

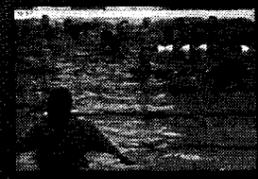
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# Redstone Report

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July 9, 1997

## Outgoing commander sees bright future for Redstone

By Skip Vaughn

Within days of his change of command ceremony, the commander of MICOM and Redstone is as busy as ever.

Maj. Gen. James Link meets with British visitors in his office while a reception for a departing protocol worker is held in his conference room nearby. When his visitors leave, he goes to the conference room to say goodbye to the worker, present an award and share refreshments.

*'I'm sad to leave the people and proud of their accomplishments during my watch. I leave also feeling good I've been able to play a part in making Redstone Arsenal better than when I found it.'*

— Maj. Gen. James Link  
Commander of MICOM and Redstone

Link, 54, settles back into his office and reflects on his three years as commander of the Missile Command. He will relinquish command July 17 to Maj. Gen. Emmitt Gibson, and leave for his new assignment as chief of staff of the Army Materiel Command. Gibson will command the Aviation and Missile Command (AMCOM), forming through the merger with the Aviation and Troop Command from St. Louis.

Here's the text of the July 2 interview with Link:

• **You've been commander here since June 1994. Looking back, what are you most proud of from your years as MICOM commander?**

"I think as I look back as the commander, I'm most proud of the accomplishments of the work force, a work force that has continued to perform its many diverse missions with excellence despite distractions such as downsizing and re-engineering. The work force has been tremendous and has continued to perform well despite all these distractions."

• **What regrets, if any, do you have?**

"I can't really think in terms of regrets. I think I was given every opportunity to suc-



LINK

ceed by my bosses. I think I've been able to do the same for all those who work at Redstone Arsenal. Obviously in this business, there's a series of frustrations that come to mind such as lack of resources, not being able to do all that we want to do, not having the authority to hire those workers we could support through reimbursable money from customers."

• **What do you see as the future of this command and Redstone Arsenal?**

"First of all, I see the future of Redstone

Arsenal and the future of AMCOM being very bright. Why is that? As you look to the weapons needs of the Army in the 21st century, you see them matching perfectly with the capabilities we have here. I would say also the infrastructure we've built here will serve us well if Department of Army can get Congress to agree on another round of BRAC (base realignment and closure) actions."

See FUTURE on page 18

## Research laboratory breaks ground on personnel management

By Skip Vaughn

Members of the RD&E Center are preparing for a bold new way of managing their people.

It's called the Science and Technology Reinvention Laboratory Personnel Demonstration Project. Under this plan, the Missile Research Development and Engineering Center will try a new way of managing, classifying, promoting and training its members.

About 1,881 workers will be under this system beginning Sept. 28. RD&E Center managers and others—including the Army, Defense Department and Office of Personnel Management—will evaluate the system after five years.

Legislation in the October 1994 (fiscal 1995) Authorization Bill permitted

the Defense Department to conduct personnel demonstrations with approval of Office of Personnel Management. At that time there were four Army sites designated as science and technology reinvention laboratories: the RD&E Center; the Army Research Laboratory at Adelphi, Md.; the Medical Research and Materiel Command, based at Fort Detrick, Md.; and the Waterways Experiment Station, Vicksburg, Miss.

"Since that time, 12 other Army sites have been added but the first implementations of the personnel demonstration program in the Army will be at those four original sites plus the addition of the Aviation RD&E Center which will parallel the Missile RD&E Center plan," Dr. William Leonard, special assistant



LEONARD

for laboratory management at Missile RD&E Center, said.

Leonard describes the

plan as "a simplified method of classifying employees, simplified assignment processes, a pay-for-

performance management system, and a delegation of the management of personnel to the MRDEC director."

Features of the plan include a broad banding concept which will eliminate the current method of classifying individuals as, for example, GS-12, 13 or 14. "They will now be in broader pay bands which will allow employees to grow professionally and monetarily as a function of their performance," Leonard said. The three occupational families in the plan include engineers and scientists, technical and business support employees, and general support employees. Each occupational family includes pay bands which encompass one or more of the previous GS grades. For example, pay band III of the

engineers and scientists occupational family encompasses grades 12 and 13. This means workers, based on their performance, can advance faster and without the need for a promotion action.

"We'll also have employee development attributes which will include sabbaticals—now only available to members of the Senior Executive Service, but which will be available to all but the general support occupational family," Leonard said. "And training for degrees will also be available to all occupational families in what are called the critical skills areas. And the critical skills are to be defined by the MRDEC director."

The plan also imple-

See LAB on page 9

# AMC's commander: Thank you, ATCOM team family

On June 26, Maj. Gen. Emmitt E. Gibson and I participated in an Aviation and Troop Command deactivation ceremony in St. Louis in preparation for standing up the new Aviation and Missile Command at Redstone Arsenal in July.

Closing a command with a history as proud as ATCOM's is not easy. ATCOM employees, both present and past, served our country with pride and dedication. Their accomplishments have contributed to the success of many military operations.

Because the people in St. Louis have cared, soldiers' lives have been saved. Soldiers go to work every day, around the world, with better rations, aircraft, uniforms, and many other items of superior military gear and equipment that they would not have if the dedicated people of ATCOM had not been on the job.

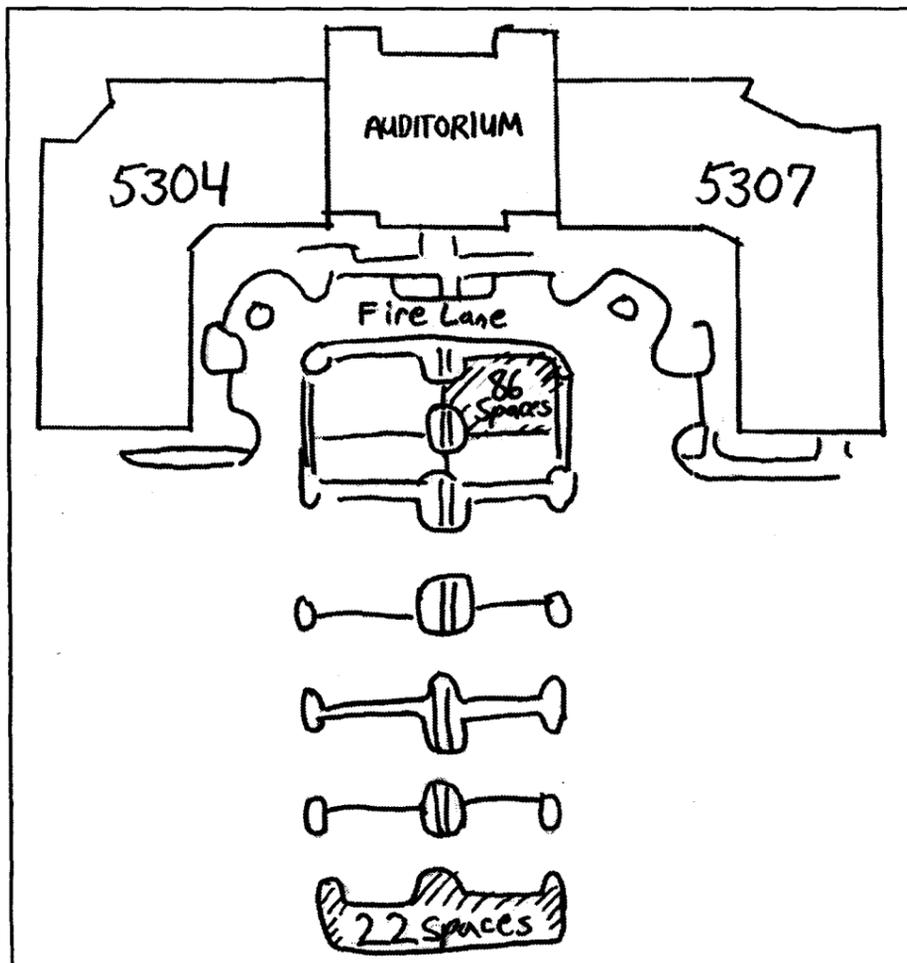
ATCOM employees should feel satisfaction for the superb efforts they have made to support soldiers in the field. I am proud to have such dedicated employees in the Army Materiel Command and I know they will meet

their future challenges with the same positive attitude that has marked their accomplishments in the past.

Each of us in AMC owes the members of the ATCOM family a sincere and heartfelt "thank you for a job well done." We should also wish to each of them continued success as well as the encouragement to meet new opportunities and challenges with the same spirit and tenacity that marked their tremendous successes in the past.

**Gen. Johnnie E. Wilson**  
AMC commander

## Big week means limited parking at Sparkman Center



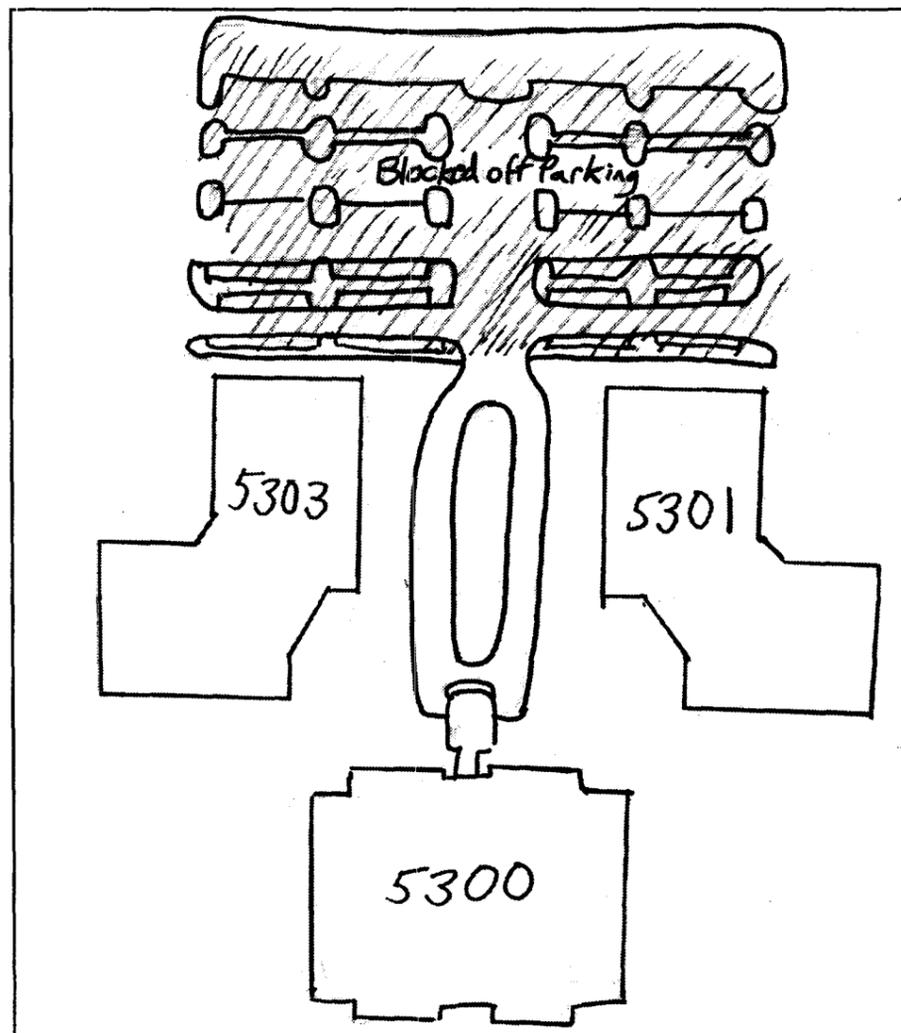
**SLTC PARKING**— For the Senior Leader Training Conference, some 86 parking spaces directly in front of Sparkman Auditorium and 22 spaces on the back row of the parking lot will be blocked off for buses.

