lacking. "Resource projections continue to go down even though we are starting to see a leveling-out of the force structure." Also, the timing of the implementation of 1995 Base Realignment and Closure recommendations would have skewed the study, he said.

In addition, the factors needed to stabilize the current Army budget and those of the out-years are fluid, but "by this time next year ... we'll have a pretty good idea of what Congress is going to give us," he said. "The real issue is that to put the 'mark on the wall' today with these declining budgets, to make

sure I can deliver what I say I'm going to deliver ... I'm afraid I'll set the standards too low."

Likewise, an initiative has been underway to establish standards for overseas locations, as decisions were made regarding which installations would remain and which would be divested. But that study was independent and had no impact on the study in CONUS. An official called the European initiative "a relatively mature quality of life program — they've been at it for almost two years."

Little said that despite the

deferral, quality of life issues "remain high on my agenda. The focus is on soldiers and their families." Until the program is resumed, decentralized feedback mechanisms will be used to get a picture of quality of life throughout the Army.

"We have other ways of getting (quality of life) feedback, such as the Army Family Action Planning process that reports in each year, and surveys in Morale, Welfare and Recreation areas at installations," he said. (Arnews)

Army morale panel meets at Redstone

Redstone served as host last week for the annual meeting of an Armywide Morale, Welfare and Recreation committee.

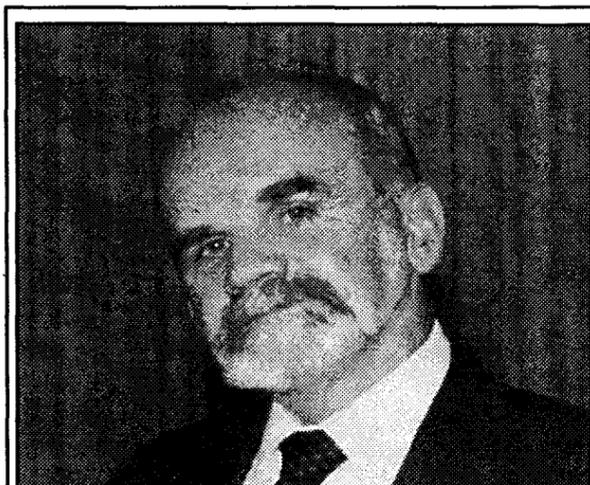
The MWR Board of Directors' Executive Committee met Sept. 13-14 to formulate recommenda-

tions for the board which will meet later this year. Maj. Gen. Wallace Arnold, the Army's acting deputy chief of staff for personnel, serves as chairman of this working committee.

About 50 people, both civilian and military, attend-

Government Service Award Winner...

James A. Elwell, a Defense Intelligence Agency/Missile and Space Intelligence Center (MSIC) employee, was recognized for 41 years of federal government service. He began his career with the federal government in 1952, while attending Jacksonville State University. He worked at the Army Ordnance Depot in Anniston, and upon graduation from college in January 1955, entered the Army and served until July 1962. Elwell taught school for a year and then went to work for NASA in Huntsville in May 1963. In April 1965, he came to work for the DIA/MSIC (then known as the Missile Intelligence Directorate under the Missile



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—Miguel de Unamuno (1834-1936)
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"Compassion is not weakness, and concern for the unfortunate is not socialism."
—Hubert H. Humphry (1911-1978)
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According to the Inspector General, the use of office phone numbers in classified advertising is contrary to regulation. Please submit home phone numbers only.

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84 Z28 Camaro, \$3200. 776-9128 After 5p.m.

86 Pontiac Grand AM SE. 117K miles, auto, cruise control, Dolby stereo cassette, etc., one owner, never wrecked. \$4000. 539-6985.

87 Chevy Custom. Van. Low mileage. \$5500. 379-2371.

88 Hyundai Excel GLS, 5-speed, AC/Heat, 98K miles, recently new tires, & AM/FM/Cass. \$1600. 859-2998.

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Wanted: Good, clean 5th wheel travel trailer, reasonably priced. 586-3083 after 6:00p.m.

