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# Redstone Rocket

VOL. 45 No. 6

Published in the interest of personnel at Redstone Arsenal, AL

February 14, 1996



## Icy morning...

Residents throughout the Tennessee Valley awoke to a winter wonderland Feb. 2 which continued through Feb. 6 when warmer weather finally arrived.

This vehicle on Nike Street seemed to be frozen to the ground as the ice storm left its calling card.

## Damage claims pouring in after recent ice storm

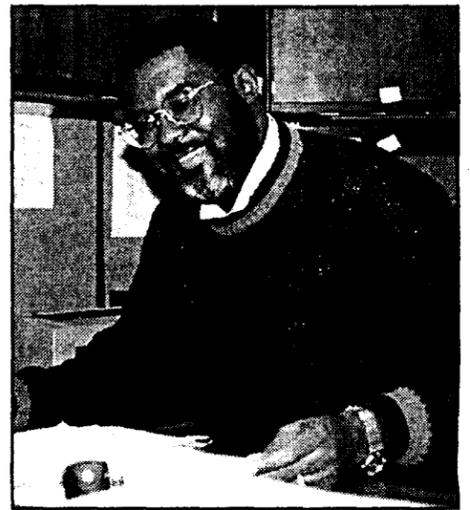
By Kathy Harkleroad

Redstone Arsenal did not escape the wrath of Mother Nature last week as the ice and snow descended upon the area. Residents of the Arsenal have a little help when it comes to recouping some of the expense due to storm-related damages.

"We already had 68 cases where water pipes have burst in government quarters and private property was damaged," Jim Friday, claims investigator at the Staff Judge Advocates Office, said.

For those residents who have suffered substantiated damage, help is as close as a phone call. "Residents who have had some type of damage to personal property that is related to the storm, can call our office at 876-9911 for more information," Friday said. "Claim forms need to be filled out, estimates on repair or replacement obtained, and other information needs to be obtained before we can process the claim."

Turnaround time is often quick, and when it comes to essential items, such as mattresses, the claim is processed even faster. "Once we receive a claim with the proper paperwork, we can start the procedure. I will go out and do a physical inspection of the property damage and we try to get the voucher processed within two weeks. Of course if it is an essential item



FRIDAY

that needs to be replaced, we can do that more quickly," Friday said.

Friday also wanted to remind residents that if they have private insurance they should file with them first. "We are not an insurance company, and if they have private insurance it would be a much faster process if they filed with them first," he added.

Outdoor property can also be claimed if it received damage directly related to the storm. "In the past there have been in-

See **STORM** on page 23

## Redstone's tax assistance office off to busy start

By Kathy Harkleroad

Tax season is under way and things are hopping at the tax assistance office. Phones are constantly ringing, computers are in use, and forms are being signed and electronically filed.

According to Capt. Cheryl Boone, head of the tax assistance office, approximately 150 people will have been seen in the first week and a half of the office being opened. "We are off to a good start," she said.

Active duty and retirees are eligible for the free service and good appointments are still available. According to Boone, once a call has been received appointments are being set for approximately one week out.

"Active duty members must call their Unit Tax Adviser who in turn will schedule the appointment with us. Retirees may call our office direct to schedule an appointment. We are not accepting walk-in appointments and it is important people remember that," Boone said.

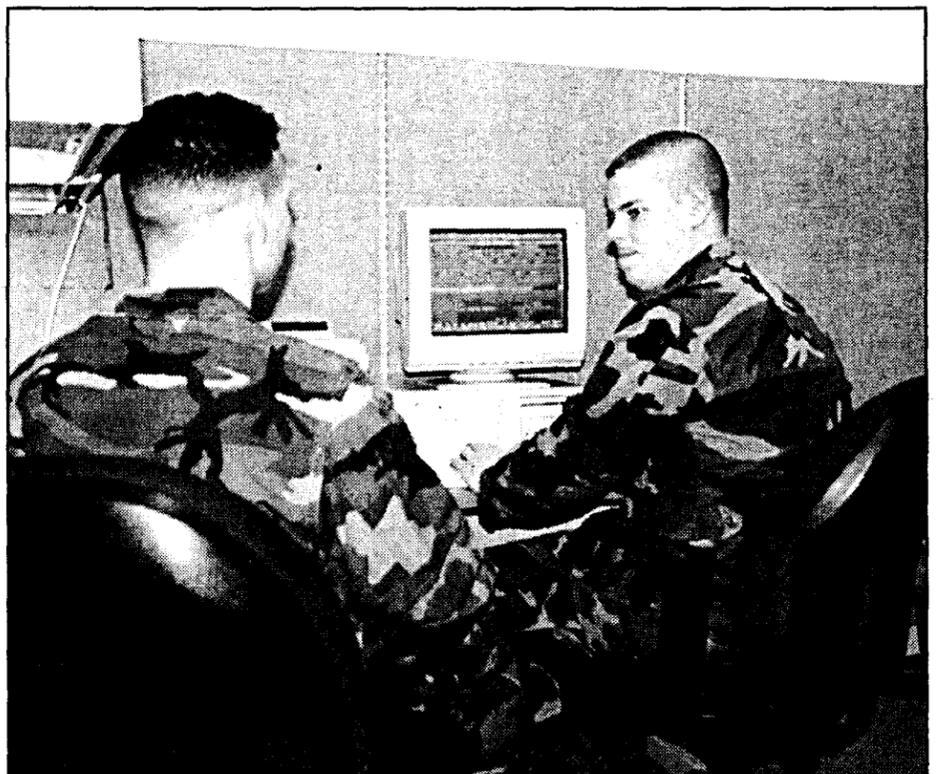
Filing state and income taxes can be a painless procedure and will take a short amount of time, if all the forms and needed information is brought to the office. "It has been taking approximately 20 minutes to file a short form," Boone said. "The length of time it takes to file the form depends on the type of form."

The computer does all the work when it comes to figuring the taxes and refunds, once the proper figures are put in. "So far everyone has been coming in prepared with all their necessary receipts and things have been going fairly quickly," Boone said.

The tax assistance office is in building 3475 on Honest John Road and can be reached at 876-1235. Active duty personnel can call their unit tax adviser at one of the following numbers:

- HQ & Alpha Company— SFC William Hathaway 842-6475, Cpl. Stephen McCarty 876-1534, and SSgt. Darren

See **TAX** on page 23



**TAX HELP**— Free tax filing is available to active duty and retired military personnel at the Tax Assistance Office. PFC Adam Austin, right, helps a soldier with preparing and filing his federal tax forms.

## Letters to the editor

### Commissary kudos

**K**udos to the Commissary staff for their hard work during the rush for groceries Feb. 1. The staff prepared for the "freeze of '96" with adequate food items, and by maintaining the levels of food throughout the rush. By mid-evening there was still bread and milk! I believe the entire staff deserves an on-the-spot award.

Name withheld by request

### Waiting in line

**I**am writing about the conditions and lines at the post commissary, both before and after the recent ice storm. On the Thursday, before the storm hit, I went to the commissary at 1 p.m. and waited 20 minutes for a shopping cart. After doing half of my shopping, I put my cart in the line that was already wrapping down the width of the store and around the two freezer aisles and back through the dairy department. I finished my shopping while standing in line and after one hour and 45 minutes I made it to the cashiers. I think those conditions are deplorable and nobody should have to wait that long for the privilege of paying for food items.

I returned the commissary the following Saturday, Feb. 10 (five days after the store had reopened) and found the same conditions. The line was once again stretched the width of the store and down the freezer aisle. From my recent past experience I knew it was an hour wait once again, and only got 14 items. I still waited in the express lane for 30 minutes.

Once again I tried to do my grocery shopping on Sunday, Feb. 11, the following day. After making my way through the commissary and after picking up the remainder of my list, I once again encountered a line that would take an hour (or more) to get through. Much to my amazement, there were only six cashiers on duty that day.

But what shocked me the most was the condition of the store. There was not a loaf of bread to be found, there were no Cokes, the cereal aisle looked like it had been ransacked, and no matter what aisle you looked down, empty spaces were the norm. And that included the meat cases. The only thing they had not run out of was milk and eggs.

I decided to leave the store and called Mr. Long, the assistant manager, over to let him know I was leaving a basket full of groceries. I told him the reason I was leaving was I was not going to stand in a line like that again, and would go off-post to do my shopping. Mr. Long wasn't really sympathetic and said the lines had been like that all week. I can understand it being that way right after the storm, but why not put on more cashiers over the weekend when they knew it was going to be busy?

I asked him that exact question and the reply I got was totally unsatisfactory. I was told the schedules for the cashiers were difficult to manage as they had to have two days off in a row and could only work 24 hours a week. Well, if that is the case, how about doing a little juggling and staff the registers to their fullest in a time of need like this past weekend? I was told by Mr. Long that 25 other shoppers on Saturday left their carts as I was doing, because of the long lines. I know for a fact that on Sunday, other carts were left in the aisles as well and people left. Who can blame them?

I was also told the commissary did not have any storage space in the back and therefore could not order any additional items, even though they knew they would be making record sales during the weekend. That made no sense to me.

Something needs to be done about this situation and quickly. I for one will only utilize the commissary to purchase the few items I know are cheaper there, i.e. cigarettes and Coke. After this experience (and this is not the first time this has happened during my husband's tour here) I have reached my limit. I will be going off-post

from now on. Why should I give a business approximately \$600 a month to stand in long lines, wait for an hour to pay for them and hunt for items that are not there?

The sad part is I am not alone. I personally know other active duty military families who now shop off-post because of these exact conditions, and other problems the commissary is having. Someone needs to look into it and make some serious changes.

Name withheld by request

### Icy walkways

**W**hy was practically nothing done to clear the parking lot and walkways of snow and ice at the Sparkman Complex during the recent inclement weather? Everyone suffered, but a handicapped employee in building 5302 had to turn around and go home because she couldn't even find a place to safely get out of her car Thursday morning. How many people were injured falling on the icy parking lots and walkways on Redstone during the past week?

Is anything being done to remedy this problem in the future? Whose responsibility is this? If nothing is going to be done by the government or contractor, at least tell us and request able-bodied people bring their shovels and salt with them on snow days to do some ACOE-type cleaning up on the walkways when they get to work.

Also, why was no attempt made to clear Patton Road between Drake Avenue and gate 10 Tuesday and Wednesday? Are the city of Huntsville and Redstone Arsenal still arguing about who is responsible for this stretch of road, after all these years? That area was in worse shape than the residential areas on Tuesday. Traffic was backed up to Bob Wallace Avenue Wednesday morning, with all the people trying to get in gate 10.

I know we had numerous problems, such as burst water pipes, to contend with on Redstone this week, and maybe it is cheaper to pay a few Workman's Compensation claims than to plan ahead to remedy the snow and ice problems, but come on. Team Redstone, surely we can do better than this!

Kay Hawkins  
IMMC

*(Editor's note: Dr. David Branham, director of public works, provided the following response. "The Directorate of Public Works is responsible for the removal of snow and ice during periods of inclement weather. Accomplishment of roadway snow and ice removal is by contract with Northrop/Grumman Corporation. Priorities for snow and ice removal were as follows: Fox Army Community Hospital, fire stations, main road arteries on Redstone Arsenal, and entrance gates.*

*"Redstone Arsenal is comprised of over 200 miles of paved roadways, and approximately 3 million square yards of vehicle parking areas. Under ideal conditions, we could contractually direct the snow and ice be totally removed from these areas. However, decisions are bordered by real world constraints. Limited resources are a fact of life that we all have to live with regardless of the consequences. Clearing the parking areas on RSA would be a physically overwhelming task with a price tag that we cannot afford.*

*"Patton Road between Drake Avenue and gate 10 is the responsibility of the City of Huntsville which they acknowledge and accept; therefore Northrop/Grumman has no contractual authority to perform any work on the pavement along that stretch of road.*

*"Removal of snow and ice from steps and sidewalks is done by Coast Industries, our custodial contractor. Accomplishment of this portion with respect to steps and sidewalks was virtually non-existent due to lack of performance by our contractor. Appropriate contractual actions are being taken.*

*"We regret the injuries and sympathize with those who suffered because of the adverse weather conditions mother*

*nature chose to surprise us with. You were not alone in this week of hardships, because everywhere we ventured, on and off post, conditions were hazardous. The DPW has always attempted to provide equitable support to all of our customers on RSA."*)

### Dodd Road

**I**would like to request clarification to the answer provided to Doc Elliott's letter to the editor in the *Redstone Rocket* of Feb. 7. His proposed use of Dodd Road was not addressed in the response provided. I understand that there are times that Dodd Road would be unusable due to ongoing testing, but given the anticipated massive traffic jams, strong consideration should be given to opening Dodd Road whenever possible. There have been precedents for this when there has been flooding on the Arsenal. Is there any chance Dodd Road will be open during rush hours in the morning and evening during the construction when possible?

Bob Mulkey

*(Editor's note: Larry Johnson, director of Redstone Technical Center, provided the following response. "Dodd Road being closed has been reviewed a number of times over the past. From the Redstone Technical Test Center's perspective, it is economically not feasible to open the road on a daily basis and mission critical that the road remain closed. Dodd Road crosses the center of Test Area 1 where antitank missiles and explosive components are tested on a daily basis. This testing activity is critical to projects such as TOW, Javelin, Dragon and Hellfire. Test activities cannot be delayed in the morning or interrupted in the afternoon to support public traffic across the range.*

*"The inconvenience to persons on Redstone is clearly understood. The Test Center has activities on both the north and south ends of Redstone and our personnel are continuously traveling between these facilities. It would be convenient and time saving for us if Dodd Road was open. Any problems on Patton Road are magnified in our daily operation because of this geographic separation of test facilities.*

*"A number of our personnel, including me, live in Madison, Decatur, Athens and other areas north and west of Redstone. It would be convenient for us if Dodd Road was open. However, we clearly understand the problem and are willing to live with it. This is the price we are willing to pay for efficient and cost effective testing of antitank missiles on Redstone. Your understanding and patience would really be appreciated."*)

### Let it snow

**J**ust as every cloud has its silver lining, the recent ice storm brought a blessing to Huntsville. For a few days, drivers were negotiating roads with caution and courtesy. They were following at a safe distance, signaling turns well in advance, making room for merging traffic, and even driving with headlights on to increase visibility.