Top officials from throughout the Army are scheduled to visit Redstone July 15-17 for the Senior Leader Training Conference. Also, the change of command ceremony here will be held at 4:30 p.m. July 17 in the Sparkman courtyard.

Members of the work force can expect to see less available parking spaces at the

Sparkman Center. The SLTC conference site is the Sparkman Auditorium in building 5304.

On July 14-17 some 86 parking spaces directly in front of the auditorium and 22 parking spaces on the back row of the parking lot will be blocked off for buses, according to Edna Dye of Sparkman Management



**COMMAND CHANGE CEREMONY**— For the change of command ceremony July 17, the parking spaces directly in front of building 5300 will be blocked off to accommodate VIP parking.

Office.

For the change of command July 17 from 3-5 p.m., the parking stalls directly in front of building 5300 will be blocked off to accommodate VIP parking. Sparkman employees who normally park in this area

will be asked to move their cars prior to 3 p.m. "The command appreciates all employees' cooperation during this week of showcasing Team Redstone," Col. Clifton Broderick, the MICOM chief of staff, said.

## City opens in-processing site for St. Louis arrivals at mall

The City of Huntsville has opened an in-processing center for new arrivals from St. Louis. The center is located in the Parkway City Mall, Memorial Parkway South, Huntsville. It is in the former Camelot Music store on the west side of the mall, north end.

The in-processing center is open weekdays from 10 a.m. to 6 p.m. as of June 25.

However, the center is fully staffed only on Wednesdays and Thursdays. On the other days, city employees are available to answer questions and provide information, but not to perform in-processing.

The following services are provided at the in-processing center: registration for city sports; animal registration; voter registration; registration for city public schools;

registration for county public schools; Huntsville Utilities service; BellSouth telephone service; state-administered eye test for driver's license; forms and information for vehicle registration and driver's license

Driver's licenses and vehicle registration can be obtained across Memorial Parkway at Bruno's Supermarket. To register your vehicle, you will need to have the following

items with you: name and address of lien holder; account number of lien; date took out loan; date vehicle purchased; title number from previous state (have to call lien holder to get this); current registration; and vehicle.

The City is making this effort to help smooth the transition for ATCOM and PEO Aviation employees.

### Redstone Rocket

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# Heflin buildings dedicated in ceremony on Thursday

By Skip Vaughn

Construction of two buildings at the Sparkman Center will stop temporarily Thursday so the new structures can be dedicated in honor of retired Sen. Howell Heflin.

The buildings are on schedule for completion in mid-September. This project was 85 percent complete by June 30, according to Tom Norton, a facilities specialist at master planning division in Directorate of Environmental Management and Planning.

Heflin and community members are scheduled to attend the dedication ceremony set for 10-10:30 a.m. Thursday.

A three-story building and a four-story structure will provide office space for 1,031 members of the new Aviation and Missile Command. AMCOM will result from the upcoming merger of the aviation function from St. Louis and the Missile Command.

The initial floor to be turned over to the government is the third floor of building 5309, the three-story structure. That floor will be turned over to the government Aug.

4, according to Joe Davis, chief of the master planning division.

Sept. 15 is the target date for completion of the Sparkman addition project which represents a \$28,582,000 effort.

A contract for the design and construction was awarded May 1, 1996 to Universal Construction Company of Huntsville.

"The contractor is furnishing the work stations for all the open office admin space throughout the buildings. That's a new twist. That really makes it a lot simpler," Davis said. The contractor does not provide

any private office furniture. But under this new rule, work stations physically wired into the building's electrical system can be purchased with the construction money.

The three-story building represents about 100,000 square feet while the four-story building (5308) has 136,000 square feet. The first floor of the three-story structure includes additional dining and a food court. An electronic meeting room on the third floor of that building will accommodate 62 people.

## Active duty Hawker ready to turn out the lights

By Kathy Harkleroad

Once a missile system is taken out of the Army's inventory, it sometimes takes a while before everyone involved is gone as well. But there is always one man who officially closes the door and turns out the light; and SFC Anthony Patterson is that man when it comes to the Hawk missile system.

Patterson has been involved with Hawk for the last 15 years of his 20-year Army career. He has been at Redstone since 1989 and taught Hawk Field Maintenance Equipment/Firing Section repairmen their trade. Patterson officially

"turns out the light" on the Hawk system July 22 when he begins his retirement process.

"It is sad leaving a job I have enjoyed for the last 20 years," he said. "This is really all I have done. I enlisted in the Army when I was 17 and have been with the Hawk missile system for the past 15 years. That is a long time."

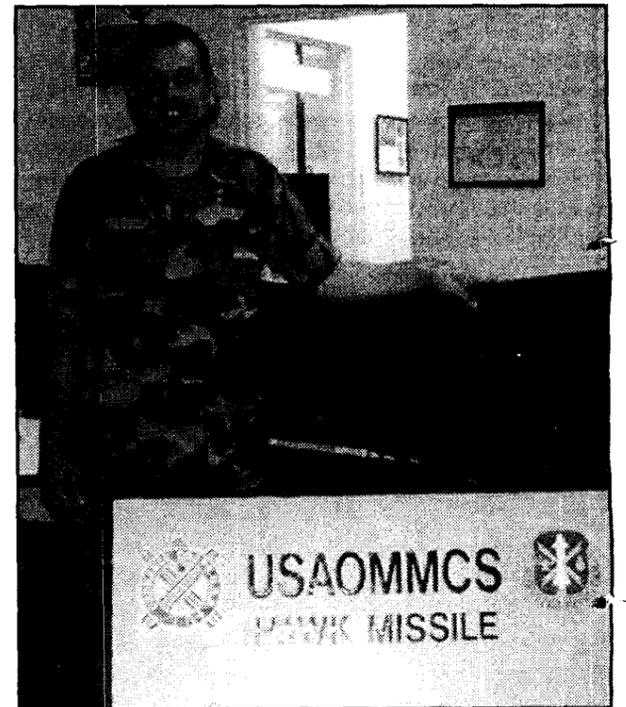
During his tour at Redstone, Patterson has seen many changes, both with the missile system, and with the Arsenal itself. "The Hawk went through three product improvements during my watch," he said. "And then the missile system went to a Mobility

Hawk, which the Army did not buy. That is when my job disappeared."

Patterson was offered the chance to reclassify into another specialty, but turned down the offer. "When the Army decided not to buy the new Hawk and replace it with another missile system, there was a period of time where we were not allowed to reclassify," he explained. "Then in 1995 they changed their mind and offered the reclassification, but I turned it down since I was so close to my retirement date. I thought it was only fitting that I retire doing the one thing I have enjoyed so much and for so long."

Patterson is unsure what he wants to do in his retirement, and is looking for a job. "I would really like to continue doing something like I am now," he said. "But it is pretty hard to convert this job into a civilian one." Patterson is looking into job possibilities in the electronic/mechanical field and is trying to stay in the Huntsville area.

"The thing I will miss the most is the cohesion within the units and the camaraderie," Patterson said about leaving the military. "I won't miss the o'dark thirty formations or PT."



PATTERSON

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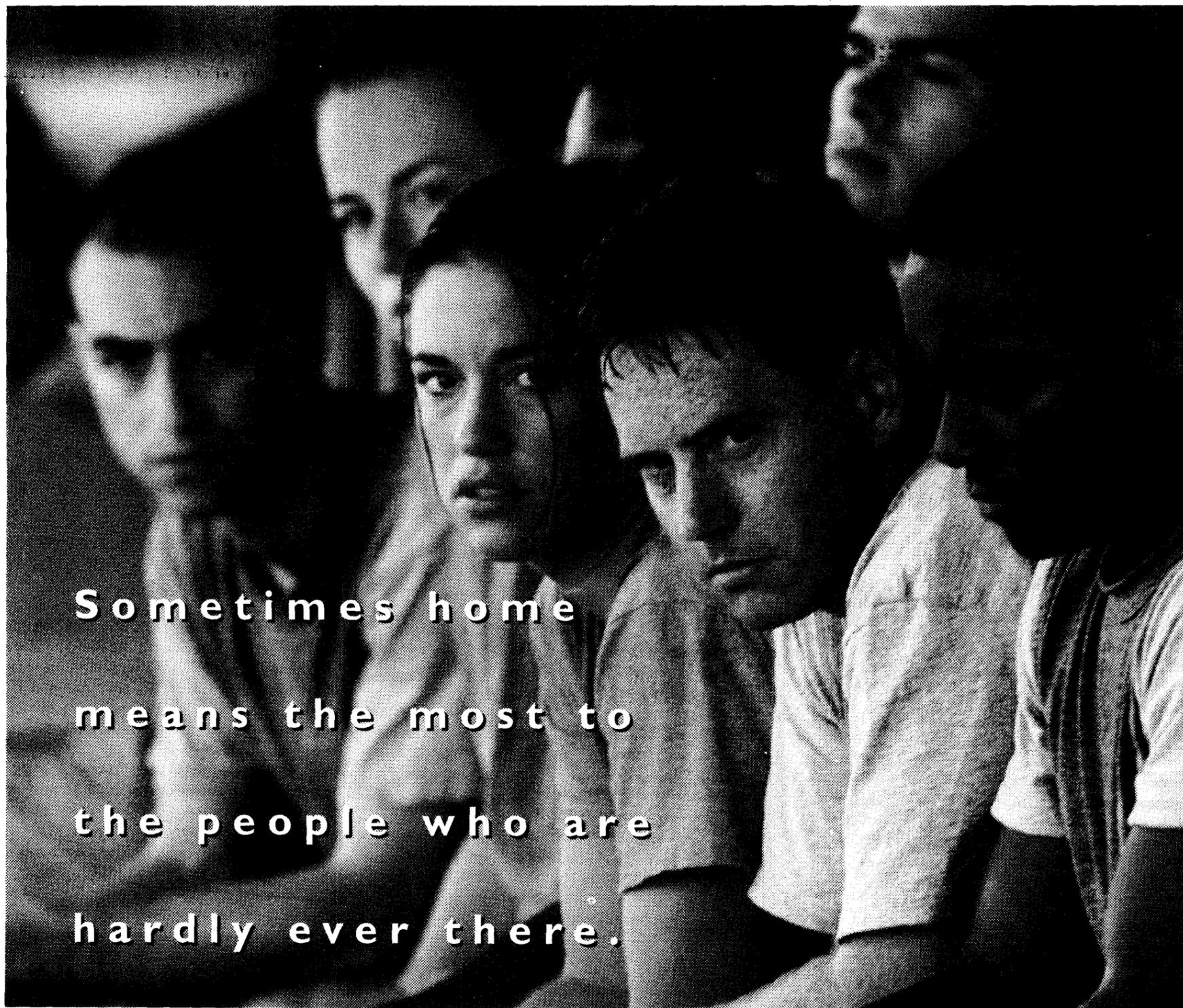
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# Army senior leaders meeting at Redstone from July 15-17

Major issues from throughout the Army will be addressed during the Senior Leader Training Conference, July 15-17 at the Sparkman Center.