Encyclopedia World book, 88 Edition, vol's. A-Z plus research guide & index, gold trim, exc. cond. \$299 obo. 883-6951.

Golf Clubs, King Cobra, Ping, TA 845, Big Bertha copies. Brand new, 3-PW, starting at \$160.00. 205-766-2905.

Brass bed-full size w/ mattress & box spring -Head & foot board \$195.00 obo. 582-8762.

King french horn, single horn w/ case, good condition, \$475, 461-7523 eve.

89 221/2 Caddy cabin 165, H.P. I/O w/ trailer-\$8900, 7'x5'x2' Queen Anne Chifforobe \$450. 205-232-3197.

Washer/Dryer Hotpoint heavy duty, lg. capacity, 2-speed washer \$100. Kenmore 700 series dryer \$50. 232-5367.

Ashley Fireplace insert, 3 yrs. in use, (36" w/ front 31 1/2" w/ rear, 27" depth & 28" high). \$900 obo. 852-8751.

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Ovation Celebrity Acous./Elec guitar w/ hard case. Immaculate cond. \$225. Boss CE-2 Chorus w/ AC adapter \$25. Crate Elec. Guitar Amplifier \$50. 895-0944. "Gore-Tex" pants Med.-short Never worn. \$50. 895-0944.

Three piece contemporary living room set. purchased for \$775.00 6-92, \$325.00 obo 883-7751. After 1900 (7pm)

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8ft. Pool Table, Sears Briarwood, sticks, balls, rack, etc. \$75.00 852-1235.

Lg. Dove wood burning insert w/ glass drs, firebox, blower auto thermo. control, trimm brass \$900. 14' Camper w/ air cond., stove refrigerator, sleeps 4 \$950. 233-2043 after 5:00pm.

Must Sell: 48" diameter Oak Table & 4 chairs-\$150., French provincial white dresser w/ mirror & 2 stands-\$100. 2 Red rockers \$35 ea. 1 wood porch swing-\$15.536-3849 or 355-5067.

Weight Machine w/ Solar-flex resistance w/ stair stepper attachment \$190. 881-6824.

David Winters Fairytale Castle- \$200, Suffolk House-\$100, Audrey's Tea Room-\$150, Mooreland- \$250, Serious inquiries only. 881-1002.

Carpet, 12'x25', beige & brown, \$50 obo. 880-6724 after 5.

Sears, white/gold Provincial Bedroom for young girl, w/desk, hutch, nite stand & chest. Bed not included. Cost over \$800, sell for \$300. 880-1356 leave msg.

Bassett baby crib & dresser, solid wood, light pine, very nice \$250. 16" Panasonic color TV \$75, good cond. 880-1356. leave msg.

Full-size Bedroom suit with dresser, chest & bed. Good, sturdy suit in good cond. \$200. 880-1356 leave msg.

Hunting Season almost here! Marlin 30/30 Rifle with scop and leather sling. Top notch condition! \$375 firm. 880-1356 leave msg.

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Queen-sized waterbed, book-cased mirrored headboard & heater, full-wave mattress. Great condition, \$150. 725-4675.

Houses for sale/rent

Custom 2 story brick, 4 Br., 2 1/2 B., Dble. Garage, Corner treed lot, super S.E. schools. \$119,900. Call E. Brown. 883-6968.

4-plex for sale in Madison. Positive cash flow. excellent tax advantage. 8500 equity. 837-8331.

Condo/Cobblestone: \$56,000. 1175 SF, 2 BR, 2 BA, walk-in closets, FP, 2 patios, storage, appliances, W/O sec. sys., Pool, Tennis, Free Cable & pest control. New carpet, wallpaper & paint. 539-2656.

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FORECLOSURES AVAILABLE 3 and 4 BR homes in almost every area of Huntsville and Madison. Prices starting in the \$20's. Call Melanie - 533-0151.