Actually, this is the normal operating mode for most Huntsville drivers. If you will watch traffic carefully, you will see that a few drivers are careless (changing lanes without signaling or following too close) and very few are genuinely reckless (jerking from lane to lane with no signal or aggressively riding the bumper of the vehicle ahead). Unfortunately, the reckless ones are the ones we remember. They are also the ones our visitors remember, giving Huntsville and Southern Hospitality an undeserved bad name.

As the snow melts, let's remember those few days in February when courtesy ruled the road. Let it snow, let it snow, let it snow!

Morton Archibald  
Quality Institute

## Redstone Rocket

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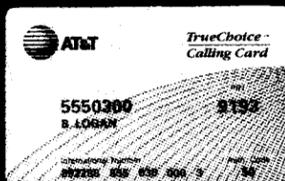
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# Hazardous waste course offers non-hazardous options

By Skip Vaughn

Hazardous materials just won't go away. Some people have to work with them daily, and face the prospect of costly maintenance and paperwork to dispose of these chemicals and other hazardous waste. MICOM provides a monthly course that should help.

The basic Resource Conservation and Recovery Act course is provided by the Missile Command's Environmental Institute. "It's a 40-hour, five-day course and it's designed to teach hazardous material and hazardous waste handling procedures. And it's required by law for people who use or generate hazardous waste," Jerry Holton, course director, said. He is an environmental protection specialist in the Directorate of Environmental Management and Planning.

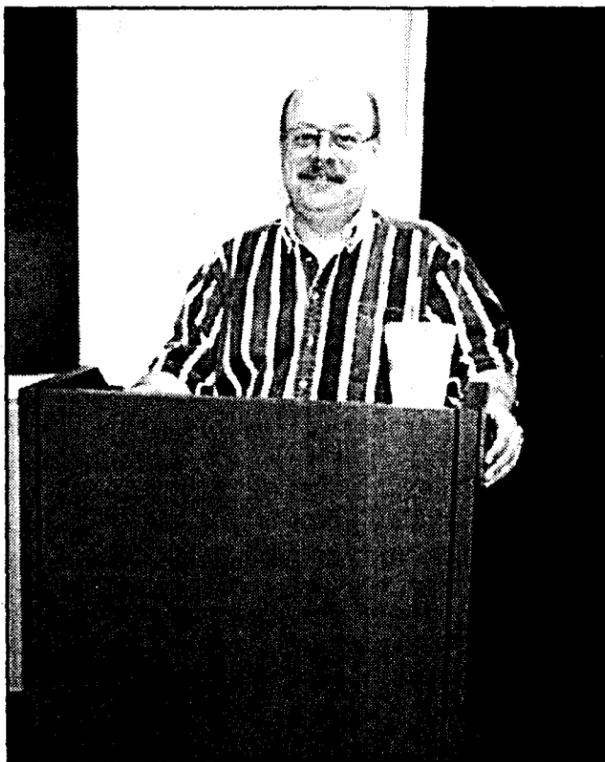
Holton teaches the course each month in the Sparkman Center, building 5304. "The reason we're teaching the course is because in the era of budget cutbacks, training money is

hard to come by so there's no charge to government personnel that attend," he said.

Since starting last August, the course has trained more than 200 people— including both civilian and military. It's designed for not only those who handle hazardous material, such as warehouse workers or lab technicians, but also for their supervisors. Managers are required by law to provide certain information to their workers who handle hazardous materials.

"And we emphasize pollution prevention and hazardous waste minimization," Holton said, "because if we control what we produce, then we cut down on the amount of hazardous waste we have to dispose of and the liabilities and paperwork that comes with having hazardous materials on your inventory.

"There's a tremendous reporting burden that eats up personnel resources, their time. And there's also tremendous cost involved in actually taking chemicals and having them analyzed;



**IN THE CLASSROOM—** Holton teaches the Basic RCRA course monthly at the Sparkman Center.

and disposal cost is very expensive. So, we're trying to get personnel to think about what they use and how they use it before they order it; and we also want them to think about substituting non-hazardous substances for hazardous substances whenever possible,"

he said.

Hazardous materials include such items as batteries, solvents, floor-stripping compounds, parts cleaners, various laboratory chemicals, and propellants.

The Resource Conservation and Recovery Act (RCRA) involves haz-

ardous waste, but the course also covers other areas of the law such as the Clean Water Act and the Toxic Substances Control Act. "It's not just hazardous waste. We teach also hazardous material handling, proper storage and segregation, safety," Holton said. "The people that handle hazardous material that become hazardous waste need to be aware of what they're dealing with from a personal safety standpoint. Because if they know what they're dealing with and what the chemicals actually do, then they know what precautions to take when they're working with those chemicals."

Due to the recent ice storm, the course scheduled Feb. 5-9 began Thursday and continues through today. There won't be a course in March— Holton will attend an Army instructors' course — so the next dates are April 1-5. The site is a classroom in building 5304 at the Sparkman Center.

"As long as the classes keep filling, we'll be offering it monthly. And when the demand drops off, we'll

go to bimonthly or quarterly or something. But I think there's at least a couple of hundred more people here that need to take this course," Holton said. "If they handle hazardous material, or manage people who do, they need to take this course to understand what the law is or their liability if they do it wrong."

The class has been "received really well," he said. "Overall everybody seems very pleased with it. I get positive feedback."

Also through the Environmental Institute, the Central Alabama Community College is offering various environmental classes which lead to an associate's degree in environmental studies. For more information on that program, or to sign up for the Basic RCRA course, call Greg Hill 876-5850. Hill is an employee development specialist in the education and development division at the Missile Command.

"For course information or any environmental problems, they can call me at 876-6125," Holton said.

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# Hera target system has third successful flight test

By Gerda Sherrill

The Space and Strategic Defense Command, for the third time, successfully exercised a new target system of vital importance for testing future theater missile defense interceptors.

In the Feb. 2 test at White Sands Missile Range, N.M., the Hera missile was launched from the new Launch Complex 94, located on leased land in the FIX (Firing Extension) area outside of White Sands Missile Range proper. It flew a trajectory similar to the trajectories it will fly for later Theater High Altitude Area Defense (THAAD) system tests. This third Hera flight differed in several technical respects from the first flight April 24, 1995 and the second flight Oct. 2.

Most notably, this Hera flight was a "Piledriver" mission, meaning that the first stage propelled the missile upward in the usual fashion, but the missile then rotated and fired the second stage in a downward direction, giving high reentry velocity with a much flatter reentry trajectory than in previous Hera tests. This trajectory simulates the reentry characteristics of a target fired from ranges much longer than White Sands Missile Range can accommodate using conventional methods.

Successful completion of this and the preceding two Hera test flights pave the way for the Hera target system to support upcoming intercept tests for the THAAD missile and radar system.

The Hera target system is managed by Dennis Werth of SSDC's Theater Targets Product Office, headed by Lt. Col. Ned Libby. The office is part of the command's Targets, Test and Evaluation Directorate, which executes a consolidated targets program for the entire Ballistic Missile Defense Organization, including range coordination and launch support services.

Coleman Research Corporation of Orlando, Fla., is the Hera prime contractor, supported by principal subcontractors Space Vector Corp., of Fountain Valley, Calif., and Aerotherm Corp. of Mountain View, Calif.

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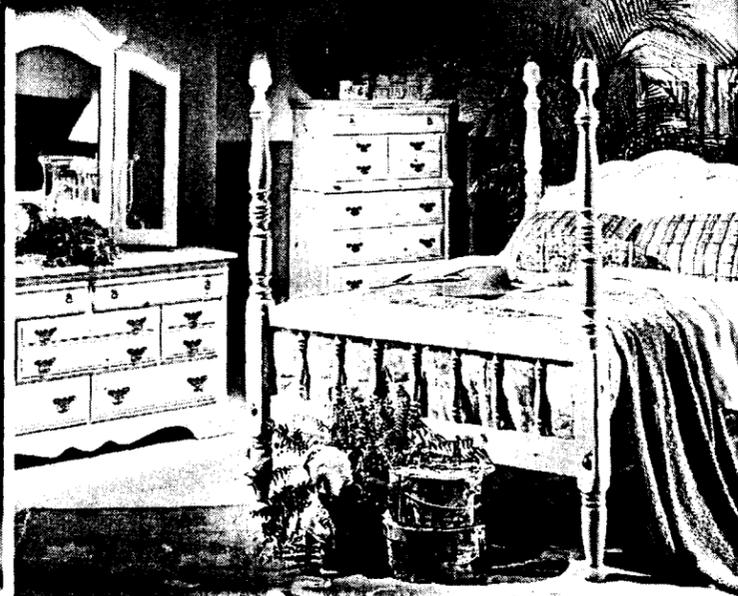
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# Javelin weapon system on mark for fielding in June

By Kathy Harkleroad

Four months and counting. That is what personnel at the Javelin Project Office are doing every day. As the number flips on the makeshift calendar, they are one day closer to the fielding of the Javelin weapon system to soldiers at Fort Benning, Ga.

"We are so excited and still have so much work to do," Col. Michael Roddy III, project manager, said. "Everyone from the contractors to the support personnel have worked hard to see this happen and all of us are very excited and happy to see the Javelin become reality."

The Javelin is a manportable, anti-tank weapon system designed to provide high lethality against advanced armor; and it is a simple to operate, economically maintained, rugged and reliable infantry system which will be used by the Army and the Marines.

"The Javelin is comprised of two units, the Command and Launch Unit (CLU) and the disposable launch tube in which the missile is stored," Roddy said.

The CLU can be used for battlefield surveillance and target detection, and is the main source for firing the Javelin missile. "The CLU has two fields of view, or in other words, two different types of lenses. One is a wide angle lens that enables the soldier to scan the battlefield and at the push of a button, the CLU switches to a magnification mode, which 'locks on' to the target easier," Roddy said.

Once the target has been sighted, the CLU is attached to the disposal launch tube. "The launch tube was designed to be held by the soldier and is positioned on his shoulder. The unique thing about the

Javelin is once the target has been 'locked on,' all the soldier has to do is fire and move on," Roddy said.

The Javelin is replacing the Dragon missile system which had to be tracked all the way to the target. "With the Javelin all the soldier has to do is 'fire and forget' and that capability has many advantages," Roddy said.

Once the target has been located and the information stored by the CLU, the data is downloaded into the launch tube and relayed to the missile at the time of firing. "The missile knows where the target is and once the trigger is fired, it is on its way to destroying it," Roddy said.

The Javelin is unique in many ways and takes advantage of several highly technical devices. It can be safely fired from inside a building or room with the recoil or a large back blast and is almost quieter than a machine gun, according to Roddy.

In order to train the soldiers to use the equipment, two types of training devices were developed. "We have a Basic Skills Trainer that is designed for classroom use and consists of an instructor console and a dummy round attached to the CLU simulator," Roddy said.

There is also a Field Tactical Trainer (FTT) that was developed for advanced instruction and allows gunners to simulate warfighting in a tactical environment. A simulated round, containing a scoring system and missile launch-effect simulator, is attached to the tactical CLU to emulate realistic target engagements.

"We have made some modifications to the trainer and have improved it," Roddy said. "There were some problems that developed but we have solved them and



**NEW TECHNOLOGY—** The Javelin weapon system will be fielded the end of June to soldiers at Fort Benning. The system includes a reusable Command and Launch Unit (CLU) that will be used for battlefield surveillance and when mated with the launch tube is used to fire the Javelin missile.

improved the system as a whole. Basically we rebuilt the FTT from the ground up and greatly improved its reliability."

Roddy said the soldiers and Marines who have tested the Javelin have really liked it, and were involved with the design of the system. "We wanted to get their opinion of how it worked and what changes needed to be made from the beginning. After all they are the ones who will be using it," he said.

When the actual fielding takes place in June, the hardware will be turned over to the 75th Rangers, 3rd Battalion at Fort Benning. "Then we will be fielding the sys-

tem to the other two battalions there and then to the 82nd Airborne," Roddy said.

Roddy also mentioned the support his project office has received from the community in getting the project developed and fielded. "Everyone from the Acquisition Center to the contractors have done a tremendous job of getting needed parts and contracts. They have gone above and beyond to help us get the Javelin out to the soldiers," he said.

The Javelin weapons system has already earned the Daedalian Weapon System Award and, according to Roddy, has a bright future.