This event is hosted by Gen. Johnnie Wilson, commander of Army Materiel Command, for the senior leaders of the Army and their command sergeants major.

The conference theme is "Training America's Army in the 21st Century: Proficient, Efficient & Capable Across the Spectrum of Conflict."

The conference provides a forum for the senior leaders of the Army to address major issues at the corporate level, rather than in the context of their respective commands. Commanders and their command sergeants major will be able to discuss training and exchange ideas; identify methods and means to retain readiness while improving efficiency; and provide direct feedback to the chief of staff of the Army.

The conference is held periodically and is rotated among Army commands/installations. The previous conference was held in January at the Army Infantry Center, Fort Benning, Ga.

Redstone Arsenal, as the host installation for this conference, provides administrative and logistical support.



WILSON

# ATCOM holds deactivation ceremony in St. Louis

ST. LOUIS—The Aviation and Troop Command has taken a final step toward joining the Missile Command at Redstone Arsenal.

ATCOM was officially deactivated in a ceremony June 26. Speakers included Gen. Johnnie Wilson, commander of the Army Materiel Command; and Maj. Gen. Emmitt Gibson, the ATCOM commander.

Gibson will assume command of the Aviation and Missile Command on July 17 in a ceremony at Redstone. The Aviation and Missile Command will be formed by merging the Missile Command with the aviation functions of the Aviation and Troop Command.

Gibson will succeed Maj. Gen. James Link, the MICOM commander, who has been selected as chief of staff for Army Materiel Command in Alexandria, Va. Link has served as MICOM commander since June 1994.

Gibson, 53, was raised in Ayden, N.C., and commissioned in the Army upon graduation from the U.S. Military Academy with a bachelor's degree in 1966.

He holds a master's degree in management from Webster University and a master's in national security and strategy from the Naval

War College.

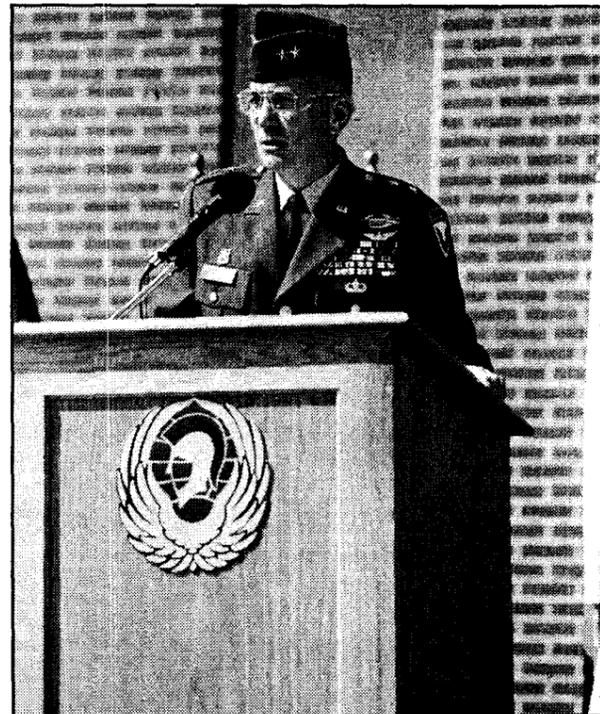
Gibson is a graduate of the Infantry Officer Advanced Course, the Army Command and General Staff College and the Naval War College.

His military training includes completion of the Airborne and Ranger Courses at the U.S. Infantry School; the Fixed Wing Aviator, the Rotary Wing Qualification and the AH-64 Aviator Qualification Courses at the Army Aviation School.

Gibson has held a variety of important command and staff positions such as: chief, requirements, programs and priorities division, Office of the Deputy Chief of Staff for Operations and Plans, headquarters, Department of Army; executive officer to the vice chief of staff, Army; and assistant division commander, 101st Airborne Division (Air Assault), Fort Campbell, Ky.

Before taking command of the Aviation and Troop Command in 1996, Gibson was director, force programs, Office of the Deputy Chief of Staff for Operations and Plans, headquarters, Department of Army.

He has served as commander, 48th Aviation Company, 223rd Aviation Battalion; commander,



END OF ERA— Gibson addresses attendees at the event marking the end of a chapter in history for Army aviation.

223rd Aviation Battalion; commander, 4th Battalion, 159th Aviation Regiment, Germany; and commander, 12th Aviation Brigade, V Corps, Germany.

Gibson has served in Vietnam, Germany and Southwest Asia.

His decorations include the Distinguished Service Medal, Legion of Merit with two oak leaf clusters, Bronze Star Medal, Meritorious Service Medal with silver leaf cluster, Air

Medal, Army Commendation Medal, and Air Force Commendation Medal with oak leaf cluster. He has been awarded the Combat Infantryman Badge, the Ranger Tab, the Senior Army Aviator Badge, the Senior Parachutist Badge, and the Army Staff Identification Badge.

Gibson is married to the former Mary Helen Cannon of Ayden, N.C. They have two children, Mary Anna Jordan and Frank Gibson.

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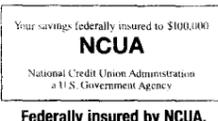
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# Regulatory waivers approved under Reinvention Lab

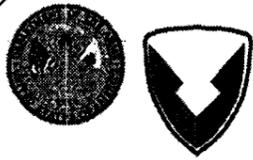
With the Missile Command's designation as an Army Reinvention Laboratory, the MICOM commander has been approving waiver requests since October 1995. The commander has authority to waive Defense, Army, and the Army Materiel Command regulatory requirements issued in regulations, directives, circulars, supplements and memoranda. This authority was given to reinvention laboratories to increase flexibility in providing relief from burdensome regulatory requirements, as we experiment with innovative business practices.

To date, 32 waiver requests have been submitted by Team Redstone. The requests addressed areas in acquisition, logistics, personnel, financial management, information management, and installation management. Currently, 18 requests have been approved, one is on hold, and 23 have either been rescinded, withdrawn, overcome by events, another alternative utilized, or embedded in law.

The 18 waivers that have been approved include the following: a waiver requiring the commander to conduct semiannual equipment walk-through usage reviews, approved Oct. 4, 1995; a waiver to lower approval level for annual leave restoration, approved April 12, 1996 (waiver applies to

MICOM only); a waiver on property book accounting for office furniture with a dollar value of less than \$500, approved May 13, 1996; a waiver to eliminate property book accounting for systems furniture, approved May 13, 1996; a waiver to use Sergeant and Greenleaf Model 8077A Combination Padlocks on key depositories on the interior and exterior of buildings, approved May 21, 1996; a waiver to use low security padlocks to secure unclassified Army property (sensitive and nonsensitive), approved May 29, 1996; and a waiver for the requirement to review voucher by the traveler's commander/supervisor or designated representative, approved May 31, 1996. This waiver applies to all activities whose travel vouchers are processed by the Defense St. Louis Accounting Office except for OMMCS, FAAD Sensors Product Office, ADCCS, and the Hospital. The application of the waiver was based on each tenant's decision whether to apply this waiver within their organization.

Other requests include a waiver to lower review levels for supply control studies, approved June 19, 1996; a waiver to exclude post restaurant fund from requirement to make four percent revenues after depreciation, approved June 20, 1996; a waiver to use a



**MICOM**  
Reinvention Laboratory  
Waivers Program Approvals



Business Practices Processes

**2 DOD Waivers**

- Waive the Requirement to Review Travel Voucher By the Traveler's Commander/Supervisor or Designated Representative (31 May 96) (Effective 1 Jul 96)
- Waiver of Coordination Level on Determination and Finding for Facilities (29 Oct 96) (Effective 29 Oct 96)

**6 DA Waivers**

- Waiver to Lower Approval Level for Annual Leave Resoration (12 Apr 96)
- Waiver to Lower Review Levels for Supply Control Studies (19 Jun 96)
- Waive the Requirement for Director of Information Management to Maintain Detailed Auditable Records in Monthly Use of Self-Service Office Copiers (19 Aug 96)
- Waiver of Approval Level of Determination and Finding for Providing Government Property to Contractors (29 Oct 96)
- Waiver to the Establishment of a Single Entity for Requesting, Receiving, and Tracking All Audit Reports (10 Apr 97)
- Waiver to Designate Supervisors and Team Leaders as Primary Hand Receipt Holders Without Commander or Civilian Directors Designation (9 Jun 97)

master key system or multiple key system on Redstone Arsenal, approved July 11, 1996; a waiver to the requirement for director of Information Management to maintain detailed auditable records in monthly use of self-service copiers, approved Aug. 19, 1996; a waiver to eliminate the process required by equipment

changes in the Modified Tables of Organization and Equipment and Tables of Distribution and Allowances, approved Oct. 1, 1996, but implementation on hold; a waiver to the coordination level on determination and finding for facilities, approved Oct. 29, 1996; a waiver to the approval level of determination and find-

ing for providing government property to contractors, approved Oct. 29, 1996; a waiver on property book accounting for office furniture, regardless of dollar value, approved Feb. 18, but effective date pending; a waiver to exempt processing of all credit card purchases up to \$25,000 through the Installation

Stock Record Office Account utilizing the Retail Defense Business Operations Fund, approved May 4; a waiver to the establishment of a single entity for requesting, receiving, and tracking all audit reports, approved April 10; and a

See LAB on page 10

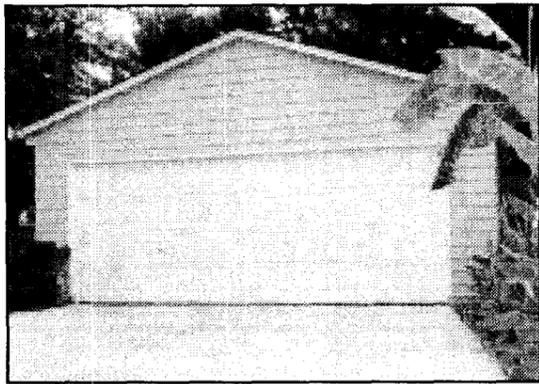
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# LAB

Continued from page 1

ments a voluntary emeritus program which allows retired or separated employees in all occupational families, except general support, to voluntarily return to Missile RD&E Center to serve as mentors or to stay technically active. "No money is exchanged; it's voluntary," Leonard said. "See you can't do that today. There's folks who want to come back but can't."