MINI FARM Raise anything on 6 fenced acres. Barn, tractor shed, fishpond and well. 1950 SF w/4BR and 3 year central heat and air. \$85,000. Nellie - 534-4901. (150C)

LOW EQUITY NON-QUALIFYING - FHA assumable loan. This rancher in S.E. HSV features a wooded lot, central heat and is within walking distance to elementary school. Mid 50's. *Nellie - 534-4901. (13909W)

YOU WON'T FIND A BETTER VALUE! - This brick rancher offers 3 enticing BR's, corner fire place and 1 year warranty. Mid 50's. Rick - 707-1215. (2629R)

THE ANSWER TO YOUR DREAMS! - 3 BR w/secluded master, formal DR, GR w/cathedral ceiling. Surrounded by a large fenced yard. \$83,911. Call Rick - 852-9957 (128B)

FRESH COUNTRY AIR surrounds this relaxing 3 BR, 1900 SF rancher standing on 3.5 acres for only \$98,000. Rick - 852-9957. (673ORR)

BASEMENT RANCH features 4 BR, 2.5 BA, LR, DR, den, rec room and sun room. Convenient to Research Park. Over 2000 SF for \$85,900. Carol - 852-0815. (1110B)

CONVENIENCE COUNTS! Midway between Madison and Huntsville. This patio home features vaulted ceiling and FP in GR plus privacy fence. High 60's. Carol - 852-0815. (180B)

NEW CONSTRUCTION! Over 2650 SF w/4BR, screened porch and extra amenities on treed lot. Priced in mid \$160's. Choose colors now! Riverton area. Call Carol - 852-0815. (103SO)

IT'S AFFORDABLE!! A neighborhood to enjoy! 3 cozy BR's, 2 BA's, new carpet in LR, 2 year old roof and 6' white oak privacy fence. A winner at \$86,900. Gene Arvin - 533-6973. (2215C)

FHA ASSUMABLE LOAN 4 BR, 2-story, quite northeast subdivision features central vacuum, country kitchen and new carpet. High 70's. Gene Arvin - 533-6973. (2609VB)

JOIN THE ESTABLISH! This 2 yr. old, 1510 SF rancher sits on a half acre lot in a great country subdivision priced w/the first time buyer in mind. \$88,511. Ron 517-0497. (119B)

KING-SIZE LIVABILITY! Everything about this home is kingsize, 1.5 acre lot, 2342 SF+27x16 unfinished storage space. Seller pays closing costs. \$114,485. Ron - 517-0497. (169H)

SAVE TIME GAS & MONEY! This close in 3 BR brick rancher is convenient to shopping, schools and business. Immaculate yard w/family orchard. Don't wait! Only \$52,998. Arlene - 859-9972. (3606L)

GRACIOUS ELEGANCE! Is the standard in this beautiful 5 bedroom 4.5 bath, SE home. Separate entrance to large upstairs rec room, gourmet kitchen and all the ingredients for perfect entertainment. Covered patio w/ pool and hot tub. John Valentine, "The Realtor with a Heart" - 772-7759. (7902C)

ADORABLE RANCHER - on a treed lot has 3BR, 2BA, garden area, sand box & workshop in a 2 car garage. Affordably priced at \$84,900. John Valentine - 772-7759. (105B)

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Squeaky Clean. 2 story home with 4 spacious bedrooms (2 up & 2 down) 3 baths plus an extra large great room is just waiting to be loved again. This low maintenance home carries with it an especially nice 12x24 workshop. \$78,850(03-3908-M.P.)

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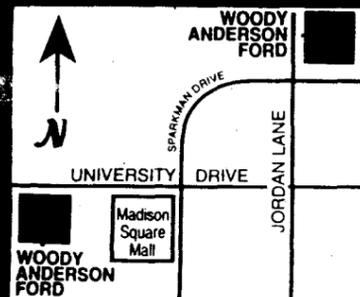
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