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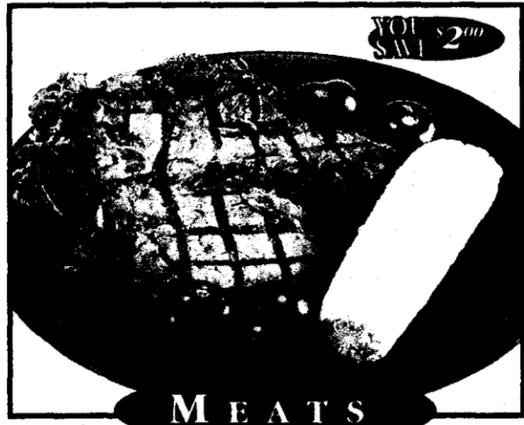
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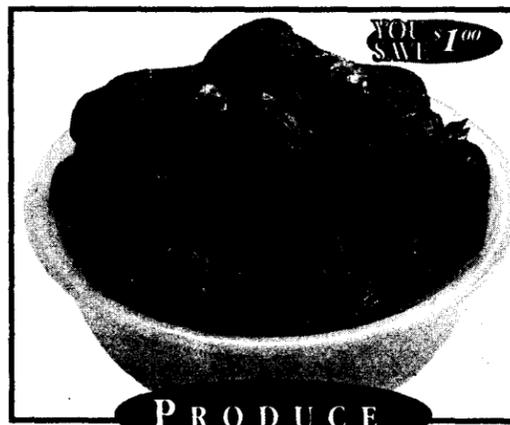
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# Trivia questions test knowledge of black history

Black History Month trivia questions will appear in the Rocket weekly during February.

The questions were submitted by the Redstone Arsenal Equal Employment Opportunity Office and the OMMCS Equal Opportunity staff. Contributors to this awareness effort include Maj. James Jones, Capt. Roosevelt Pitts and CSM James George, according to Sgt. Clifford Surret, training NCO.

Pitts wrote the following two entries which will be answered next week:

- "It was a cold February day, I was born a slave but I would not stay. My mother was black but my father white, I taught myself to read and write. I fought hard to end slavery, it was cruel and inhumane, To see my people suffer filled my heart with pain. To further my cause, I published the North Star, It was read by everyone, both near and far. My speeches against slavery touched the hearts of a nation, Cause God made us equal during His Creation. I married a white woman and considered a traitor to my race,

# BLACK HISTORY MONTH

I died in Washington, my final resting place.

Come on all you historians, let's play this game,

I'm a black American but what's my name?"

• "July 10, 1875, I was born into this world,

A healthy, seven pound baby girl.

I wanted to be a missionary, I tried my best,

The Board of Missions denied my request.

I warned black Americans that education was the key,

If they wanted a better life than me.

As an adviser to Franklin D., I wanted the government to integrate,

We had to move beyond the bigotry and the hate.

I left Franklin D. and started a college of my own,

By my name it is known.

Time after time America put my courage to the test,

At age 80, I was laid to rest.

As an educator, I won recognition and acclaim.

I'm an African-American woman but what's my name?"

# Black History Month luncheon scheduled at civic center

The 10th annual Black History Month luncheon, presented by the Army Community of Excellence, will be held Feb. 21 at the Von Braun Civic Center north hall.

The social starts at 11 a.m., and the luncheon at 11:30. Tickets are \$9.50.

Scheduled speaker is Patricia Coats Jessamy, the state's attorney for Baltimore City, Md. She is the first woman in Baltimore City's history to occupy the position of state's attorney.

Jessamy began practicing law in June 1974 in Cleveland, Miss., where she served as managing partner in a small law firm. She moved to Flint, Mich., in 1977 and initially worked as a private attorney and later accepted a position as an assistant county prosecutor. In 1979 she moved to Kansas City, Mo., and worked as a staff attorney for the Office of Hearings and Appeals. The family moved to Baltimore in 1983. Jessamy began employment as an assistant state's attorney in the



JESSAMY

Baltimore City State's Attorneys Office in April 1985. She was appointed chief of economic crimes unit in 1986. Jessamy was appointed deputy state's attorney for administration in December 1987; and she became the state's attorney in February 1995. Friday will be the deadline for ticket sales. For ticket information, call the MICOM EEO office 876-3591. For more information, call Bernard Collier 876-9223.



## 13th ANNUAL S.A.M.E. ENGINEER RUN 5K and 10K Road Races and 1 Mile Fun Run/Walk Saturday, February 24, 1996

Rocket Auditorium, Redstone Arsenal

Presented by the Huntsville Post, Society of American Military Engineers



**SCHEDULE:**

Race Day Registration & Packet Pickup	7:30 a.m.
5K Race Start	9:00 a.m.
10K Race Start	9:20 a.m.
1 Mile Fun Run/Walk Start	9:35 a.m.
Awards	10:45 a.m.

**LOCATION & COURSES:**

All races start from the Rocket Auditorium, near Gate 3, Redstone Arsenal, Huntsville, AL. The 5K and 10K courses are flat, fast, and TAC-CERTIFIED.

**REGISTRATION FEES:**

\$12.00 pre-registration fee (if post-marked by February 16, 1996); \$15.00 thereafter and on day of race. No charge for the 1 mile Fun Run/Walk. REGISTRATION FEES ARE NON-REFUNDABLE.

**TEAM ENTRY (10K ONLY):** A team consists of 3-5 runners from the same company, club or organization. All company employees on a team must be from a single corporate location. More than one team may enter per organization. Winners are based on the total of the three fastest times per team. To enter, a team's designated captain must submit the team roster, with separate entry forms for each team member, individual entry fees, and a \$25.00 team entry fee, by February 16, 1996

**RACE AGE GROUPS:** For Men and Women, in 5K and 10K: 14 & under; 15-19; 20-24; 25-29; 30-34; 35-39; 40-44; 45-49; 50-54; 55-59; 60 & over, plus a 10K WHEELCHAIR DIVISION.

**AWARDS:** Plaques for the overall male and female winners in the 5K and 10K. Trophies for the first three male and finishers in each age group in the 5K and 10K, in the 10K Wheelchair Division, and to the three fastest teams.

**T-SHIRTS:**

Engineer Run T-shirts will be given to all pre-registrants for the 5K and 10K events. All other 5K and 10K runners get shirts on a first-come first-served basis subject to availability. Fun-Runners and others may purchase shirts on race day, if available.

**TO ENTER:** Runners can register in advance or on the day of the race. To pre-register, complete the form below and return with a check for your registration fee (payable to S.A.M.E.) to:

S.A.M.E. ENGINEER RUN  
ATTN: SHARON CHITTAM  
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FOR FURTHER DETAILS, CALL THE SAME ENGINEER RUN HOTLINE AT (205) 890-3073.

1996 ENGINEER RUN - REGISTRATION FORM

NAME (Last) \_\_\_\_\_ (First) \_\_\_\_\_ (M.I.) \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

AREA CODE \_\_\_\_\_ DAYTIME PHONE \_\_\_\_\_

TEAM NAME: \_\_\_\_\_

RACE (Check One)

1 MI    5K    10K    10K Wheelchair

AGE \_\_\_\_\_

T-SHIRT SIZE \_\_\_\_\_

SEX  M    F    M    L    XL

**RELEASE STATEMENT (ALL RUNNERS MUST SIGN):** In consideration of the Huntsville Post, Society of American Military Engineers, its sponsors, agents, servants, representatives, licensees, contractors, successors, assigns, and The Redstone Arsenal organizing and conducting the 12th Annual 5K and 10K Engineer Run and Fun Run held February 24, 1996 and allowing me to participate and run in said run, I hereby waive, release, and discourage forever said Post and its said sponsors, agents, servants, representatives, licensees, contractors, successors, assigns, and The Redstone Arsenal from any and all claims, demands, rights, and causes of action of whatsoever kind and nature arising, directly or indirectly, from any and all known or unknown, foreseen or unforeseen, bodily and personal injury, damage to property, and the consequences thereof resulting from my running and/or participating in said run, and Covenant Not to Sue for any said injuries and/or damage. I give permission for the use of my name and/or picture in any broadcast, telecast, or other account of this event.

Signature of Applicant \_\_\_\_\_

Signature of Parent/Guardian (if runner is under 18 race day) \_\_\_\_\_

Date \_\_\_\_\_

ROCKET 96

# Job training partnership a community success story

By Skip Vaughn

The Army sent 10 people to a personal development workshop at the U.S. Space and Rocket Center, thanks to a cooperative effort with the local community.

The 10 student volunteers, participants in the Jobs Success Student Volunteer Program here, attended the "Soar to Success" workshop at the Space and Rocket Center. Their workshop scholarships were arranged by the Missile Command, the space center, and local industry.

"It's an excellent example of partnership and teamwork," Pat Johnson, a quality management specialist with Redstone 2000 Institute, said.

The Redstone 2000 Institute contacted the Redstone Technology Promotion Office about the possibility of scholarships to Soar to Success. Jim Bowne, director of the technology promotion office, in turn contacted Craig Dunn, promotions director of the Space and Rocket Center. The space center responded with scholarships funded by two local companies. The 10 student volunteers attended the two-day workshop Saturday, Jan. 27.

The workshop, geared toward mothers and daughters,

was deemed a success by the attendees and organizers. The more than 400 attendees heard such role models as astronaut Jan Davis and Olympic skater Debi Thomas. The space center plans to hold the workshop at least annually, according to Bowne.

"What I'm hoping to do is make some kind of arrangement with the Space and Rocket Center so that the Redstone 2000 Institute will know in advance they have a certain number of scholarships set aside whenever they have this event," Bowne said.

Redstone 2000 Institute, under MICOM's Personnel and Training Directorate, tries to prepare the work force with the skills, tools and strategies needed now and into the 21st century. MICOM entered into a jobs success student volunteer program partnership Dec. 19 with Calhoun College and the State Department of Human Resources. "The intent of that is to develop employees for the future work force," Johnson said. "And in addition, for the work force here now to develop leadership, coaching and teamwork skills."

Only a month after the program's creation, the student volunteers were attending the space center workshop— thanks to the

cooperative effort. "The partnership concept is growing," Johnson said.

"The U.S. Army at Redstone has had a really long and mutually beneficial relationship with the Space and Rocket Center," Bowne said, "and I think this is one more example of the cooperation between the two organizations for which we're grateful."

Workshop participants included Donna Holder of Guntersville and her daughter Brooke, 12; Vicki Parker of Arab and her daughter Beth, 11; Lori Diamond of Boaz; Tameka Parker of Huntsville; Pamela McAbee of Decatur and her daughter Kara, 11; Patti Hensen of Huntsville and her daughter Kristin, 11; and Nicole Davis of Madison.



**PARTNERSHIP PARTICIPANTS**— From left are Joan McWilliams, Army learning center manager; Bowne; Johnson; and Jerrel McCollum, coordinator of the student volunteer program.

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# Annual AER fund-raising campaign kicks off March 1

By Peggy Hays

The goal is \$40,000. That's the aim for this year's Army Emergency Relief campaign which kicks off its annual fund-raising drive March 1.

Heading this year's drive are co-chairmen Capt. Mark Davidson and SFC Frederick Baker. Davidson explained that the AER fund provides emergency financial assistance to the soldier and the soldier's family and that contributions come from the military community, both active duty and retired, and from the civilian community. Baker added, "the best part about fund-raisers is that everybody can participate."

To achieve the \$40,000 goal, Davidson and Baker have been actively involved in publicizing the inaugural event that initiates the March 1-May 15 campaign. "We've sent a letter out to ask that each organization appoint key representatives to attend a training seminar to explain the procedures for the collection of funds, the rules, and the location of the AER headquarters for the drive," Baker said. "We'll explain what AER does and how it helps the soldier."

Baker, in his third year of co-chairing the event, said, "this meeting is important to me so that I can interface

with the representatives and establish a point of contact.

"We place a lot of emphasis on the representatives' meeting," Davidson said. "The representatives are key figures. At the meeting, we'll distribute campaign materials and provide pertinent information as to who is involved."

The Feb. 26 training seminar is scheduled for 1:30 p.m. at the Recreation Center, building 3711. A one-hour session is planned, depending upon the number of questions. For more information, call 876-9585/3749.

A campaign headquarters for this year's fund drive has been established by Baker in building 3348. He will be available to answer questions and accept contributions from 9 a.m.-3 p.m. Monday through Friday.

Davidson and Baker emphasized that their role is to coordinate and that organizations are empowered to develop their own fund-raisers. The type of events are limited only by the creativity of the individuals and the organizations.

"The events can be held anytime," Baker said. "It's up to the organizations to plan their events. Last year we had auctions, bake sales, cake walks, and car washes."

Coordinating the fund-raiser events with the co-



**PLANNING CAMPAIGN— Baker, left, and Davidson confer regarding the Feb. 26 training seminar for representatives from organizations participating in the AER fund-raising.**

chairmen is a priority. "I'd like to encourage all organizations to plan ahead," Baker said, "and avoid conflict by preplanning. If they inform us when the dates are firm, we can put them on the master calendar and advertise the event." He also requested that organizations "set up rain dates."

"We want them to participate in each other's fund-raisers," he said. "We want them to swing by and get a hot dog at someone else's cookout. And, we want to stagger events."

Davidson emphasized, "We appreciate all those who supported us last year and contributed to the overall success of AER," repeating that this community

function involves the military and civilians. Davidson noted that he was relying heavily on Baker "because of his expertise and prior knowledge. When I was assigned to the project, I was told to get Sgt. Baker. He came highly recommended."

Again this year Maj. Gen. James Link, the post commander, will speak at the March 1 event to be held at the Sparkman Auditorium. "All of us are looking forward to another successful year," Davidson said.

# Laser shoots down short-range rocket

WHITE SANDS MISSILE RANGE, N.M.— For the first time ever, a laser destroyed a short-range rocket in flight Friday at the Space and Strategic Defense Command's High Energy Laser Systems Test Facility.

Conducted as part of the joint U.S. Army/Israeli Ministry of Defense Nautilus program, the test culminates nine months of successful lethality demonstrations against numerous air threats.

The Nautilus program evaluates lasers for potential use as a tactical air defense system against short-range rockets in a variety of missions, including operations other than war.