In another major innovation, the demonstration plan will be overseen by a Personnel Management Board which includes members from the Equal Employment Opportunity Office and the union. "This is unique in the Army: the fact that the union's on it," Leonard said. "It's a major experiment with labor and management relations."

Reduction-in-force retention points for performance are raised under this system from a possible three-year total of 20, 16, 12 and zero to 30, 21, 9 and zero. This increases the retention potential for high performers with limited career status during a RIF situation.

"There's another feature of the program that will help us hire quality employees in that we have doubled the probationary period from one year to two years for all (occupational) families except for general support," Leonard said.

Originally in October 1994, the personnel demonstration project was to represent a common Army plan for all four of the pilot sites. About 6-8 months later, however, the Defense Department and the Office of Personnel Management decided they wanted separate proposals from each site. The Missile RD&E plan is the result of a coordinated effort by teams of its managers and employees, union representatives, Civilian Personnel Office representatives, and representatives from the Integrated Materiel Management Center, Corporate Information Center, and Resource Management Directorate.

RD&E Center workers also had input through public hearings, a public comment period, and many briefings over the last two years. "Employees had a major hand in shaping the final product," Leonard said.

Leonard, who served as the systems integrator, is reluctant to name individuals involved for fear of leaving out the many people who played a role. He does however mention Shirley Knowles of the Civilian Personnel Operations Center, Lori Reynolds of the Civilian Personnel Advisory Center; Jim Brothers, president of the American Federation of Government Employees Local 1858; Dr. Bruce Fowler, technical director and deputy director of the Advanced Systems Concepts Office at RD&E Center; Dr. George Emmons, function chief in the radio frequency technology group; Sara Mills, chief of the center support office; and Lana Hargrove, a management/program analyst who serves as Leonard's associate.

"There's great opportunities here for people that really want to work and perform," Leonard said, referring to the center and its new plan.

# Retired colonel leads local charitable agency

What does a colonel do when he retires from Redstone besides work for a defense contractor? For James R. "Jim" Henderson, it turned out a lot different from what he had in mind when he came to work for the ABMA Lab as a temporary GS-3 in 1961.

His future was certainly an unknown to his father and grandfather who were

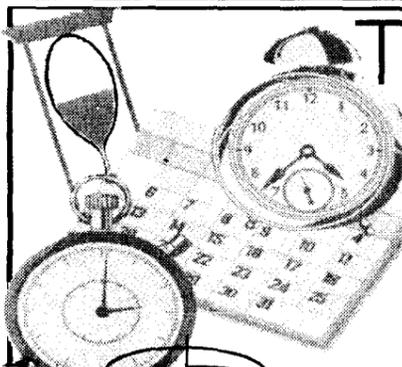
driving nails on the south end of the Arsenal when he was being born in a country house in Morgan County in 1942.

Henderson said he never planned to become a minister or president of a Christian charity but today he is both as he and his wife, Carol, lead Emmanuel Full Gospel Ministries. A tax-exempt charity, EFGM was

recently approved as an agency to receive funds through the upcoming Combined Federal Campaign.

EFGM is an all-volunteer organization with more than 35 people in Morgan County who distribute over two tons of food a month to people in need and conduct an active jail and prison ministry in Morgan County and to Limestone Prison.

Henderson said the Arsenal has blessed many thousands of people including four generations of his family with job opportunities and countless others through their generous giving to people in need. He added that he has been privileged to be a small part of Team Redstone. (EFGM release provided by Henderson.)



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# Redstone's new veterinarian returns home to the South

By Kathy Harkleroad

Patrons to the Redstone Arsenal Veterinary Clinic will see a new face within the clinic when they bring their pets in for a checkup. Capt. Timothy Williams has joined the staff as the new veterinarian and will officially take over the position July 17.

Capt. Joe Harre, the current veterinarian, is leaving to attend school in Washington and will participate in a four-year residency program there. He will participate in a one-year program in public health and when completed will receive his master's degree in that field. He will then concentrate on lab animal medicine and will go into the research field.

"This is something I have always wanted to do," Harre said. "And I am very grateful for the opportunity to do so."

When asked what he considered the highlights to be during his tour at Redstone, Harre said the answer was somewhat difficult. "I would have to say dealing with the military working dogs was a highlight," he said. "I really enjoyed working with them and will miss it. Another highlight was having the chance to go to air assault school at Fort Campbell (Ky.); now that I really enjoyed."

Williams is looking forward to his tour at Redstone Arsenal, and feels like he has "come back home." Williams is a graduate of the University of Tennessee and is a licensed veterinarian in Tennessee as well. "This is home for me," he said. "My parents are in Tennessee and I really wanted to get back to the Valley."

Williams arrives at Redstone after pulling a 15-month hitch in Korea. He wanted this assignment so badly, he extended his Korea tour in order to come to Redstone. "I am a Tennessee boy at heart and plan on staying in the South as long as I can," he said.

Like Harre, Williams will be in charge of the vet clinic and will see thousands of pets each year. The clinic runs on an appointment basis, and has over 3,000 records on file of pets. The clinic also operates an evening clinic once a month on a first come, first serve basis; and patrons are encouraged to call the clinic for the date and time.

Williams will also oversee the food inspectors at the commissary who are responsible for making sure only quality produce, meat and other food items are sold there.

"I am really looking forward to my tour here," he said. "And I can't wait to get start-



**CHANGING GUARD**— Harre, left, is turning over the keys to the Veterinary Clinic to Williams on July 17 and will be transferring to Washington, D.C. Williams will be the new veterinarian on post.

ed. Fortunately we have had a bit of an overlap between Capt. Harre leaving and my arriving so he has been able to show me around and answer any questions I have had."

The clinic at Redstone Arsenal also supports the veterinary clinic at Columbus Air Force Base; and Williams will travel there twice a month to treat animals.

## LAB

Continued from page 8

waiver to designate supervisors and team leaders as primary hand receipt holders without commander or civilian directors designation, approved June 9.

Approved waivers can be tested for two years. After that, depending on the results, they will either be permanently adopted or rescinded. The overall benefits to be gained from these waivers are increased empowerment and customer satisfaction, streamlined processes, and an estimated cost avoidance savings of \$275,471, resulting in precluding replacement of current installation cylinders, padlocks, and key systems under the area of installation management.

We would like to thank all employees who have submitted a proposed reinvention laboratory idea and/or waiver request. We would like to recognize the

following employees whose waiver request or requests were approved: Barbara Morfenski of Command Group; Robert Lucas Jr., Julie Hanson and Karen Norton, all of Acquisition Center; Elizabeth Wilson and Regina Lakes, both of Corporate Information Center; Howard Cain and Joce-

lyn Hughes, both of Integrated Materiel Management Center; Darrell Brewer, Sandra Buchanan, Shirley Silvermail, Charles Payne, William Bullen and James Beadenopf, all of Redstone Arsenal Support Activity; and Col. Roy Millar of Enhanced Fiber Optics Guided Missile Pro-

ject Office.

Anyone at Team Redstone can identify regulatory requirements that need changing. We challenge you to review your work related requirements and as subject matter experts, recommend changes. A model waiver request sample format and procedures under

Reinvention Tools can be accessed through the internet. The MICOM Reinvention Laboratory web page URL is [www.redstone.army.mil/mrl/eahome.html](http://www.redstone.army.mil/mrl/eahome.html) or can be accessed from Team Redstone On-Line. If you have questions regarding the MICOM Reinvention Laboratory Waiver

Requests Program, please call Cheryl Wise, Command Analysis Directorate, AMSMI-CA-SA, 842-2818 or e-mail: [WISE-CA-SA@redstone.army.mil](mailto:WISE-CA-SA@redstone.army.mil).

(Editor's note: This article was submitted by Cheryl Wise and Joan Baites, MICOM Reinvention Laboratory Team).

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# THAAD Radar participates in testing at Kwajalein

By David A. Lukins

The transport and setup of the THAAD Radar from White Sands Missile Range to Kwajalein Missile Range (KMR) in the Marshall Islands was the subject of a previous article in the *Redstone Rocket* (May 21). In addition to demonstrating the transportability aspects of the THAAD Radar—a trip of more than 6,000 miles one way—another major objective of this mission was to gather x-band radar data against various ballistic missile targets. The data would then be used to validate and verify THAAD Radar algorithms needed for fielding a tactical weapons system.

The THAAD Radar participated in four test shots while positioned at Roi-Namur Island at KMR. The first and fourth tests were part of the Willow Dune (WD) tests conducted by the Space and Strategic Defense Command WD Project Office. In these tests, the THAAD Radar was not a primary sensor, but did participate in a data gathering mode. The first Willow Dune test was conducted Feb. 8 with a ballistic missile target launched from Aur Atoll in the Central Pacific. Patriot Interceptors were launched from Meck Island in the Kwajalein Atoll. The THAAD Radar, emplaced at Roi-Namur Island, acquired and tracked the targets as well as the Patriot Interceptors. In a theater scenario THAAD would be the overlay to the Patriot coverage against ballistic missiles. Therefore, obtaining x-band data on ballistic missile targets along with Patriot Interceptors was invaluable. When Patriot successfully intercepted the targets, valuable data was gathered.

After reorienting the THAAD Radar to search a more northerly direction, adjustments were made in the software and the THAAD Radar began its readiness procedures for the Theater Critical Measurement Program (TCMP) flight 2A scheduled for Feb. 22. The TCMP flights were designed to provide stressing environments for Theater sensors to acquire, track and discriminate the threatening objects from the debris

and other associated objects. The THAAD Radar was one of several land-based radars along with ship-based radars and air-based optical and infrared sensors involved in the mission.

All the planning leading up to this type of mission along with the millions of dollars needed for transport, support, data collection, and analysis can be negated by software, mechanical, or electrical problems which can occur in a complex system. Such a problem, an electrical short in a cooling system blower motor, caused some loss of sleep at the THAAD Radar site a few days before the mission. However, the problems were fixed by a dedicated team from Raytheon and the THAAD Radar was ready when "show time" arrived. The target for this mission was launched from Wake Island about 1,100 kilometers away and was acquired in the first search fence by the THAAD Radar at about 950 km, tracked along with several other objects and discriminated or identified by the radar. Some data was lost late in the mission because of radar software anomalies. This information was valuable for future software modifications. Identification of the specific problems and the needed fixes were the focus of intense and tedious work before the primary THAAD Radar mission, less than a week away.

By working around the clock both at Roi-Namur and back in Bedford, Mass., the Raytheon home of the THAAD Radar, software fixes were designed, coded, and tested in record time. Even so, THAAD Project Office requested a slip in the upcoming test to gain greater confidence by running more simulations and hardware-in-the-loop runs prior to the mission. A one-day delay was granted by the mission directors from BMDO/TCMP, not the two or three days delay THAAD wanted. Since many other sensors were involved, the mission had to be conducted to accommodate as many as possible.

On the day before the mission, Feb. 28,



**RADAR READY**—The THAAD Radar stands ready for testing at Roi-Namur Island.

the crew took off early because they needed to get some rest before reporting to work at 12:30 a.m. on the first of March for the final checkout procedures leading up to the expected 6:55 a.m. launch.

As the countdown proceeded, some causes for concern occurred resulting in a reinitialization of a high speed recorder and the cleaning of a diesel fuel filter for the

prime power unit. The well versed crew took these problems in stride and proceeded with their countdown procedures, finishing a couple of hours before the expected launch time. Now the waiting began.

When the countdown reached the final hour, the mission control began checking with each sensor via communication links

See THAAD on page 17

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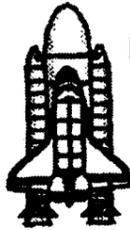
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## MWR highlights...

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- **Child care providers**— Child Development Services is seeking Family Child Care Providers. If you would be interested in providing in-home care, please go by building 113 and get an application. You will have a training period and will be required to follow the certification procedures to qualify as an FCC Provider. For more information, call 876-3704.
- **Automotive Skills Center**— Located at 3617 Entac Circle, this is a complete hands-on automotive center which is open to the entire community Wednesday-Sunday. For more information on services provided, call 955-7727.
- **Story time**— Story Time at the Post Library began July 1 and continues until Aug. 19 every Tuesday from 10-11 a.m. Bring the children for stories, games, crafts and fun. For more information, call 876-4741.
- **Soldatenstube German Restaurant**— Serving authentic German cuisine every Thursday-Saturday with dinner reservations required. Also lunch special is offered each Thursday from 10:30 a.m.-1 p.m.; no reservations required. For more information or to make reservations, call 881-5181 or 830-2582.
- **Outdoor storage available**— Outdoor Recreation still has storage spaces available for boats, RVs, etc; up to 19 feet-\$7/month; 20 feet & up-\$9/month. Call Missy at 876-4868.
- **Quick Shot Bingo**— Only \$1 per sealed game card; you could instantly win up to \$1,000. Game cards available only at Golf Course, Rhythms, Flying Activity, Sparkman Cafeteria and Post Restaurant Fund cafeterias. For more information, call Ann Hudson 837-0750 or one of the Quick Shot Bingo locations.
- **Turkey shoot**— A turkey shoot will be held from 10 a.m. to 1 p.m. July 12 between the trap and skeet ranges. You can bring your own 12-gauge shotgun, or one will be provided for you. Cost is \$3 per shot. For more information, call Outdoor Recreation 876-4868.
- **MWR activities**— To receive a booklet with names, brief descriptions and phone numbers of all MWR activities, you can call 876-3030.

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## Travel agency moves forward under new manager

By Kathy Harkleroad

Carlson Wagonlit Travel is under new management with the arrival of Truman Jeter from Fort Bliss, Texas. He arrived at the travel agency June 23.

Jeter has more than 30 years experience in the travel industry and is looking forward to his stay here. "I was really surprised at the warm hospitality and welcome I have received and can't believe just how beautiful the area is," he said.

The travel agency is divided into two divisions— official travel and leisure travel — and Jeter will oversee both. "We handle it all... both official military travel, and vacation travel plans," he said. "And we are looking forward to a very bright future."

Jeter said there are many changes on the horizon for both the travel agency and the airline industry, and his office is ready for both. "Right now we are undergoing a few changes in where we do business, mainly the PX Mall. We are redoing the office there and will be

adding several more personnel in the immediate future as well to help with the additional business we are expecting. We hope to be back into the Mall area within the month," Jeter said. The leisure travel operation is temporarily located alongside the official travel office in building 111.

"The second big change is the way business is being done in the airline industry and we will be doing quite a bit of educational workshops to help people understand the changes," Jeter said.

The change in the airline industry is the new ticketless travel which has received good reviews. "It is really quite convenient for the passenger, and since it is so new there are many concerns and questions," Jeter said. "But when you get down to the bottom line, booking your reservations the electronic way is really no different than when you reserve a hotel room."

Jeter said the Huntsville area will soon see ticketless travel arrive. "We are



JETER

expecting Delta Airlines to come on board using the new system within the next few weeks," he said. "Since they are the major airline that flies in and out of Huntsville, everyone here will become acquainted with it quickly. In order to make the transition easier, we plan on doing as much

educating on the new wave of the future as possible."

Anyone interested in learning more about the ticketless travel, or those who would like to book a reservation on a cruise, airline, or other vacation needs can do so by calling Carlson Wagonlit Travel at 882-6180.



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# Soldiers landscape nature walk to Rustic Lodge

By Kathy Harkleroad

Thanks to the hard work and dedication of five soldiers, visitors to the Rustic Lodge now have a new Nature Walk between the Tennessee River and the lodge.

The four 2nd lieutenants are here waiting on their course to begin; and according to Capt. Mark Spencer of Command and Staff, they decided to put their down time to good use. "We didn't want to just sit around and do nothing and got involved in doing an inventory," he said. "We also wanted to do a community service project and after asking around we found out about the project here at the Rustic Lodge and jumped at it."

That project is the new Nature Walk from the back of the lodge down to the banks of the Tennessee River. The soldiers cut a path through the overgrowth and then laid approximately 150 two cubic foot bags of mulch.

"We didn't use as much as we thought we would," Spencer said, "and it looks really nice. This is something everyone can enjoy. We also cut away several feet of underbrush and really made the walk safer for everyone."

Spencer said the group worked under the guidance of 2nd Lt. Shawn Burton who has several years experience in landscaping and nature development. "Lt. Burton looked at the area and sat down with everyone

involved and drew up a plan of attack," he said. "We basically just followed his advice since he has the experience in the area, and it has come out wonderful." Mildred White, manager at the Rustic Lodge, said the soldiers were a godsend and were more than helpful. "We have several projects under way here at the lodge, and with their help, the new walk was completed in no time," she said. "We are also laying a new patio out back complete with lights and are doing several renovations to the interior of the lodge."

Helping with the project were Spencer, 2nd Lt. Chad Carlson, 2nd Lt. Shawn Burton, 2nd Lt. Don Nowlin, 2nd Lt. Jim Guthrie and 2nd Lt. Melanie Birhalter.



**DIGGING DEEP**— Several members of the upcoming Basic Officers Course took a few hours out of their day to help beautify the Rustic Lodge by adding a Nature Walk down to the Tennessee River. Helping cut and mulch the path are, from left, Capt. Mark Spencer, 2nd Lt. Chad Carlson, 2nd Lt. Shawn Burton, 2nd Lt. Don Nowlin, 2nd Lt. Jim Guthrie and 2nd Lt. Melanie Birhalter.



## In appreciation...

Maj. Gen. James Link, commander of the Missile Command and Redstone Arsenal, receives an award June 30 from Ruby Turner-Blake, the alcohol and drug control officer. The coin, for the 25th anniversary of the Army's Alcohol and Drug Abuse Prevention and Control Program, was in recognition of Link's support. Looking on, from left, are Joe Winston, chief

of the military personnel services and emergency operations division; Ed Fahey, employee assistance program coordinator; Anna Whisenant, education coordinator; and Col. Tom Planchon, director of Personnel and Training Directorate. Judy Link, the general's wife, received an award for her support of the Team Redstone Mentoring Program.

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# Missile Command Reinvention Laboratory available on the Internet super highway

By Cheryl Wise

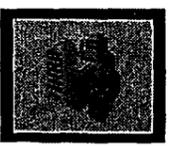
You may have had questions regarding reinvention, reengineering, and or regulatory waivers. The MICOM Reinvention Laboratory is now on the internet. The web page was developed to communicate MICOM's initiatives and waivers directed at reinvention and reengineering; and to publicize and share the successes that Team Redstone is enjoying as we continue our reinvention and quality journeys.

The MICOM Reinvention Laboratory Web Page URL is [www.redstone.army.mil/mrl/eahome.html](http://www.redstone.army.mil/mrl/eahome.html). Also, the web page can be accessed from Team Redstone On-Line Web Site. The web page consists of an Executive Summary, Methodology, Reinvention Laboratory Proposal, Performance Improvement Plan, Structure, Strategy, Implementation, and Reinvention Tools to include the MICOM Waiver Requests Program, reengineering, benchmarking, and the Army Reengineering Legislative Change Process.

The web page development was a teaming effort between the Command Analysis Directorate (CAD) and Corporate Information

## TEAM REDSTONE HOME PAGE



	EXECUTIVE SUMMARY		STRUCTURE
	METHODOLOGY		STRATEGY
	REINVENTION LABORATORY PROPOSAL		IMPLEMENTATION
	PERFORMANCE IMPROVEMENT PLAN		REINVENTION TOOLS

Center (CIC). The team members consisted of Joan Baites, Danita Clarke, Sandra Lyles-Jackson, and Cheryl Wise of CAD; and Robert Brown and Sherrie Hobbs of CIC.

We welcome any comments and suggestions to make the MICOM Reinvention Laboratory Web Page more user-friendly. Contact Cheryl Wise, CAD, AMSMI-CA-SA, 205-842-

2818, or e-mail: [WISE-CA-SA@redstone.army.mil](mailto:WISE-CA-SA@redstone.army.mil).  
*(Editor's note: Wise serves as MICOM Reinvention Laboratory team leader.)*

# ROTC cadet intern program scheduled July 27 to Aug. 9

WASHINGTON— The third annual ROTC Cadet Intern Program is scheduled to take place from July 27-Aug. 9.

This year's program will afford 22 selected senior ROTC cadets, from schools throughout the U.S., the opportunity to serve on the DA Staff, in the Army Secretariat, and in organizations within the Military District of Washington (MDW), immediately following Advanced Camp.

Army officials said CIP provides future Army leaders experience to help them understand substantive policy issues, the missions of different Army staff organizations and their relationships to other headquarters organizations, including the Office of the Secretary of Defense and the field.

The program will also introduce the cadets to the role of the military services in general, and the Army in particular, in the national security policy-making process, officials said. The cadets will be assigned special projects through which they can become familiar with substantive issues and make significant contributions.