According to a SSDC official, the advantage of using a laser-type air defense weapon is the low cost-per-kill. "This provides the advantage of being able to cost-effectively negate cheap threats proliferating worldwide," the official said. "It is estimated that lasers could kill short-range rockets at one-hundredth the cost of ballistic missiles."

Short-range rockets have become the weapon of choice for terrorist groups like the Hezbollah in Lebanon and the Taleban rebel militia in Afghanistan. These rockets are small, easily concealed, extremely inexpensive. "They can play havoc with military bases or civilian populations," the official said. Several weeks ago, in a bid to derail Israel's peace process, Hezbollah launched five salvos of rockets into northern Israel urban areas, sending 250,000 people into bomb shelters.

Lt. Gen. Jay Garner, commander of SSDC, issued a challenge and a charter to his command to pursue directed energy weapons for the battlefield. "We need to come together and focus our energies on directed energy... this is 21st century stuff."

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# Army center puts contracting operations on Internet highway

By Bob DiMichele

The Army Engineering and Support Center, Huntsville has moved its contracting operations onto the Information Highway.

In January the Huntsville center placed a \$100 million electronic solicitation on its Internet Homepage for an important ordnance removal contract. It is the first time a Corps of Engineers contracting action of this magnitude has been solicited electronically.

This contract is a small-business setaside and calls for full-service ordnance response actions over a three-year period. The Huntsville center is the Corps of Engineers' Mandatory Center of Expertise for Ordnance and Explosives and therefore holds the responsibility for the cleanup of unexploded ordnance and explosives at current and former defense sites.

Bob Johnson, the ordnance project manager responsible for the contracting action, said, "We went all out to make it as easy as possible for potential contractors to access this solicitation. This contract is critical to the success of our ordnance program."

The contract will cover the complete range of ordnance response actions: locating, identifying and removing. Johnson said the contract is designed to provide the Huntsville center with additional capacity to

increase the volume of work.

The solicitation can be found through the Contracting Office's paragraph on the Huntsville center's homepage (<http://www.hnd.usace.army.mil>). There is a "hyperlink" from "Business Opportunities" to the contracting procurement page. From there, interested parties can read the synopsis of the solicitation. Those who access the solicitation will find a query screen first. This information allows the Huntsville center to develop a data base of interested parties who would receive solicitation amendments and additional information.

"It is a better way and a more economical way for the government to solicit interest in its contract work. It reaches the contractors faster and it reaches a broader audience," Johnson said. "Our Information Management people are in the process of continuing the development of the Internet capability to provide the best possible product for use by the vendors."

Eighty-seven contractors recently attended a pre-proposal conference on this \$100 million solicitation. The period for receiving offers under this solicitation closes Feb. 23.

The contract itself will be as unique as the method of its solicitation. Nick Etheridge, a member of the Huntsville center's contracting team, said the contract includes multiple capa-

bilities with multiple awards possible. "It's very flexible," he said. "The focus of the acquisition is to provide flexibility in seeking contract solutions to a fast-paced and diverse contract mission throughout the continental United States, Alaska, and Hawaii."

Based on this contract, the Huntsville center can award fixed price, time and materials, time and materials with a fee ceiling, or cost plus/fixed fee types of delivery orders for ordnance removal actions.

"We plan to use the contract to its fullest potential," Johnson said.



## Phone work...

Though the majority of telephones weren't affected by the Feb. 1-3 ice storm, BellSouth technicians such as Luther Christian (above) were hard at work where needed. Company

officials said the BellSouth network held up well under the winter storm. Less than one percent of their 400,000 north Alabama lines were ever out of service.

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# German exchange student prefers U.S. hamburgers

By Kathy Harkleroad

Although Ellen Bauer is a long way from home, she is having the time of her life. Bauer, 16, is a German foreign exchange student living with Sgt. and Mrs. Joey Shouse on the Arsenal while attending Butler High School.

Bauer arrived in the United States Jan. 12 and came to Redstone Arsenal two days later. So far she loves her new home and is soaking up the experiences. "I have seen many new things and have learned many new English words," Bauer said. "Everyday I learn something new."

A sophomore at Butler High, she has found school life different here than in Germany. "In Germany we have 13 grades to complete before we graduate from high school; here there are only 12 grades," Bauer said. "Lots of things are also different; we have smaller classes and we stay together during the day and do not change classes as often. We also get to choose a lot of our classes, and even the teachers' way of doing things is different."

Of her American high school experiences so far, Bauer said the one that has made the most impression on her is lunch. "Lunch time here is an experience," she laughingly said.

Bauer has made several friends at the high school and has blended well with the other teen-agers. She enjoys the same types of music they do, as well as shares an interest in clothes, shoes and other teen-age favorites. One thing that has really amazed her is the ability of teen-agers to drive.

"In Germany you have to be 18 years of age before you can drive by yourself. Here you can be much younger. In Germany at 16 you can buy cigarettes and alcohol, but here you have to be much older," Bauer said.

One area that Bauer quickly adapted to was the new food that was suddenly available. When asked what her favorite new food was, Bauer said it was a tossup between hamburgers and cinnamon rolls. "I really like your American hamburgers. We have them in Germany, but yours taste



BAUER

better and are much cheaper," she said. "I also like your cinnamon rolls very much, they are very good."

She has also found several other things different in the United States than in Germany. "We have bigger houses there, with more levels. They are also not built with wood on the outside, but have bricks and stone. We also have a different phone system there, this is much nicer. We have to pay for each telephone call there and here you don't. We also answer the telephone

differently at my home. Here you say hello, at home you say hello this is Ellen," Bauer said.

According to Scotique Shouse, Bauer's "house mom," one of the things that confused Bauer the most was call waiting. "I had to explain it to her several times before she really understood what was going on. Once she got the hang of it, she was off and running," Shouse said.

Bauer said the hardest thing she has experienced

since being in the United States is the language. "Here you have so many different words for the same thing. Slang words are hard to understand but they are interesting. The English we learn in Germany is Oxford English or proper English, but here it is not used much," Bauer added.

She also said the thing that has amazed her the most in America is the cost of things. "Here things are so much cheaper. It costs less money for everything here and I like that. I was surprised when I bought two CDs for \$20, in Germany it costs \$20 for one. Shoes are much cheaper here too and so are clothes," she added. "The only thing that is more expensive here is German chocolate. I miss German chocolate."

Bauer keeps in close contact with her parents in Germany and calls at least once a week. She also said she calls her friends and they have sent her "special money" to pay for phone calls to them. "Here it is much cheaper for me to call them. My friends and my

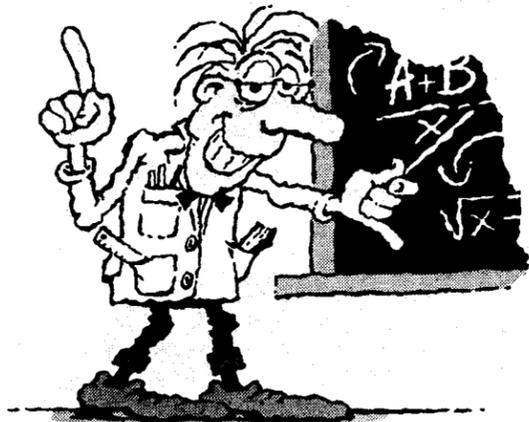
grandma have sent me special money just for telephone calls," Bauer said. "I also write them letters and they write me letters. It is nice to receive them but makes me miss them sometimes."

Bauer first became interested in becoming an exchange student last year and submitted her necessary paperwork and essays in order to be considered. "I wanted to come to America to learn a different culture and learn about people and the different ways of life. I am very glad I got to come," Bauer said. "My mom and dad and grandmother helped pay for the trip."

Even though Bauer has only been in the United States a short time, upon first meeting her you would never know she has lived her entire life in another country. She has adapted to the American way of life very well and looks, acts and dresses like any other teen-ager.

She will also have many stories to tell when she returns to Germany in June, and will have enough memories to last a lifetime.

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## Center tries new way of assessing worker performance

By Bob DiMichele

Ever wish that you could rate your supervisor? How about a co-worker? Better yet, have you ever wished to get a truer picture of your performance, to find a way to improve your overall performance?

Well, employees at the Army Engineering and Support Center, Huntsville now have that chance. The center has started testing an employee appraisal program called the "360 Performance Management Review." Within it, employees are not only rated by their supervisors but also by the co-workers, subordinates and internal customers of their choice. Additionally, employees rate themselves.

"The reference to '360' is that the evaluation considers the full circle of the organization, not just your supervisor's opinion and not just your peers," said Diane Helser, a human resources specialist at the Huntsville center who helped create the review. "The basic purpose is to provide feedback concerning the entire spectrum of the job for a fuller picture of an individual's performance."

### First test

The Huntsville center ran its first test on the appraisals of its 45 GS-14s and GS-15s in July 1995. About 250 employees of all grades took part as a test group of raters and ratees in this first phase of the new evaluation process. The second test began Nov. 1 with a group of 75 GS-9s through GS-12s selected at random. The third test will begin in March and will include the employees in grades GS-8 and below. Every employee within the Huntsville center will be rated by the new system during the next year.

In the initial test, each GS-14 and GS-15 received rating input from 16 sources. Supervisory personnel were rated by the individual's supervisor, five co-workers, four subordinates, five customers and by the employee's self-rating. Non-supervisors were rated by the supervisor, seven co-workers, seven customers, and by the employee's self-rating. The rated employee chooses which co-workers and customers will provide the ratings. These individuals rated 30 different elements within five objectives: organizational vision, team participation, integrity and dignity, job knowledge and skills, and continuous improvement.

Supervisory personnel also were rated on the categories of organizational management and leadership, and equal employment opportunity/affirmative action, but not as part of the 360 review, rather solely by their immediate supervisors.

All of the ratings and all of the analysis was accomplished through automation. The rating program came from the Army Management Engineering College (AMEC) at Rock Island, Ill. The Huntsville center's Human Resources Office distributed the computer disks

See RATING on page 20

## Resource managers on jury for monthly luncheon of ASMC

Court was in session during the January meeting of the American Society of Military Comptrollers.

Ed Korte, chief counsel for the Army Materiel Command, established a mock judge and jury environment for ASMC's Jan. 18 luncheon meeting held at the Trinity Personal Growth Center. The guest speaker's intent was to give insight into the legal procedures used within the federal government.

With Korte as judge, Sharon Hill of MICOM Legal Office as defense attorney, and Russ McMurry of the MICOM Legal Office as prosecutor, the audience was ready to serve as jury. Steve Fisher, of Resource Management Directorate, served as bailiff and introduced case scenarios for the jury. These issues were actual legal cases; and the ASMC members had the opportunity to decide guilt or innocence.

"This meeting provided valuable knowledge into legal proceedings," Pamela Hunt, ASMC photo and pub-



HERE COMES THE JUDGE— Korte addresses the mock courtroom at the ASMC luncheon meeting.

licity chairman, said. "The American Society of Military Comptrollers would like to thank the participants of this informative meeting with a special thanks to Mr. Steve Fisher who negoti-

ated the visit by Mr. Korte." Korte received a memento from Col. Kent Miller, the director of resource management, who serves as ASMC president.

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# Soldier directs Huntsville's annual festival of the arts

By Peggy Hays

His life is already full. He's a man on the go as evidenced by his bike and helmet propped in the corner of his office, ready for a quick run. He's a lieutenant colonel. And, he functions as the product manager for the Multiple Launch Rocket System Precision Guided Munitions.

Oh, and one other thing. He's the first man to act as chairman of Huntsville's annual display of the visual and performing arts, a production aptly called Panoply. This year's production, the 15th, is chaired by both Lt. Col. R. Kelley Griswold, Field Artillery, U.S. Army, and Gabrielle "Gaby" Clark. The festival is set for April 25-28 at Big Spring Park.

Despite his demanding job, Griswold is certain that accepting the chair responsibilities have been and are worth it. "Absolutely," he said with emphasis, noting that his vision for the outdoor festival is manifested by the following axiom. "When you think of Huntsville, think of Panoply; when you think of Panoply, think of Huntsville.

"And, not just Huntsville," he added, "the Arsenal itself has increased its participation and support through the years. Last year, they provided support with equipment such as tables and chairs, the golf course, and picnic tables.

"One of the reasons I volunteered," he continued,

"was that I wanted to get more recognition for the military community. The Arsenal is seen here as a place to work whereas it is a city. I have numerous committee chairman who work out here on the Arsenal and my volunteers share ties to the Arsenal. They live here; they work here. Just right here, between the MLRS workers and the workers at the Sparkman Center, I've got three chairmen."

His other reason for venturing into an event that involves the motivational commitment of hundreds of others can be easily seen. It's the challenge. "I'm interested in the organizational challenge of all this," Griswold said. "It's very rewarding to get into—and to see the end results. The same things that work here, work with Panoply; that is, surround yourself with good people and let them do their jobs."

Identifying those good people has preempted his efforts. "What's taken the bulk of time is identifying the committee chairmen," he said. "We have about 110 chairmen and they gen-



GRISWOLD

erate about 4,000 volunteers."

Griswold added that the key is to "find the right 110. You do that by relying on who has worked before."

Griswold's interest in Panoply began in 1990 as a volunteer. His first job—gathering trash. "One of my wife's friends was chairing the Sanitation Committee," he said. "I volunteered to help pick up trash." In the ensuing years, Griswold saw his role

and that of his wife's as working "in support of people who asked for help."

In 1992 Griswold accepted his first chairmanship, heading the Safety and Security Committee. Last year, it was the Site Acquisition Committee. These experiences provided a mixed view of the festival atmosphere and its audiences. "As a result of that, I could see the overall picture of Panoply," he said. "I could see what it took to be

involved."