Sara E. Lister, assistant secretary of the Army for Manpower and Reserve Affairs, initiated the program in 1995 at the suggestion of a ROTC cadet familiar with the West Point cadet summer training program at the Pentagon.

Maj. Gen. Stewart B. Wallace, commander of Cadet Command, is a strong supporter of the program and has enthusiastically taken ownership. Both Lister and Wallace believe the program is a worthwhile investment in the Army's future leadership, and an opportune time to impress upon the cadets the importance of their contributions to the Army and the nation.

It is also a great opportunity to remind our Army leadership of the importance of ROTC, officials said.

While familiarizing the cadets with Army policy procedures, the program also provides them a chance to visit the Nation's capital, and to tour the Pentagon, Capitol Hill and various sites in the Military District of Washington.

Cadets interested in the program for 1998 should contact their Professors of Military Science upon return to school in the fall. (Arnews)

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# Soldiers at Redstone learn water safety from course

By Kathy Harkleroad

Military personnel on Redstone Arsenal took part in a drownproofing exercise throughout June and learned how they could save a life, including their own.

"Ninety-eight percent of the drownings that occur are accidental," SFC Oksana Mandybur said. "We teach the soldiers how to use the items that might be available as flotation devices, including the clothes they have on."

As the students entered the pool for the one-hour course, they were given both land and water demonstrations on how to float, how to breathe while in the water, and how to use items as flotation devices. "You can save a life with a two-liter soft drink bottle," one of the instructors told the soldiers. "It holds air, and it can be used as a flotation device. Coolers can also be

used."

As the soldiers took to the water, they were shown how to float and how to conserve their energy while awaiting help. "It is very important to stay as relaxed as possible, as well as alert," Mandybur said.

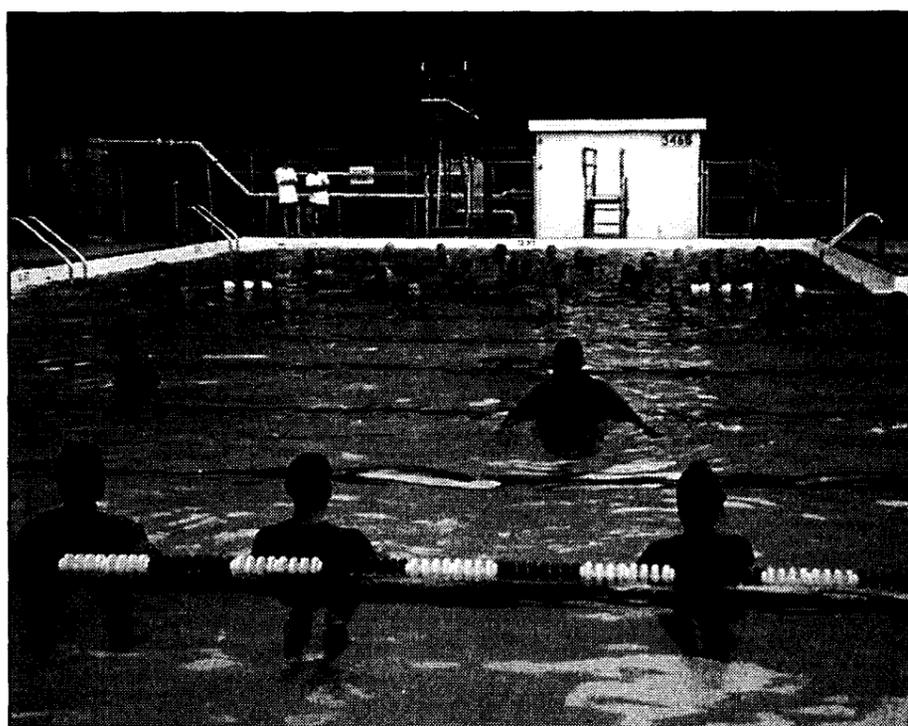
The soldiers were also shown how articles of clothing can be used as flotation devices. They donned their uniforms and took to the water as instructors showed them how to inflate their shirts with air. "You can even use a regular T-shirt as a flotation device," Mandybur said. "All you have to do is create a seal at the bottom by pressing it against your stomach and pull the neckline up to your face. Once you start to blow air into the shirt, it will retain the oxygen and inflate."

The soldiers were also shown how a pair of pants can be used as a flotation device. By tying the legs

together, slipping it around their necks and pushing air into the waist area and holding it closed, the swimmer can remain afloat for several minutes. "They don't stay inflated forever, but they do help and you can reinflate them at anytime," Mandybur said.

The drownproofing course is an annual event which is mandatory for soldiers. "This is my fifth year conducting the course and this is the third time we have done it at a postwide level," Mandybur said. "We even had (OMMCS commandant) Col. Luttrell participate this year, as well as several other commanders, including the battalion commander."

Mandybur said 1,144 soldiers were trained this year; and this was deemed a success. "We have heard lots of good comments from both the soldiers and the instructors on the informa-



**DROWNPROOFING—** Soldiers were required to take the one-hour water safety during a mandatory drownproofing course. Drive swimming pool during the early morning hours.

tion that was gained during the course," she said.

The course was taught by 19 soldier volunteers who received their training earlier in the summer. "We trained at the Holiday Inn on Jordan Lane and University Drive during the early morning hours," Mandybur said. "Sometimes it was awfully hard to convince

the instructors to get into the that cold water at that hour." Instructors who took to the pools on post at 5:30 each morning during the course to teach their fellow soldiers included SFC Anthony Morris, SSgt. Kevin Ouellette, SSgt. David Dobb, SFC Nigel Furston, Sgt Jeffery Quinn, SSgt. Malcolm Kimbrough,

Sgt Ronald Montgomery, SSgt. Todd McAllister, Mandybur, Spec. Derrick Garris, SFC William Hathoway, SFC Daniel Ritchie, SSgt. Calvin Clark, MSgt. Karl Erickson, Spec. Eric Brown, Spec. Keith Neville, Sgt. Ronnie Garrett, Sgt. Victor Alexander and PFC Travis Ikehara.



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# 13th Army Ten-Miler slated for October in Washington, D.C.

By Anders Smith

WASHINGTON— The 13th-annual Army Ten-Miler will be held

Oct. 12. The largest 10-mile race in the United States, it is widely recognized as one the nation's premier races and a high point in the Army's year.

Co-hosted by the Military District of Washington and the Association of the United States Army, the race is open to all ages and abilities. Proceeds from the race benefit soldier and soldier-family programs.

"This year's race continues the great tradition of the Army Ten Miler," race coordinator Paul Banta said. Banta is with MDW, which is conducting the race this year independently from the Headquarters Army Recreation Services. "We are excited about making the race the best one yet," Banta said.

One way the race is different will be its ability to communicate to the rest of the Army and the public through its own Web page, which can be accessed directly or from the MDW home page on the Web, www.mdw.army.mail.

The page will provide information about all aspects of the race, from fees and registration to awards and race times, updated regularly with new information.

For example, individuals, teams or corporations wanting to participate in the race will be able to download a registration form.

Registrations for individuals must be postmarked by Sept. 26 and team registrations must be postmarked by Sept. 19.

For more information, call (202) 685-3361 or DSN 325-3361. (Arnews)

*(Editor's note: Smith is a staff writer with the Military District of Washington's Pentagon newspaper.)*

# Week-long trip to Olympic complex on mark for Grissom rifle team

By Erin Hawes

Grissom High School's JROTC Rifle Team recently took a week-long trip to the Olympic Shooting Complex, Wolfcreek. The team departed Huntsville on June 2 for Wolfcreek, which is situated outside Atlanta.

After the team arrived they met their coach, Olympic gold medalist Gary Anderson. Anderson has won two gold medals as well as numerous world and national medals for rifle competition.

June 3-5, Anderson instructed the team on improving their technique, positions and scores. The team also learned to work the electronic targets. The electronic targets work by measuring the placement of the shot with four small microphones placed in each corner of the target. The microphones cross-reference the sound waves that come off the pellet as it



TAKING AIM— Michael Brasher practices his standing position.

breaks the paper. Beside each shooter, there was a small monitor that showed the placement of the shot and its point value. Additionally, the team was instructed on how to shoot a final correctly. A final consists of a shoot-off between the top 10 shooters in a match. A final is shot from

the standing position.

In exchange for Anderson's expertise, the team was assigned tasks around the complex such as cleaning the rifle ranges, cleaning up brass, and addressing newsletters. On June 6 the team packed their equipment, thanked Anderson and his family, and headed

for Huntsville.

The week was a good experience for the Rifle Team. They learned how to improve their scores, how to shoot a final, and how to properly care for their rifles.

*(Editor's note: Hawes is a member of Grissom's Junior ROTC unit.)*

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# Wharton wins 1997 Suggester of Year award at Redstone

A member of the Sparkman Management Office is Redstone's top suggester for 1997.

Thomas Wharton, a facilities specialist, was selected as "a Team Redstone Army Ideas for Excellence Program (AIEP) 1997 Civilian Suggester of the Year." He received a certificate and coin June 18 from Maj. Gen. James Link, commander of the Missile Command and Redstone Arsenal.

Team Redstone's two military suggesters of the year included retired Sgt. Maj. Gary A. Sampson, who cited a need to improve the way soldiers were trained to recognize unexploded ordnance found on the battlefield; and PFC Brendan R. Hill, of Fort Sill, Okla., who cited a need to increase soldier safety when working with military vehicles equipped with radio antenna matching units.

"Your suggestion saved financial resources by recognizing that approximately 859 light fixtures stayed on 24 hours a day, seven days a week," Wharton's award citation says. "Congratulations; this deficiency has been corrected by the command's Directorate of Public Works by rewiring fixtures to existing switches in each affected area."

"An additional savings occurred when blueprints for buildings under construction were corrected prior to completion," the citation concludes.

Redstone's top three ideas for 1997 have a combined savings to the Army at MICOM of \$532,944.

Wharton, Sampson and Hill represent MICOM in a nomination packet that went to headquarters Army Materiel Command and then to Department of Army to compete



**TOP SUGGESTER—** Maj. Gen. Link presents to Wharton a Suggester of the Year award.

for a possible Secretary of the Army award. The Army Incentive Awards Board will

select the military and civilian suggesters of the year who will be recognized in the fall.

## THAAD

Continued from page 11

to check on the readiness of the participants. The THAAD Radar reported "green" for a mission "go" each time a response was required. The target was reported launched on time at 6:55 a.m. The next couple of minutes, waiting for the THAAD Radar acquisition of the target, seemed an eternity. Then it came, at 6:57 the THAAD Radar acquired the target at a range of 964 km and began tracking. This event raised a cheer from the assembled engineers and scientists.

The needed data was collected using a number of different radar parameters throughout the mission. Some software problems recurred again late in the mission, but the needed data had already been collected.