For example, a single issue stood out from the S&S Committee. "The number of lost children," he said. "You couldn't turn around and there was another lost child. That took the bulk of our time." A different issue arose from his experience with the SA Committee. "The other thing that takes most of the time is the fencing," Griswold said, describing the temporary fencing erected at Panoply to assist people in moving from one stage to another. "It's not designed for traffic and it keeps getting knocked down. You're constantly repairing the fences."

For this year's event, progress has been made in one area, the fencing, while two major changes will be introduced. "One of the improvements this year is that a real chain-like fence will be erected," he said, adding that the park will be restored to its original condition after the festival.

The notable changes concern available space and the handling of money. "There'll be some lost

space due to the expansion of the Arts Museum," Griswold said, "but the space will be restored because of the expansion over to Big Spring East and moving the stages into the street between the Park Plaza and the Hilton. We'll still have the same amount of space, but we've just redesigned the area. Negotiations with the Hilton and the city have already been done.

"The other major change is that we're going to use a script-type system instead of cash. That's a major change," he reiterated. "That'll be more convenient for the visitors. We'll have sales booths at each entrance. We'll call it Panoply Money and it will be sold in increments of 50 cents. All concessions in the park will be geared to that only."

Griswold was quick to express that "Panoply was still a free event" and that "we urge contributions only" for those wishing to attend. Panoply Money, or Panoply Money Coupons as the new script most probably will be referred to ac-

See PANOPLY on page 23

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# Sports



**ON ICE**— Jonathan Dubois, in forefront, is among the Channel Cats players who will be in action at the upcoming "Redstone Night" hockey games. For ticket information, call the Recreation Center 876-4531. (Photo by Gary England.)

## MWR highlights . . . . .

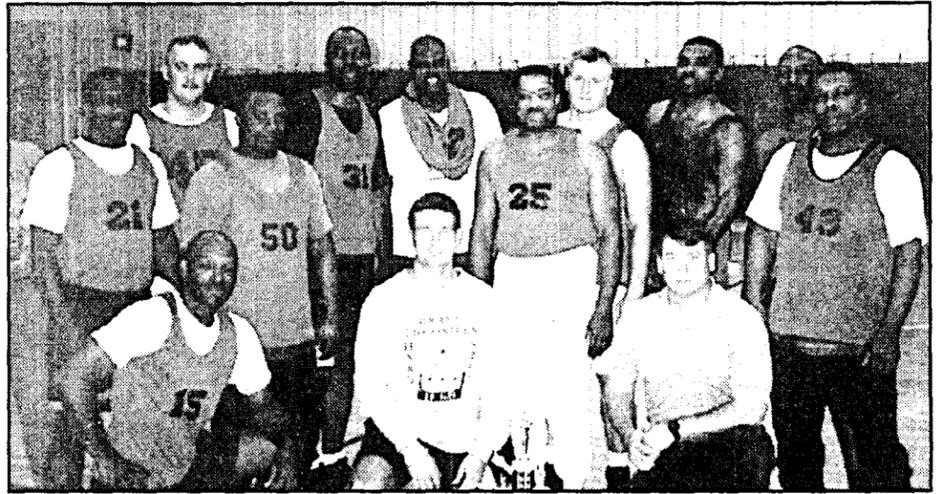
The following are upcoming Morale, Welfare and Recreation activities:

**FEB. 24: Army family**— An Army Family Team Building workshop will be held 8:30 a.m. to 3 p.m., free of charge; child care is provided. This workshop is designed to provide the "basic personal skills knowledge that is vital to the military family." The first 100 to register will receive a free lunch catered by Olive Garden; registration deadline is Feb. 16.

For more information, call Deborah Jefferson 876-5397.

**HOCKEY TICKETS: Discounts available**— The Recreation Center has discount tickets to Channel Cats hockey games Feb. 17 and March 14. Tuesday night game Feb. 20 will be half price; you can obtain the half-price vouchers at the Recreation Center and exchange them at the box office for the half-price ticket of

See MWR on page 17



**3D TEAM**— Kneeling, from left, are SSgt. Darrell Booze; post CSM Ben Sunde, who presented the preseason trophy; and SSgt. Jay Walton, coach. Standing, from left, are SFC Marvin Hankins (partially in view), SSgt. Russell

Smith, SSgt. Walter Pike, SSgt. Rampaul Hollington, SSgt. Curtis Atkins, CWO 2 Marvin Booker, SFC Jimmy Frizzle, SSgt. Todd McAllister, SSgt. John McLean, SSgt. Rickey Cook and SSgt. Alvin Johnson.

## Delta Devastating Dragons win basketball preseason

Delta's Devastating Dragons lived up to their name by winning the post basketball preseason championship Jan. 12.

The 3D team devoured everything in its path in claiming the preseason trophy. HHC MICOM was runner-up.

Capt. Henry Booker and 1st Sgt. Carl A.

Smith motivated the champs from the sidelines. Smith predicted that the Devastating Dragons "will also move through the regular season like a tornado."

The regular season began Jan. 22 and continues through Feb. 28.

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Sports

# Engineer Run 5K and 10K ready to take the road

By Peggy Hays

In 1983 the inaugural Engineer Run, sponsored by the Huntsville Post of the Society of American Military Engineers, was organized and conducted. According to Joe Serena, this year's co-race director, the purpose of the race was not only to add another competitive race to the city's calendar, but to initiate a special feature that continues today.

"All monies from the proceeds go to the scholarship fund," Serena said. "We now have four scholarships in place. We have two scholarships, one at UAH (University of Alabama-Huntsville) and one at A&M (Alabama A&M University)," Serena said. "The school makes the selection for those students.

"In addition, we have two other scholarships; one is given to a freshman or sophomore college student in engineering and another is given directly to a student at UAH who is a member of the student Post of S.A.M.E. The scholarships are usually given to somebody new each year."

On Feb. 24, S.A.M.E. will continue its traditions, that of an early spring race and of using scholarship monies to encourage engineering students. The 13th annual Engineer Run will begin at 9 a.m. with a 5K race, then a 9:20 start for the 10K run, and a one mile Fun Run at 9:40. All races start from the Rocket Auditorium, just inside gate 3.

Assisting Serena as co-chair is Dr. David Branham, director of public works for the Missile Command and Redstone. Branham has res-

sponsibilities for the on-post race functions.

The course, according to Serena, a structural engineer for the Huntsville Engineering and Support Center, is "very fast. The 10K is mostly flat and the 5K only has a small hill.

"We're hoping for 600 runners this year," he said. "We're doing more publicity. We've already had 35-40 phone calls from people who have not run in the race before."

The run should attract a variety of competitors as registration information has been sent to all 1,100 runners who have ever competed in the Engineer Run, to track clubs in Atlanta and Nashville, to newspapers located in northern Alabama, and to the local high school track clubs.

Awards will be numerous also. "First, second, and third place trophies will be awarded in everything except the overall winners in each of the age categories," Serena said. "We have a wheelchair division but we did not have anybody sign up last year."

The age groups for both the 5K and 10K include 14 and under, 15-19, 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60 and over, and a 10K Wheelchair Division. Overall male and female winners receive trophies in both the 5K and 10K; and trophies are presented to both the male and female first, second, and third place finishers in each age group. All Fun Run finishers receive commemorative ribbons. "Those who run in the Fun Run are usually a child of someone who showed up to run in the other races," Serena said.

"We give really big tro-

phies," he said. "They're really nice to take home." Serena reminded that with the large number of awards being presented that the young and those not so young can "come out and compete and try to get their personal best.

"We see a lot of people in the age groups of the 20s," said Serena, "and a lot of folks in the 40-44 and 45-49 age group. Last year we didn't have too many young runners and a lower number of seniors."

Registration for the 5K and 10K races is \$12 if you preregister and \$15 on the day of the race. The registration chairperson is Sharon Chittam from Foster Wheeler Environmental Corporation. The deadline is Feb. 16. The one mile Fun Run is free but as for all entrants, runners must complete a registration form and waiver.

Each preregistered runner in the 5K and 10K races will receive a commemorative, long-sleeved T-shirt featuring this year's originally designed logo. Serena emphasized that only preregistered entrants are guaranteed T-shirts; others are

See RUN on page 22



ON YOUR MARK— Runners await the start of last year's Engineer Run 5K.

## MWR

Continued from page 16  
your choice (limited quantities)... Watch for displays to get free tickets to the University of Alabama-Huntsville game Feb. 16 against Mankato State. For more information about the AUSA "Army Reinforcements Night," call Heather Haring 876-3030.

### COUPON CLIPPERS: Club meetings—

The ACS Coupon Clippers Club meets the first and third Monday of each month, from 11:30 a.m. to 12:30 p.m., at building 3491 on Honest John Road. "Save money on your groceries by joining the coupon clippers. Bring your extra coupons to swap with other members." All members of the Redstone community are invited to partici-

pate. For more information, call Mary Breeden 876-5397.

### VALENTINE'S DANCE: Officers Club—

The Sentimental Journey orchestra will perform tonight; enjoy a candlelight buffet from 6-8 p.m. For information call 830-CLUB.

### FEB. 26: Flying Activity—

The Flying Activity's general membership/quarterly safety meeting will be held at 6 p.m. Feb. 26 in the FA classroom, building 4828. "This meeting will be videotaped; those unable to attend will be required to view the tape to update currencies, prior to being cleared to fly."... The Flying Activity is also taking applications for ground school students; classes will begin "as soon as sufficient students are registered." For more information, call 880-9495.

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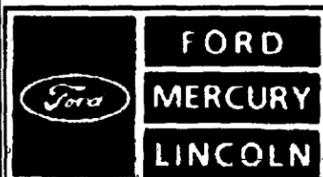


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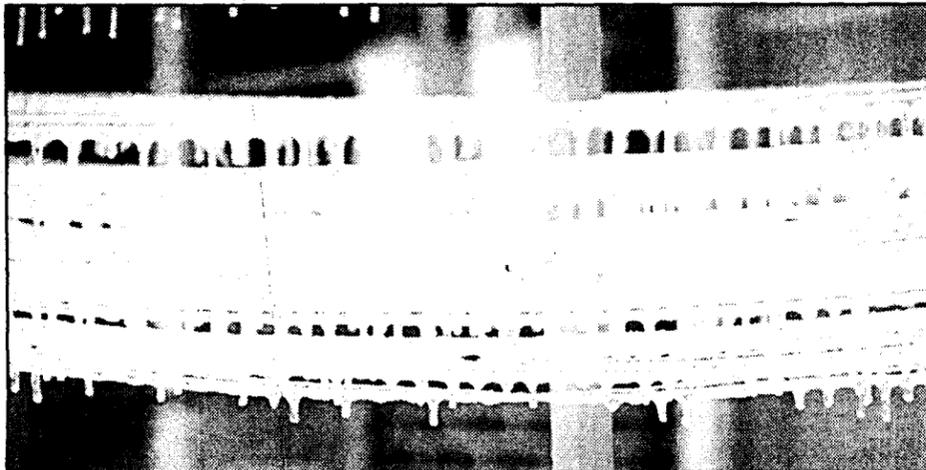


**GATHERING SNOW**— John Jennings, Justin Garrett and Justin Jennings, all of Dragon Court, decided to hit the streets and find snow that could be used for building a snowman. The boys, walking through the hous-

ing area south of Goss Road, stopped at snow-filled gutters and added new snow to their already big snowball. The snow around their quarters was caked with ice and could not be molded into the desired shapes.



**FALLEN BRANCHES**— One of the hazards of the bad weather was fallen branches throughout the Arsenal. Tree crews were kept busy cleaning up the fallen trees and branches after the ice storm. Trees and limbs were reported down in several locations on post.



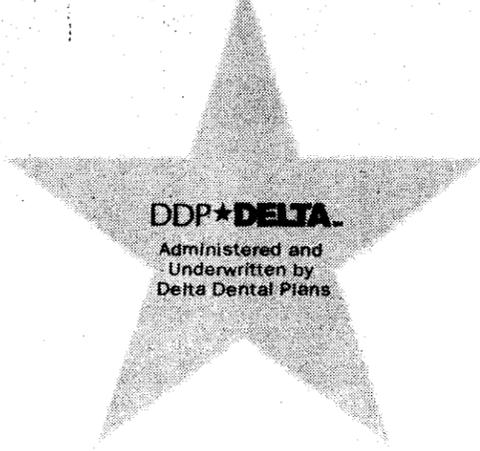
**WINTER WONDERLAND**— As residents woke up Feb. 2, they found the entire Tennessee Valley covered with ice. Trees, power lines, fences and anything outdoors was covered with ice, including cars and clotheslines. This clothesline was covered with an inch of ice, and icicles hung along it.

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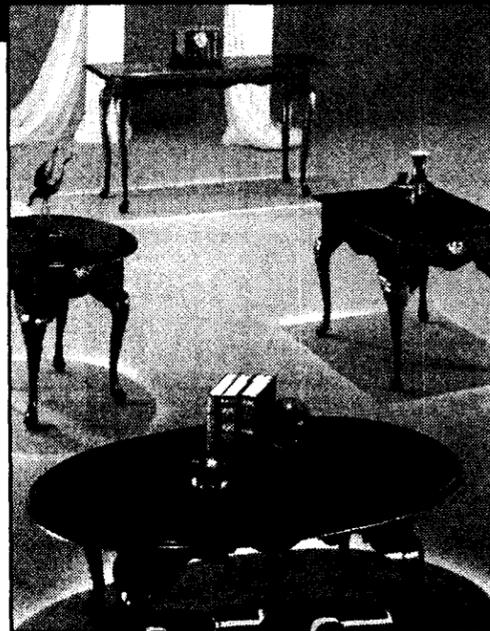
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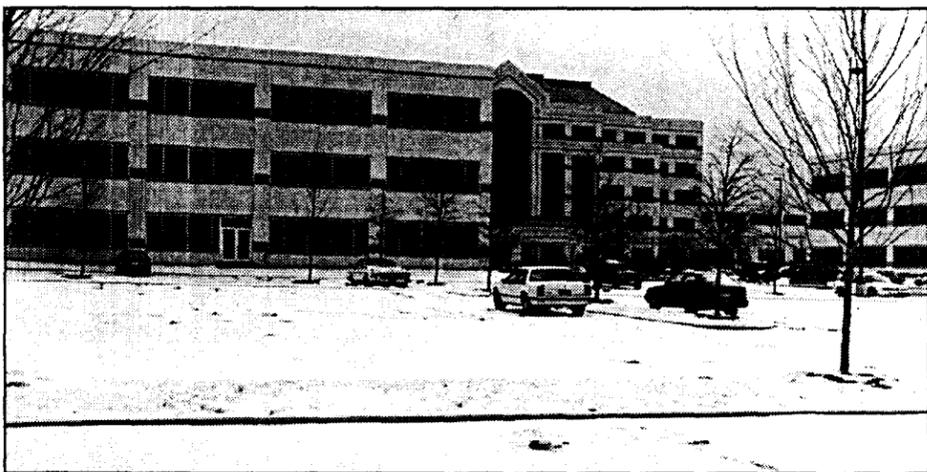
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**EMPTY SPOTS**— Parking lots everywhere were slow to fill up once the Arsenal reopened for workers. The Sparkman Center was no exception as workers

slowly made their way into work at noon Feb. 6. Parking their vehicles was another trick since all the markings were covered.



**HAZARDOUS DRIVING**— Roads throughout the Arsenal were filled with ice, snow and then slush; and this made driving hazardous and slow. Road crews were out and about throughout the week-

end and into the following week trying to clear the roads, but Mother Nature wouldn't cooperate with warmer temperatures. Scenes like this were common throughout the Arsenal for days.



**WHEEEEE**— These youngsters on Hermes Street take advantage of the icy conditions on their driveway. Front to back are Christopher, Madonna, and Michael Talley, and Brock Talley, children of SSgt. and

Mrs. James Talley. The youngsters were helped by Josh Sprouse, son of SSgt. and Mrs. Paul Schmidt as they used garbage can lids and garbage bags as sleds and whizzed down the driveway.

**COLD FRIEND**— This little snowman stood guard at the home of Sgt. and Mrs. Douglas Davis, 1264 Jupiter Court, until the warm temperatures fell upon the Arsenal. This snowman was only one of several which were built on the street.



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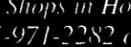
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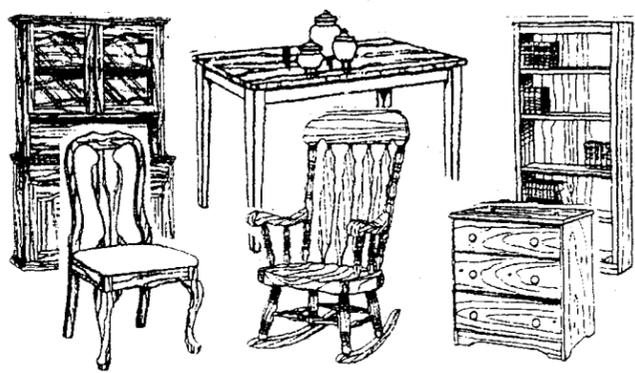
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# RATING

Continued from page 13

from AMEC with the 30 different elements to each individual at the center identified as a rater. The rater then performed the evaluation by computer. Ninety percent of the raters spent less than an hour on the process. And, the input from each individual rater was anonymous. So although the employees chose who rated them, they didn't know which individual ratings were assigned by a specific rater.

## Ratings compiled

AMEC compiled the ratings for each individual in the first test at a cost of \$21.50 per ratee. Of the approximately 250 disks distributed within the Huntsville center, only one disk was not returned.

Raters also provided narrative comments on every employee rated. These narrative comments are optional and are not included in the official rating. "However, they add a constructive and more personalized nature to the review," Helsner said.

The ratings that were returned to the employee

showed a composite score for each element within each objective based on a scale from 2-10 (10 being the highest). Each rating from each rater has equal weight. That is, a rating from a customer has equal value to the supervisor's rating.

Within the first test group of GS-14s and GS-15s, the average rating was 8.22. The median rating came out to be 8.8. Helsner said these ratings were a little high but that evidence from similar evaluation programs shows that once people become comfortable with the process, the ratings become more realistic. "We have lots and lots of talented people, but the spread will widen," she added.

## Top support

Anita Gomez-Bennett, the head of Equal Employment Opportunity for the Corps of Engineers, supports the test. "I feel strongly that we should take advantage of any opportunity to be creative about our work processes." She said the concept has Corps-wide applicability as long as it is full tested. "Things are only made unfair when we do not implement them properly."

The 360 review is not ac-

tually affecting employees' ratings during the test phases. Individuals can compare their current Total Army Performance Evaluation System (TAPES) ratings with the test ratings. Based on the first test's results, four employees would have received a higher overall rating under the 360 system than they would have under the traditional TAPES system and five employees received a lower overall rating.

## Simple goals

Although it may sound complicated, the goals of this program are simple, according to Helsner. The Huntsville center is experimenting on an appraisal system that focuses employees on being part of a competitive organization. This 360 performance review is designed to move TAPES toward a real Total Army Quality philosophy and toward a peer review process for employee awards.

Margaret Simmons, one of the lawyers in the center, took part in the first test as a rater. She sees the 360 review as a method to help improve organizational re-

sponsiveness. "I think it will help employees realize that if we try to work together, we will reach our goals more easily and have less obstacles and frustrations to overcome," she said.

## Employee feedback

After the test on GS-14s and GS-15s took place, the Huntsville center conducted a survey to get feedback on the initiative. Two concerns became apparent from that survey—rating technical competence and dispensing performance awards.

According to the survey, some employees from technical backgrounds expressed concern about rating technical competence. Some did not believe they could be rated adequately by anyone but their supervisor. "Our basic premise, though, is we have competent people here. While there is a category to rate knowledge, the 360 is designed to rate behavioral skills that enable the organization to succeed," Helsner said. Some supervisors expressed concern about losing authority over technical competence. But the 360

review still falls within the official TAPES appraisal structure. The supervisor still retains the integral role of assessing overall annual performance through counseling sessions and through the bullet assessments of performance in the Senior TAPES System.

As for performance awards, Helsner said awards will be used as a "high motivator." "We plan to break the mold of handing out awards on an equal share to performers and non-performers alike."

In an effort to maintain an environment of fairness, Huntsville's leadership is planning to add an equal employment opportunity category for each employee, not just the supervisors. This is meant to draw each employee's attention to behaviors that affect the values and principles of a discrimination-free workplace.

The 360 review allows feedback to individual performance from a diverse part of the organization. "If I get feedback from 14 people I choose personally, it is much harder for me to argue about that feedback affecting my efforts at self-devel-

opment and continuous improvement," Helsner said.

## Increasing interest

Karen Durham-Aguilera, the resident engineer for Anniston Army Depot, participated in the first test both as a rater and ratee. She sees managers receiving the greatest benefit of the 360 review. "As one moves up in the managerial arena, although technical skills may have allowed one to become a manager, those same technical skills take on less importance. What is more important for success are communication, interaction with others and teamwork," she explained.

Dr. Susan Duncan, the director of human resources at the Headquarters, Army Corps of Engineers, concurs. "There is increasing interest in government in the use of 360 degree evaluations. The 360 can help improve the center's overall management of performance. The system provides employees with a tool to assess important capabilities that are critical to improving organizational performance and competitiveness."

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# Army Learning Centers here offering free computer training

By Jerry Alexander

The Automation Training Team and the Army Learning Center components of the Education and Development Division will save Redstone Arsenal thousands of dollars per year while making training easier. The real savings will come from increased productivity as MICOM employees put their learned skills to use.

We often put off taking training we know we need, due to lack of time or funds. We're like the guy who can't afford to spend \$25 for a front end alignment, so he ruins \$200 worth of tires. We cannot afford to postpone critical training.

The Automation Training Team offers you the opportunity you thought unaffordable by saving you both time and money. Tuition is free; and the classes are held in the Sparkman Center, building 5304. One in five potential students need not travel to take the classes, and most others will not have to travel more than a few miles.

Anyone in the MICOM community can take advantage of these free classes to improve computer skills— whether you're a computer "guru" or novice. Your instructors will provide you with the hands-on assistance. Currently the four-hour classes available are Windows 3.1, Microsoft Word 6.0 and Excel 5.0. Other classes will be announced as they become

available.

The Army Learning Centers (ALCs) are American 2000 skills clinics, providing quality training and state-of-the-art continuing educational support services. Two centers at Redstone Arsenal and one at Research Park (SSDC) offer more than 2500 academic, commercial and Army courses. These centers can help you in 11 primary subject areas: clerical and secretarial; communication and data processing; engineering and physical sciences; finance and business; health science and medical; language and grammar; mathematics; management and supervisory skills; personal development; safety; and total quality management.

Training is available using textbooks, videotapes, audiotapes, and SPACE programs. Come by the ALCs located in building 5304, room 4319; building 3222 or the SSDC Annex. Call 876-1061 to schedule the computer-based training, or call the automation team 876-1096 to schedule classroom computer training.

*(Editor's note: Alexander is program administrator for the Army Learning Centers.)*



**CERTIFIED BABYSITTERS**— In front row, from left, are Ant'wana Griggs, Deborah Letarte, Casandra Nealy and Suneerat Blair. In second row are Nicole Ledesma, Michelle Henry, Dionne Johnson and Jamelle Davis. In third row are Dianne Johnson, Crystal Henry and Crystal O'Neal. In back row are April Paul, Ebony Martin, Danielle Covington and Latora Nealy.

# Fifteen join ranks of certified babysitters at Redstone

Supplemental Programs and Services sponsored a 10-hour Red Cross babysitting class Jan. 20 and 27.

Fifteen individuals completed the course which included lecture, role playing, discussion, and hands-on activities. Each participant received a Red Cross card and a

babysitting pin. Another babysitting class is scheduled for June.

SPS maintains a referral list of qualified babysitters; and parents desiring the list may obtain it at the SPS office in building 113.

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**CLASSES IN HUNTSVILLE**

# RUN

Continued from page 17

provided to the 5K and 10K runners on a first-come, first-served basis. "However, our T-shirt supplier has assured me that we can get 100 more at the last minute if we need them," he added.

A unique feature of the Engineer Run is the opportunity for co-workers to run as a team. "As part of the 10K, we have the team competition," Serena said. "Last year we had about eight or nine teams total and about five were from the post. This is for the 10K only."

Teams consist of three to five runners from the same organization or company. Runners must be full-time employees but more than one team can enter per organization. Serena stated local high schools have also been sent information packets and invited to compete. Team entries must have a captain, individual entry forms and fees, and a \$25 team fee forwarded by the same Feb. 16 deadline.

For those who have inquired, Serena emphasized that there would indeed be refreshments served. "We'll have snacks and refreshments after the races," he said. "There'll be fresh fruit, orange juice by McDonald's, and Girl Scout cookies." The cookies are

from Girl Scout Troop 620, located on post. The Girl Scouts and their troop leader, Debbie Hatton, will also be in charge of the water stations on the course.

Boy Scouts from different troops will also act as timers on the course. "They'll be serving as split-timers," Serena said. "They'll be calling out the times for either every 10 seconds or every 15 seconds. We didn't have that last year and were asked to provide it."

Another added feature for this year is a hotline. "We'll get back to them in 24 hours," Serena said. "They can ask questions about the race," noting that a recent caller inquired about the times posted in past races. "I believe the record time for the 5K is 16:36," said Serena who is co-chairing the race for the second year. "The 10K is about 31 or 32 (minutes) for the overall winner while the time for the 10K for the 50 age group is 52 minutes to one hour and six minutes. These best overall times are from the past two years."

Prime sponsors for this year's event are Rust Engineering and Construction, Lockwood Greene Technologies, PDR Engineers, Goodrum Knowles Engineers, Brown & Root Environmental, and Zapata Engineering. Supporting sponsors include Bhat

Environmental Associates, CH2M Hill, The Earth Technologies Corporation, Rosser Lowe Engineers, and T-Shirt Printing by J.R. Enterprises.

Serena, who used running as a way of relieving the pressure of college life at Georgia Tech, looks forward to getting back into running shape. "I ran a lot in college," he said, "but never competitively. I ran about three miles every

night for three or four years. I used to tell people as a joke that I ran because it wasn't safe to walk in downtown Atlanta."

For Christmas, Serena gave himself a present, an exercise machine, and plans to be ready to run in next year's Engineer Run when his co-chairing days are over. That's an early message to all of you. Here's your chance to run the program in '97.



# Contracting proposals announced by DoD

WASHINGTON — DoD announced several initiatives to expand contracting for small, disadvantaged businesses. These initiatives, published for comment in the Federal Register, would amend the Defense Federal Acquisition Regulation Supplement.

Defense officials said these proposals are initial steps toward limiting the adverse impact of suspending the "rule of two" set-aside program. DoD announced last October it suspended its rule of two set-aside programs as part of the government's review of federal affirmative action programs.

The rules of the two programs enables small, disadvantaged businesses to competitively bid on defense contracts. Under the rule, if two or more small business bids are 10 percent over the lowest bidder, the small, disadvantaged business will receive the contract.