The second Willow Dune mission was conducted March 20, and additional data was collected on a different target set and launch point. The problems and surprises encountered by the THAAD Radar, that were not observed during premission simulations, are the precise reason the field testing is necessary. The confidence and experience gained in operating the system in dif-

ferent environments and against a variety of targets are invaluable parts of the development process needed to mature a missile defense system. The data gathered will be used to refine radar settings and algorithms for even better future performance.

Both my father, David W. Lukins (U.S. Navy) and my father-in-law, Andrew Lakatos (U.S. Marine Corps) took part in battles near the Kwajalein Atoll more than 50 years ago. Fortunately, both of them lived to tell about it. It is my hope that the

defensive weapons systems we are developing today will be a deterrent to future aggressors from waging war against us. The minor hardships we endured in being isolated from our families for short periods of time during peace time is minuscule in comparison with the sacrifices of war. The possibility of contributing in some small way to saving lives in the future is a very gratifying thought for all of us.

*(Editor's note: Dr. Lukins is deputy product manager for THAAD radar.)*

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## FUTURE

Continued from page 1

### • How do you feel about leaving?

"Redstone Arsenal's been home to me and my family for the last three years. It's an absolutely wonderful community, a community with hospitality and friendliness. And quite frankly, we're sad to be leaving this community. But I recognize, and I recognized when I arrived, my position is not a permanent position. In my case, I was fortunate to have three years in command—rather than the two years or less of previous MICOM commanders.

"I'm sad to leave the people and proud of their accomplishments during my watch. I leave also feeling good I've been able to play a part in making Redstone Arsenal better than when I found it."

### • What are your plans?

"As you know, we're leaving immediately after the change of command to go to the Military District of Washington where I will be the chief of staff of AMC. And I'll report to duty there after I get my house and family settled at Fort Belvoir."

### • What advice do you have for your successor, Maj. Gen. Emmitt Gibson?

"First of all, the challenges I faced as the commander of U.S. Army Missile Command and Redstone Arsenal were different

challenges than Maj. Gen. Gibson's going to face as the commander of AMCOM. But I'm confident that the foundation that we have built here at Redstone Arsenal—both in the Missile Command and as we worked together with ATCOM to get ready for the unfurling of the AMCOM flag—that all this work will serve General Gibson well and get AMCOM off to a running start.

"I would also remind him that approximately 90 percent of the (8,250) employees of AMCOM will come from Redstone Arsenal. That's assuming that half of the 1,600 ATCOM employees scheduled to move to Redstone Arsenal actually move. Recognizing that 90 percent are from here, it's important for the new command to understand the culture and work experience of Redstone Arsenal employees. Most important of which, in my view, is the fact that these employees have been empowered. Each one in fact has been issued a Reinvention License. As a result, they are innovative, productive and able to work very effectively without micro-management. I would hate to see a return to the old days of endless detailed briefings and hyperactivity without productivity."

### • How would you like to be remembered by the work force here and this community?

"I would like to be remembered as a comman-

der who gave the work force every opportunity to succeed, as a commander who embraced change, as a commander who believed in his work force and their ability to get the job done without my having to intervene at every step along the way. And lastly as a commander who did make Redstone Arsenal a better place to live and work."

### • What message would you like to give to the members of Team Redstone upon leaving?

"To all the members of Team Redstone, my wife Judy and I and our daughter Carey (age 21) want to thank everyone for being so gracious and hospitable to us during our stay here. It's not just the beautiful countryside, the wonderful lakes and woods or even the all American city atmosphere of Huntsville, it's the people that make the difference. And I would ask all the members of Team Redstone to continue to work cohesively, continue to welcome new members to their community and continue their quest for excellence in every thing they do."

### • Do you plan to return some day?

"Well, we would be very pleased to call north Alabama home some day. Obviously, I'm not ready to retire but when I do, I can't think of a community or area that would be a better place to live and work than Huntsville, Ala."

## Fort Rucker soldier gets award from Congress for public service

WASHINGTON—A Fort Rucker, Ala., soldier training to be an air traffic controller received a Congressional Gold Award here June 24. Sen. Trent Lott, R-Miss., presented the award to PFC Harry W. Ledbetter II, in Statuary Hall of the Capitol. Ledbetter is from Biloxi.

Ledbetter, one of 23 young men and women to receive the award, is the only Army recipient. He earned the award as a member and junior leader of his Boy Scout troop before joining the Army.

The gold medal is the highest of three congressional awards presented on a non-competitive basis to young people in the United States, ages 14 to 23. The Congressional Awards recognize individuals for setting and achieving goals in voluntary public service, personal development, physical fitness and expedition/exploration.

In an interview at his unit before leaving for Washington to accept the award, Ledbetter, 22, said earning it was through a combination of different things he did. He cited the Scouts' motto to do a good deed daily.

"I was very active in Boy Scouts," he said. "I did a lot of work not only in my troop but also in my district council and nationally. I was an adult leader with the National Boy Scout Jamboree in Filmont, N.M. I was in the Order of the Era where I was a youth and adult leader, where helped get the uniforms, teach Scouts how to perform, and played the drums for the Indian Dance."

Ledbetter's voluntary public service goal was to help improve his district's Scouting program. His activities included helping 14 fellow Scouts achieve troop activities. In the area of personal development, he gained a working knowledge of the political process by campaigning and running for office for youth organizations. For physical fitness he improved his ten-

nis skills.

His expedition took place in the Sangre De Cristi Mountains in New Mexico, where he spent two weeks camping.

"Volunteering plays a large part in the Boy Scout program," said Ledbetter. "This program teaches young Scouts to do a good deed daily. I continued with scouting, and in 1992 I received my Eagle Scout, the highest award a Scout can receive.

"Once you see the end results of something that you've done," he said, "that really is thanks enough. For example, teaching a kid to swim or tie a knot is so rewarding."

Ledbetter enlisted in the Army National Guard for an eight-year hitch. He said his AIT is going well.

"My original class started with 22 students," he said. "Seven have graduated and about the same amount are no longer in the program. The standards are very high and the instructors don't have time to reteach information. We spend eight hours in class each day, and many of us spend, on average, an hour every night studying to just keep up with the work."

What would he tell others about how to earn the Congressional Gold Medal?

"If they really want something like this," he said, "all they have to do is look in the community. See where people need help. There's a lot of things that go undone because there isn't anyone to do it."

Describing the value of his own volunteer work and personal growth experience, Ledbetter said, "I have a deeper understanding of who I am and what I am capable of doing."

Ledbetter is from Biloxi, Miss., is no stranger to the reserve component. His dad, Lt. Col. Harry W. Ledbetter, is a 30-year veteran currently serving in the U.S. Army Reserve and his older brother, Chris, is in the Navy Reserves. (Arnews)

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# Fort Knox drill sergeants recognized as Army's best

FORT MONROE, Va.— For the second straight year, two Fort Knox, Ky., soldiers won the Active and Reserve Army Drill Sergeant of the Year titles June 20.

SFC Frank Cervantes won the second consecutive award for the 1st Armored Training Brigade. SFC Teresa L. Belles became the first U.S. Army Reserve woman and the second straight noncommissioned officer from the 100th Training Division to take the honor.

The active and reserve runners-up were, respectively, SFC Stephen C. Paskos of Fort Sam Houston, Texas, and SSgt. Todd K. Baxter, 98th Training Division, Rochester, N.Y.

"It's kind of a surreal experience," Cervantes said of winning the competition.

"It's just something that came along just by doing what you're supposed to be doing, and that's training soldiers.

"It meant a lot," Belles said. "The week itself I think has just been great. It's finally being able to execute all those hours of training. It (the competition) didn't seem as bad as what you anticipated because you were ready."

As was to be expected in view of national news coverage of some drill sergeants' involvement in sexual misconduct at several Army posts, most of the 13 active and seven Army Reserve drill sergeants at Fort Monroe were asked for their opinions by reporters.

"I think society is going to believe what they want to believe and ... sometimes they'll blow it all out of proportion," Belles said. "I just don't let it bother me. I just keep driving on."

"I just hear it and it goes in one ear and out the other," Cervantes said. "And then I have to think, 'how could somebody do such a thing.' I mean, after what they've been through in drill sergeant school, it's hard to fathom."

Belles has been a drill sergeant for three years, and Cervantes graduated from the

Fort Jackson Drill Sergeant School in March 1996.

Belles said she became a drill sergeant because she wanted to "fit in," to bridge a gap she perceived between active and Army Reserve. She was one of the first women in the 100th Training Division to volunteer for drill sergeant duty when they had the option.

When she went to drill sergeant school at Fort Knox, she was the only woman among 93 students. She showed the men she was qualified by scoring highest on the Army Physical Fitness Test at the beginning of the course.

"That kind of gained their respect," she said.

She repeated that performance last week at Fort Monroe by scoring highest on a specially-graded APFT. So many Drill Sergeant of the Year nominees score the maximum 300 points on the standard APFT that a new point system had to be devised. Belles scored 623.

At home in Sellersburg, Ind., Belles runs five miles almost every day. Then at the end of the day, she runs with her husband, Grant, and two of their three children. Since someone must stay with the youngest, who cannot run long distance yet, she takes turns running with each of the other three.

She is also vice president of the Parent-Teacher Association, a volunteer at a youth detention center, and belongs to a ministry group that delivers food and finds shelter for needy people around Clark County in Indiana.

On her duty weekends, Belles serves with the 399th Reception Battalion at Fort Knox. She and other Army Reserve drill sergeants greet new enlistees and prepare them for active duty basic combat training.

That includes ensuring they get haircuts, shots, uniforms and medical examinations. She also tests their physical fitness to learn if they can meet the minimum requirements to enter BCT. Women have to be able to do

one pushup and men 13.

"It's fun," Belles said. "When you've got those 18-, 19-year-old privates saying 'I can't do it, Drill Sergeant.' And you say, 'I'm 37,' and you drop down and just start doing it with them.

Belles will undergo drill sergeant leader training this summer, and will later train other NCOs at the Fort Knox Drill Sergeant School.

Physical fitness is a team-building activity among basic trainees, according to Cervantes, who score 366 points on the special APFT.

"I figure if you're in good physical shape, you're in good mental shape," he said. "That's (an NCO's) responsibility, anyway, when you're in a regular unit."

Cervantes volunteered to become a drill sergeant shortly after returning from Southwest Asia after Desert Storm. He was a sergeant and only staff sergeants and higher are accepted.

Then he met former drill sergeants while attending the Battle Staff NCO Course at Fort Bliss, Texas. "They said it's nothing like it. Do it," Cervantes said.

He had the necessary rank, and it has been a rewarding experience ever since.

"The feeling that you get when you see 55 privates marching across the field (at graduation), and seeing the pride that they have in themselves," Cervantes said. "That's the pride that you get in saying, 'Hey, I've met my goal.'"