Officials said the proposed contracting procedures include expanding the mandatory use of the 10 per-

cent price preference for small, disadvantaged businesses. This includes competitive awards based on other than price or price-related factors.

The proposal also includes consideration of small, small disadvantaged and women-owned small businesses subcontracting as a factor in the evaluation of past performance. It requires prime contractors to notify their contracting officer of substitutions of firms that are not small, small disadvantaged or women-owned small business for the firms listed in the subcontracting plan.

Finally, the new procedures establish a test program of a small, disadvantaged business evaluation preference—a process that removes bond cost differentials between the smaller businesses and others as a factor in most source selections for construction acquisitions. (American Forces Information Service)

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# Hawk missile system goes to space museum

The Army will present a Hawk missile system loader/transporter and launcher to the U.S. Space and Rocket Center during a ceremony at the center Feb. 23 at 2 p.m.. The equipment transferred during the ceremony will complete the Hawk display at the Space and Rocket Center.

Hawk is a mobile air defense missile first fielded in 1960. It was designed to provide air defense protection for critical installations and maneuver forces against low to

medium altitude aircraft attack.

Hawk has been removed from the active Army inventory and transitioned to the Army National Guard. The system is currently deployed with National Guard units in New Mexico, Florida and Ohio.

Making the presentation for the Army will be Maj. Gen. James Link, commander of the Missile Command and Redstone Arsenal. The public is invited.

# DoD signs joint advanced strike technology pact

WASHINGTON —The United States and the United Kingdom signed a memorandum of understanding for Britain's participation in the Joint Advanced Strike Technology program.

Paul Kaminski, defense undersecretary for acquisition and technology, signed

the agreement with Malcolm McIntosh, Great Britain's chief of defense procurement.

Under the agreement, the United Kingdom will become a collaborative partner for the concept demonstration phase of the program. Britain will contribute \$200 million to the \$20 billion project cost.

tribute \$200 million to the \$20 billion project cost.

Officials said the program's proposed short take-off and vertical landing aircraft offers a potential supersonic carrier-borne aircraft to replace Britain's Sea Harrier. The U.S. Marine Corps also uses a

version of the Harrier.

Britain brings 35 years of experience in the vertical landing aircraft field to the program. Subsequent engineering, manufacturing development and production agreements are ending (AFIS)

# STORM

Continued from page 1

stances where tree limbs have fallen and damaged cars for instance, and a claim has been filed," Friday said.

DA and DoD employees can also file claims for damages done to authorized personal property at their work stations if the damage was storm-related. "Say if a water pipe burst overhead and their personal property was damaged or ruined, they can file a claim as well. Again, the damage does have to be directly related to the storm and has to be substantiated," Friday said.

Persons who would like more information or would like to pick up claim forms can do so at the Claims Office located in the basement of building 111. They can be reached at 876-9911/9913.

# TAX

Continued from page 1

Crook 876-7979

- Bravo Company— SSgt. Marie Woitd 842-0618
- Charlie Company— SSgt. Tony Williams 955-8075
- Delta Company— SSgt. Edna Cross 876-1421, and SSgt. Marshall Grice Jr. 876-5845
- HHC 59th— MSgt. Ralph Vickery 842-8817, SFC Premas Liverpool 842-6556 and SFC Robert Adams Jr. 842-9770
- HHC MICOM— PFC Rhonda Patterson 842-2970
- 95th Maintenance Company— 2nd Lt. Amanda Istre 955-6911, and SFC Verge Matthews 842-9642
- Marine Detachment— SSgt. Charles Purcell 876-1600
- NCO Academy— SSgt. William Slade 842-2903
- Readiness Group— MSgt. Arie Dejong 955-4001, and SFC Janet Snow 895-4806
- MEDDAC— MSgt. Glen Wright 876-8472.

# PANOPLY

Continued from page 14  
ording to communications director Kim Huffstetler, is for use inside the park only.

In clarifying the latest terminology for the script money, Huffstetler noted that 2,000 volunteers are needed in the park each day. "Volunteers are welcome by the hour, by the day," she said. "However, they wish to be involved; even at the last minute. You can sign up for what you are interested in. You can walk up to the information booth and volunteer for the popcorn booth or to

critique performances." Huffstetler's number is 533-6565.

As far as setting the standard for how to proceed in the role of the chair, Griswold has done that by communicating with upper management before his commitment. "I've been fortunate that this was approved by my present boss," Griswold said, noting that his Panoply efforts were accomplished during lunches and evenings. "I approached all three of my bosses before taking on this job so that they would understand the level of effort required.



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## Announcements

### Alcoholics anonymous

The Redstone Arsenal Group of Alcoholics Anonymous meets each Wednesday at noon and Friday at 5:15 p.m. in room 11 of the Bicentennial Chapel.

### OWC merit awards

Applications for merit awards offered by the Officers Wives Club are now available in the following categories: high school senior, college level, or military spouse. The applicants must be family members of officers and hold a military ID card, with primary residence in the Huntsville area. Deadline to apply is March 9. Applications can be obtained by written request to Helen Hickman, 14374 Hunter Road, Harvest, 35749.

### OWC art auction

The Officers Wives Club will hold its 24th annual Art Exhibition and Auction March 2 at the Officers Club. The artwork will be available for viewing at 6 p.m. with the auction beginning at 7. Perry Berns of the Perry Berns Gallery in Dallas will be the auctioneer for the event. He returns with original and limited edition prints, custom framed and guaranteed by written certificate. For those unable to attend the auction

March 2, there will be a standup sale from 10 a.m. to 1 p.m. March 3. Tickets will be available at the Officers Club cashiers cage in advance or at the door for \$5 per person. The event is open to the public. Complimentary hors d'oeuvres will be served with a cash bar available. Proceeds from this event will benefit a variety of organizations in the Redstone Arsenal and Huntsville communities. For more information, call Mary Black 461-0288.

### CFC meeting

The Local Federal Coordinating Committee for the Tennessee Valley Combined Federal Campaign (CFC) will accept applications for a Principle Combined Fund Organization to administer the 1996 CFC from Feb. 1-March 1. Only federations, charitable organizations or a combination thereof are eligible to apply for this position. All applications must be received by the Local Federal Coordinating Committee, AMSMI-CFC, Redstone Arsenal, 35898-5795, or hand delivered to build-

ing 3197, no later than 4 p.m. March 1. Applications received after 4 p.m. March 1 will not be accepted.

### Engineer run

The 13th annual SAME Engineer Run, presented by the Huntsville Post of the Society of American Military Engineers, will be held Feb. 24 on Redstone Arsenal. This event consists of 5K and 10K road races and a One-Mile Fun Run. The 10K race also features a wheelchair division. All races start at the Rocket Auditorium on Redstone Road, just inside Gate 3 of Redstone Arsenal. The 5K and 10K courses are flat and fast, and are certified by the U.S. Athletic Congress. Registration begins at 7 a.m. and the first race (5K) will start at 9. Pre-registration fees are \$12 through Feb. 16, and \$15 thereafter through the day of the race. The Fun Run is free. For more information or to receive a registration form, call Joe Serena 895-1655.

### Welfare contributions

The Officers Wives Club is

accepting requests from organizations seeking financial assistance. Written requests should outline the group's programs, reasons for requesting help, how funds will be used, and whether other groups or organizations have been solicited for the same donations. Mail requests to OWC welfare chairman, P.O. Box 8110, Redstone Arsenal, 35808. Applications should be received by Feb. 23. Monies will be awarded in early May.

### African-American festival

PEO Tactical Missiles, MLRS Project Office will present a "Festival of African-American music, art and attire" Feb. 27 at the Sparkman Auditorium. Scheduled are art displays, 8 a.m. to 2:30 p.m.; a grand kickoff, 10:15-10:30 a.m.; a parade of fashions and attire, 10:30-11 a.m.; and a gospel music concert and prizes, 11-11:30 a.m. February is Black History Month.

### Transition assistance

A representative from The Retired Officers Association, retired Col. Crews,

will visit Redstone Feb. 26 to give a presentation on "Marketing Yourself for a Second Career." The presentation, slated 8:30-11 a.m. at Toftoy Hall Auditorium, is to assist officers and NCOs who are preparing to leave active duty. For more information call Phillip Paschel, of Army Career and Alumni Program (ACAP) Office, 955-6490.

### TRADOC inspector general

The TRADOC Inspector General assistance team will visit the Ordnance Missile and Munitions Center and School Feb. 12-15. Scheduled sensing sessions include the following: Feb. 14, from 6:30-8:30 a.m. at 3301, for ANCOG; 9-11:30 a.m. at 3301, for drill sergeants; 1-2:30 at 3301 for training developers from DOI; 2:30-4 at 3301 for permanent party E-4 and below; and 5-6 at 3301. Feb. 15, from 6:30-9 a.m. at 3301, for permanent party Cpl. and above, BNCOC and ANCOG SGI's; 12:30-2 p.m. at 3301 for permanent party officers

and OBC instructors; 2-3:30 at 3301 for OAC SGI's; and 3:30-5 at 3301 for BNCOC.

### Black History luncheon

The 10th annual Black History Month luncheon will be held Feb. 21 at the Von Braun Civic Center north hall. Social begins at 11 a.m., with the luncheon at 11:30. Scheduled speaker is Patricia Coats Jessamy, state's attorney for Baltimore City, Md. Tickets are \$9.50; deadline for ticket sales is Feb. 16. For ticket information, call the MICOM EEO Office 876-3591.

### Town hall meeting

The Redstone Arsenal Community Town Hall meeting will be held at 6 p.m. Feb. 20 in the Bicentennial Chapel. Town hall meetings are open to all residents, retirees, and employees authorized to use Redstone community facilities.

### Resource managers

The American Society of Military Comptrollers will meet at 11:30 today at the

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# Announcements

Officers Club. This is the annual Valentine program with entertainment provided by the Churchstreet Band. For reservations call Cherry Hovik 876-3590.

**SMA scholarships**— The Redstone Arsenal Sergeants Major Association is providing the opportunity for a graduating high school senior to receive a scholarship for the upcoming school year. Recipient of the scholarship must meet all of the following requirements: The student must be the family member of a retired, active duty, or deceased NCO. Applicants will provide evidence of acceptance to an accredited institution and submit an official high school transcript. Transcript must show that the student maintained at least a 3.0 grade point average. All applicants will submit a 500-word essay on one of three chosen subjects listed in the application. All applications must be received on or before April 19. Applications can be obtained at the Challenger, the Recreation Center, and from unit sergeants major. For more information, call Sgt. Maj. Gary Suckow 842-9671.

**NCOs dining-in**— NCOs of HHC MICOM and 95th Maintenance Company are invited to a dining-in Feb. 23 at the Officers Club. The social begins at 5:30 p.m., with dinner at 6. Cost is \$10 per person. RSVP by Feb. 21. For reservations call SSgt. Betty Anderson 842-2413 or one of the following alternates: SFC James Agee 876-5853, SFC Earl Montgomery 842-2441, SFC Chris Tate 313-

6373 or SSgt. Curtis Shelton 876-5100.

**Master's degree program**— Nova Southeastern University is offering a master of business administration in Huntsville, with classes beginning in March. Information meetings and counseling will be held 10 a.m. to 6 p.m. Feb. 20 and 21 in Sparkman building 5304, classroom 4331. "Attend classes on alternate weekends; complete degree requirements in 18 months; learn from doctorally-qualified faculty." For more information call Bill Spade 1-800-642-7223, extension 7647, or Mike Hodges in Woodville 574-2050.

**Logistics engineers**— Tennessee Valley Chapter of the Society of Logistics Engineers will have a luncheon meeting today from 11:30 to 1 at the Huntsville Hilton. Dr. William Baylis, adjunct instructor at the Institute for Space Technology, Brevard Community College, is to speak on "Space systems: non-traditional logistics support." Cost is \$8.50 for members,

\$9.50 for non-members. For information call Judy Campbell 842-6669, Walt Lorcheim 895-8620 or Jack Conway 890-3423.

**Williams Elementary**— Williams Elementary School will be the site of a school carnival Friday at 5 p.m. All events will be held in the lunchroom and the public is invited to attend. Bring the kids, have dinner and a good time.

**Auburn club**— The Huntsville/Madison County Auburn Club will have its winter luncheon March 1 from 11:30 a.m. to 1 p.m. at the Huntsville Marriott. Scheduled speakers are Dr. William Muse, president of Auburn University, and Dr. William Walker, dean of engineering. Cost is \$15 per person; there is limited seating. Send money by Feb. 21 to the Auburn Club, P.O. Box 243, Huntsville 35804.

**Bellydance day**— The 10th annual Bellydance Day will be held 9 a.m. to 3 p.m. Saturday at Universal Martial Arts Studio, 4308 University Drive. For more

information about this free event, call 851-7922, 837-8388 or 772-9985.

**ACS Education Committee**— The Army Community Service (ACS) Education Committee will meet at noon Feb. 21 at building 3491. "It is helpful to call in advance concerning problem areas that need to be put on the agenda." Any parent interested in the educational needs of their child is invited. This meeting is open to everyone. For more information, call Virginia Dempsey 876-5397.

**BOSS committee**— The BOSS (Better Opportunities for Single Soldiers) Committee will hold its annual Black History Month Program, "The Evolution of the African-American," Feb. 24. The committee is seeking volunteers, performers, and persons knowledgeable on Black History to participate. For more information, call the Recreation Center 876-4531.

**Chocolate tasting**— The 10th annual Kids on the

Block "Chocolate Tasting Festival" will be held 1-4 p.m. Saturday at the Von Braun Civic Center. Tickets, \$5 in advance or \$7 at the door, can be purchased at Parisian in Madison Square Mall or by calling Kids on the Block 533-6947. This event is sponsored by Huntsville's Kids on the Block, WAAY-Channel 31 and WAHR Radio 99.

**Toastmasters**— Tennessee Valley Toastmaster Club, Toastmasters International, will meet at 7 p.m. Thursday at Irene's Restaurant (formerly Boot's Restaurant), 2223 Memorial Parkway in southwest Huntsville. For more information, call Bill Largent 881-9910.

**Post Theater movies**— Friday, "Cutthroat Island," PG-13, 123 minutes. Saturday, "Toy Story," G, 89 minutes. Sunday, "Toy Story." Showtime is 7 p.m. Admission is adults \$2.50, children \$1.25.

**Boy Scouts fundraiser**— Boy Scout Troop

2 and 400 is holding a sale of office products, donated by the Printer Connection located just south of Joe Davis Stadium at 3322 Memorial Parkway on the hill behind Michael's Restaurant. The sale is being held in February from 9 a.m. to 5 p.m. Monday through Saturday. "Proceeds from the sale will be used to support Scouting in public housing." For more information, call 880-9991.

**Red Cross blood program**— Feb. 15, building 3434, from 8-1:30, call Keith Sidwell 955-0720; and from 8-1:30 at building 4752 (NASA), Edwina Bressette 544-8115. Feb. 22, building 5250, from 7-noon, Judy Hullett 876-0789. Feb. 23, SSDC (Wynn Drive), 7:30-1, Al Longhi 955-4164; and from 7:30-11:30 at Corps of Engineers, Nancy Villasana 895-1233.

**Professional secretaries**— Redstone Arsenal Chapter, Professional

See ANNOUNCEMENTS on page 26

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**ANNOUNCEMENTS**

Continued from page 25  
 Secretaries International will hold its monthly luncheon at 11 a.m. Feb. 20 at the Officers Club, room 4. Membership is open to all government-employed professional secretaries. For information call Janet Carter, membership chairman, 876-1365.

**Grief recovery**— The Huntsville Beginning Experience Team, a peer ministry for the separated, divorced and widowed, will present a weekend program March 1-3 at St. Bernard Retreat Center in Cullman. For more information, call 837-8375.

**Engineers Week banquet**— The Huntsville Engineers Week banquet will be held at 6:30 p.m. Feb. 22 at the Huntsville Marriott. Scheduled speaker is Mark Smith, founder of ADTRAN and Universal Data Systems. Tickets are \$20 per person and may be purchased from Dr. Ken Thompson at UAH, 895-6474.

**PX holiday schedule**— The Post Exchange will operate with the following holiday hours on President's Day, Feb. 19: Main Store, including all facilities in building 3220, from 10 a.m. to 6 p.m.; One Stop/Goss Road, 8 a.m. to 10 p.m.; Service Station, 10 a.m. to 6 p.m.; Burger King, 10 a.m. to 4 p.m.; MCSS, closed; and Barber Shop, building 3479, closed.

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'95 Buick Riviera, mint condition, 79,500 mi. 881-5958.

'95 Mercury Cougar, V8, auto, air, PW, PL, PM, 17K mi. 883-2618.

'95 Suburban LT, loaded, white with burgundy leather, 10K mi. \$30,000. 536-4569.

'93 Mazda MX-3 GS, blaze red, 29K mi., loaded, power package, 5 sp., sunroof, extra clean. garaged must see. \$14000 obo. 837-5303.

'93 Saturn SL2, 5 sp., 4 dr., loaded, great car, getting married, trying to take care of a few

**Carpool wanted**

From Scottsboro to Rideout/ Martin Road vicinity, hours 7-4:30. Christine Dulaney 876-2531 or Mike Jones 876-

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**Classifieds**

bills. Frank, 864-0195.

'93 Toyota Camry LE, gold pkg, garaged since new. Perfect cond. Must see. \$13,900. 883-6894.

'92 Dodge Grand Caravan, \$8900. Honda 70 Fourtrax four-wheeler, \$1100. Yamaha Timber wolf four-wheeler, \$2850. (205) 233-1068.

'92 Oldsmobile Delta 88, red, great cond., \$8950. Ardmore (615) 427-2817.

'89 Volvo 740 Turbo station-wagon, original owner, leather, sunroof, loaded, \$10,000 or trade half-ton extra cab pick-up. John, 881-7294.

'88 F150 XLT Lariat, EFI, LWB, 35K mi., air, cruise, stereo, 6 cyl., 5 sp., bedliner, dual tanks, great shape. \$7500. (205) 723-4960.

'88 Mazda B2220 truck, new tires, tinted windows, \$2500. 586-8974, leave message.

'85 Pontiac Parisienne, Exc. cond. 86K miles, new Michelins, loaded, PS/PB, PWR Leather seats, well maintained.

\$4,150. 883-6129.

'83 SAAB 900S, needs transmission. \$500. 830-0475.

**• Miscellaneous •**

Bose 501 speakers, great sound, top quality, pair, \$350. 890-0251.

Bowflex Power Pro exercise machine, used 2 months, \$700. 828-5351.

Bunk beds, sturdy, solid wood, bought at Marks Fitzgerald, includes twin mattresses, exc. cond., \$125. 721-0621.

Chevy transmission, Turbo 350, automatic, \$100. Baby crib with mattress, new never used, \$90. 880-1806.

Full size Kimball organ, \$65. Punch bowl and cups, \$6. Gold glass hanging lamp, \$7. 881-4104.

Kenmore electric drop-in range with self cleaning oven, \$150. Kenmore electric washer and dryer, 5 cycles, \$150 each. 883-6951.

Lost- Nintendo Game Boy at Silas B Hayes hospital during visit on 2/6. \$20 reward. (205) 232-9702.

Moving sale, 19" color TV, \$50. Coffee table, \$35. Dinette with 4 chairs, \$70. Goldstar microwave, \$50. Sealy queen mattress and box spring, \$200. 881-1582.

Nordic track Pro, \$400. Stereo receiver, old high end Pioneer, \$100. Cerwin Vega DC9 speakers, \$400. Lighted curio, \$300. 464-0948.

Old 20' travel trailer, great darkroom, workshop or storage. Water heater, air, wired for 120 and 220, \$750. 851-9291.

Playpen, \$12. 1-2-3 high chair, \$45. Stroller/carriage, \$69. Baby monitor, box of infant clothing and much more available. 533-5713.

Queen size mattress set, \$100. Hooked-on-Phonics complete. Smith Corona PWP 8000 LT word processor and high resolution printer. 837-3230.

Rottweiler puppies, \$250 ea., registered, vet-checked, shots / dewormed, health records, exc. dispositions, 2 yr. warranty, benefits. GULLARD'S KENNEL, Licensed, Member of B.B.B. (205) 379-4238.

Scuba Gear. Men's USD Calypso BC, \$175. Women's

(M) wet suit, \$79. Booties, \$18. Gloves, \$15. S.E. Divers Appraised. 883-1510.

6 1/4" RYOBI variable speed joiner planer. Two ea. one foot extensions and stand, originally, \$350, sell for \$225. 881-4532.

3 piece living room suite, plaid pattern, less than 1 year old, good cond., \$200 obo. 837-6516.

Tan sofa and chairs, like new with specs of peach and teal, \$155. 2 brass/glass ivory tables, \$100. 721-0614.

386 SX-20 complete computer system, 3 MB RAM, 40 MB HD, \$800. 2 tires, alum. rims, M/S Firestone P235/75 R15, new, \$100 ea. 837-5303.

TV, 27" RCA console. Beautiful pecan cabinet, new remote control, asking \$200. 883-6894.

Work-At-Home Sourcebook. Over 1000 home job opportunities. Send SASE to: JOBS, 4427 Bonnell Dr. A, Huntsville, AL 35816.

**• Homes sale/rent •**

A beautiful 1 Bdr Condo at Plantation South, just outside main gate. Quite, private, elegant, secure. W/D/frig, new carpet. Upstairs, near pool. \$44K, 882-6048.



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 Plenty of room for a large family close to community rec. facilities and Chaffee school. A ranch house this size usually sells for much more than the \$105,000 price. Call Sherri's digital pager at 535-8909.(03-7813C)

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 The holidays are over, but there's no reason to stop entertaining - especially if you call this efficient ranch home. At \$89,900 this best buy won't last long. Call Donna soon! 881-9676. (05-108T)

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# Classifieds

**By Owner, Madison,** lovely exec. home, spacious rooms, storage galore, oversized garages, acre lot, 2600 sq.ft. Open Sundays, 1 - 5 pm anytime 971-0410.

**By Owner, neat house;** no type. 3 Bdr, 2 Ba, FP, trees, fenced yard, dog doors, run, central vacuum, energy efficient, attached garage, power opener, skylights, includes appliances, \$115,000. 464-0948.

**Condo for rent,** Madison, 2 Bdr, 2 Ba, all appl., R.Ball, pool, hot-tub, water, cable, trash p/u. \$495 + deposit. 895-8723 days, 337-3617 eve.

**English Village!** Grissom High, 3 Bdr, 2 Ba, brick, fireplace, cul-de-sac, move in condition. Greg Frazier, OMNI REALTY, 539-3033.

**SBO - 1106 Chestnut Rd.** Subdivision: University Park Estates. Split level, brick/vinyl, new roof, 1/2 acre. 3 Bdr, 2.5 Ba, LR/DR combined, kitchen, den, dbl. garage, wash room, fenced back, lg storage bldg, near RSA, UAH, Research Park and Oakwood College. \$78,000. 536-2705.

**Great starter!** This 3 Bdr, 2 full bath brick home with 1200 sq. ft. work shop in fenced backyard. Call Debra 828-8033 Omni Realty 02-2102 VB.

**House for Sale.** Harvest, on 1.5 acres, 2600 sq.ft., 4 Bdr, R, DR, FP, office, 2 car garage. Call 851-9047 after 5 pm.

**Just Listed!** Blossomwood and Huntsville High School dist. 3 BR, 2 full bath. Brick ranch. Fenced backyard. Call Debra 828-8033 Omni Realty. 04-1005 BF

**Madison Rent.** 3 Bdr, 2 Ba, 2 car garage, new carpet, huge LR, fireplace, sunroom, fence, near Horizon school, \$700 month. w 971-5896, h 772-7506.

**Madison. Two Story,** 3 Bdr + bonus room, master down. 2.5 Ba, DR, FP, gourmet kitchen w/ Jen-Aire range, wet bar, 2100 Sq.Ft., cul-de-sac, large lot. Call Syble or K.C. SMART REALTY, pager 517-0220 or 533-6457.

**New Beautiful 16' Wides only** \$1200 dn, \$247 mo. Doublewides \$2000 dn, \$370 mo. Fixed rates, 15 yr. payoff. Wow! Trades welcome. Landowners no \$ dn. CLAYTON HOMES, Athens, AL. (205) 233-3101. 1-800-201-3101.

**New Cedar Double Wide** must go! List \$54K, now \$46K. Loaded, set on concrete, 1 only, hurry! CLAYTON HOMES, Athens, AL. (205) 233-3101 or 1-800-201-3101.

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**Restored elegant mansion.** Perfect bed/breakfast. 6 Bdr. 3 Ba, elevators, wonderful floorplan. Exc. location, Athens. \$265,000. (205) 233-3907 evenings.

**Room for rent,** \$190 monthly. 2 Bdr, 2 full Ba, Apt. off Sparkman Dr. 551-1654 (voice mail).

**Special order a new quality** Clayton energy efficient home. Only \$1200 dn, trades welcome. Landowners, no \$ dn. Athens, AL. (205) 233-3101 or 1-800-201-3101.

**Stop paying rent!** Own a new '96 quality Clayton energy efficient home today! Apply tax refund for dn. payment. Hwy 72 E., Athens, AL. (205) 233-3101 or 1-800-201-3101.

**2 Bdr apt. for rent** in Madison. Appl, washer-dryer connections. Mini-blinds, ceiling fan, outside storage. \$335 month. 837-8331.

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**9007 CHAFFEE** Practically new rancher, 3 BR, 2 BA, approx. 1600 Sqft. on quiet cul-de-sac. Remodeled kitchen w/walk-in pantry, new carpet and paint, upgraded master BA w/whirlpool tub, all in '95. Just a few minutes to Chaffee School, \$96,900. For more information call Jack / Cheryl Nagle, 882-6966, ext. 228.

**BLOSSOMWOOD AREA!** 1707 Ballard Dr. 3 BR brick rancher, apx 1170 SF on beautiful fenced, treed lot. Gorgeous hardwood floors throughout. Unique stone Bar-B-Que on the patio. Minutes from Blossomwood School and medical district. Ideal starter home only \$82,500. A must see. Call Jack / Cheryl Nagle, 882-6966, ext. 228.

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**WALK TO THE MEDICAL DISTRICT** from this 3 bedroom cottage. Newly renovated and painted. Living room with fireplace. Basement is ideal for storm shelter or storage. CALL PAT TO VIEW THIS HOME FOR ONLY \$69,900.

**NEW LISTING IN LIMESTONE COUNTY.** This 3 bedroom, 2 1/2 bath home is approx. 1600 sq. ft. and is located on a 3/4 acre lot. Living room with fireplace, large sun room and basement. \$96,000. Two 3/4 acre lots adjoining this property are also available. CALL PAT FOR MORE INFORMATION.

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Neat all brick 2 bedroom home. Kitchen with breakfast area, nice cabinets and appliances, central H/A. Located on a fenced wooded lot. ONLY \$48,900 CALL PAT FOR MORE INFORMATION.

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