He said he became a drill sergeant to be one of those "select individuals who are

training America's youth to defend the Constitution. I didn't do it for the promotion. I didn't do it for the pay."

Cervantes, who will become a trainer advisor at Training and Doctrine Command headquarters in the near future, credits his trainees for helping him win Drill Sergeant of the Year. They were his "demonstrators." He is also grateful to every member of his company and all the drill sergeants at Fort Knox.

"I learned a lot from ... their approach to people and the way they handle situations," he said.

Both NCOs said their families are very happy and proud that they won, and both said they wouldn't be successful without their families.

Cervantes said he was asked shortly after the awards ceremony what advice he'd give to other NCOs who want to be Drill Sergeant of the Year.

"If your goal is to come on the trail to become the Drill Sergeant of the Year, that's the wrong answer," he said. "It's just something that happens to come along.

"I think that every drill sergeant who's out there is the drill sergeant of the year, because once you go through that school, you've been through hell. You've been through a lot of pressure."

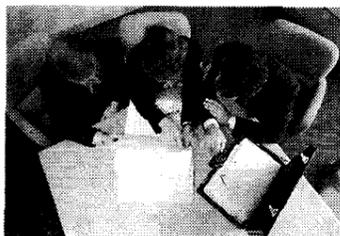
"Amen," Belles said. (TRADOC news service)

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# McKinney hearing could go 'another few weeks'

By Bill Costlow

WASHINGTON— As the Article 32 investigation of sexual misconduct charges against suspended Sergeant Major of the Army moved into its fifth day, Special Agent Jeffrey S. Hormann took the stand to explain administrative background on the case.

After only brief questioning by the prosecution, the defense went into a who-what-when-where-why on each person questioned in the Criminal Investigation Command's investigation.

In future sessions the defense will bring witnesses to speak on McKinney's behalf and to contradict some of testimony from the four women who have accused the SMA of misconduct.

Meanwhile, during an interview July 1, defense attorney Charles Gittens said the proceedings may go on for another few weeks.

"The investigating officer is scheduling the hearing and he's scheduling the witnesses, and he's scheduled this for two more weeks," said Gittens in an interview July 1, the fourth day of the hearing.

Gittens' interview came on the tail end of his cross examination of a Navy petty officer who has accused

McKinney of propositioning her at a health benefits management class last year. "She wasn't a good witness from the prosecution's point of view," Gittens said. "She didn't play the victim very well."

"Mr. Gittens is the enemy," the Navy NCO had told investigating officer Robert Jarvis on day three (June 30). "He's working for Sgt. Maj. McKinney and he'll do whatever he has to do to protect him, to include trashing me on the witness stand."

Then the July 1 cross examination put Gittens head to head with a witness who refused to be bullied. Repeated questions were met with: "I already told you that."

After Gittens followed up several questions with "Are you sure? Your testimony here is absolutely just as true as your other statements? — you are sure?" The witness turned to Jarvis and asked: "How much longer are you going to let him do this?"

Government counsel objected to the defense's line of questioning and also said the Navy NCO's time on the witness stand (about three hours) was "unprecedented." Nobody seemed to remember that the first witness at this hearing was under cross examination for

six hours. Gittens' cross examination brought the witness' denial she had been corrected for telling sexually explicit jokes at the conference by McKinney and her admission that she had discussed her alleged conversation with McKinney with a great number of coworkers.

The cross examination grew testy at times, leading Gittens to ask that the witness be declared hostile, and thereby allow him more latitude in his questioning. Gittens had said that a primary purpose of cross examination in the Article 32 hearing is to nail down the witnesses to a single version of events and thereby lay groundwork for their questioning during trial, should that occur.

In the press conference July 1, Gittens alleged the Navy NCO was herself guilty of misconduct, that the SMA had made an on-the-spot correction for inappropriate remarks and her allegations were a defense to the SMA's words.

"She said (she) didn't want to make a point of it, she didn't want to make a big deal, yet she told every-

body she could in her office that she had been sexually harassed by the Sergeant Major, that he had come on to her," he said. "Basically I think she was laying in wait to see what the Sergeant Major did about her conduct."

Among the things the defense plans to bring to light is that the Navy NCO who has accused McKinney of propositioning her, is herself guilty of misconduct; and the complaint she filed against McKinney is the result of an on-the-spot-correction made by him. Evidence submitted will be in the form of sworn statements from the accuser's co-workers and at least one senior NCO witness who will take the stand.

"The purpose of the article 32 is to determine what is the evidence and provide the defense discovery," said Gittens in a recent interview. "We welcome the opportunity for discovery, and we also hope the investigating officer will take the evidence, read it, all of it, not just the accusers, because there's a lot of other evidence, and make a reasoned judgment based on that information." (Arnews)

# Announcements

**Apprenticeship program**— Department of Army has designated Aug. 1 as the ending date to phase out Army Apprenticeship Program (AAP) worldwide programs. This is a last chance call to all current enrollees to submit their AAP documentation verifying on-the-job work experience. Soldiers unable or unwilling to complete their required hours in the AAP will receive a partial letter of completion. All soldiers who are currently enrolled in an AAP should call the Education Center office here 876-0080 or wherever their AAP records are kept on file for a current status report.

**Data managers**— The Huntsville CALS Interest Group (HCIG) is sponsoring a Configuration & Data

Management Workshop from 9 a.m. to 3:30 p.m. July 15 in building 3448 on Redstone Arsenal. This workshop will be conducted using the Electronic Meeting System, and will focus on new approaches and directions for the CALS initiative. Scheduled guest is Linda Burgher, from the CALS office at Department of Defense, Washington, D.C. Participation is limited to 35, so those interested are urged to make their reservations early by calling Cindy Hauer 890-8083 (you may leave a message if necessary). There is a \$10 charge for non-HCIG members. An extended lunch break is scheduled from 11 a.m. to 1 p.m. to allow workshop attendees to make their own arrangements. HCIG always welcomes new members; if you are intere-

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**BY APPOINTMENT 882-2066**

**Explosives Safety Training**  
 Maintain safety awareness and meet regulatory requirements by attending Explosives Safety Training during the week of Aug 18th. A 40 hour course and a 28 hour course will be conducted at the Sparkman Center. Call Amtec to register. (722-7200 ext 233)

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# Announcements

ested, see one of the board members at the workshop.

**Union meeting**— AFGE Local 1858 will hold its monthly membership meeting at 5:30 p.m. July 14 at building 3202, the union office. The attendance prize has increased to \$400, but you must be present to win. All bargaining unit employees are encouraged to attend.

**Boating safety**— The U.S. Coast Guard Auxiliary and the Madison Recreation Department will offer a six-week safe boating class beginning July 10 at Madison's Dublin Memorial Park. Class sessions will be held each Thursday from 7-9 p.m. Registration fee is \$20 per person, which includes the Coast Guard Auxiliary safe boating class fee of \$15 and the rental use fee of \$5 for Dublin Memorial Park. The safe boating class is for everyone age 12 and over. For more information, call the Madison Recreation Department 772-9300 or the U.S. Coast Guard 1-800-368-5647.

**Girls soccer**— Orange Crush girls soccer club will have tryouts for girls ages 9-13 on July 17 and 22. For more information call Steve

Baird 650-5179, Jim Nichols 883-7382 or Larry Davis 883-9714.

**Fox Army Community Hospital**— Fox Army Community Hospital (FACH) radiology services are still available to all military beneficiaries. All healthcare provider ordered radiological exams will be honored. FACH Radiology Services' hours of operation are from 7:30 a.m. to 6 p.m. Monday through Friday. Services include ultra-sound, computerized tomography (Cat Scan), fluoroscopy, diagnostic and mammography. All these services have been expanded for easier patient access, to include scheduled mammogram studies on Saturdays. For more information, call 876-5856.

**OCWC farewell tea**— The Officer and Civilian Women's Club will hold a farewell tea honoring Judy Link on July 14 from 2-4 p.m. at the Officers Club. All members are invited to attend. Cost is \$5. Child care will be available. For more information, call Linda Leonard 890-0771.

**Prevention of sexual harassment**— The MICOM Equal Employment Opportunity Office, assisted by

the Legal Office and Management Employee Relations Office, has completed eight sessions of Prevention of Sexual Harassment (POSH) training with ethics training conducted by the Legal Office as an add-on. Morning and afternoon sessions are scheduled for July 23 and 24 in room A-115, building 5250. Sessions will begin in the Sparkman Auditorium July 31 with morning and afternoon sessions July 31, Aug. 1, Aug. 4, Aug. 5 and Aug. 8. Please adhere to the previously published schedule to prevent over-seating. All civilians must receive update training by Aug. 15. For more information call Becky Miller, program manager for prevention of sexual harassment, EEO Office 876-8946.

**Water safety course**— Madison County Chapter of the American Red Cross will conduct a Community Water Safety course July 10 from 6-10 p.m. at the Red Cross building, 1101 Washington St. Cost is \$25 per person, which includes a student manual. To register call 536-0084, ext. 320.

**Waterfowl group**— Alabama Waterfowl Association will hold its annual

Mallard Bonding and Release on July 12 near North Sauty Refuge, 1.4-mile north of Highway 72 East, on Jackson County road 11. For more information and a map to the area, call Leroy Heston 533-5172.

**Quarterly retirement ceremony**— The next Retirement Ceremony will be held at 4 p.m. Oct. 16 at the post parade field. Rehearsal will be held at 8 a.m. Oct. 15 at the parade field. If you wish to participate, call SFC Walter Jones of Support Operations 842-2500 by Oct. 3.

**Blood program schedule**— Here's the schedule for the Red Cross Blood Program this month: July 10, building 5250, from 7-noon, Bertha Whitman 842-0356. July 11, building 4488, from 7 a.m. to 12:30 p.m., no appointment necessary; building 5400, from 7 a.m. to 12:30 p.m., Tammy Moore 876-3033. July 17, building 3436, from 6-11 a.m., 1st Sgt. Beth McKen-

zie 842-2214. July 18, building 4752 (NASA), from 8 a.m. to 1:30 p.m., Janie McCrary 544-6552. July 25, building 4505, from 7 a.m. to 12:30 p.m., Linda Keel 955-0900; SSDC (Wynn Drive), room 1C400, from 8 a.m. to 1 p.m., Al Longhi 955-5901; and Corps of Engineers, from 7:30-noon, Linda Merschman 895-1580.

**BMDATC reunion**— The former U.S. Army Ballistic Missile Defense Advanced Technology Center (BMDATC) (1968-85) is having a reunion. All employees and their families are invited. Personnel from other government organizations and contractor personnel associated with the BMDATC program are also invited. The reunion will be at Wally Kirkpatrick's place on Gunterville Lake on July 19 at 10 a.m. For more information and reservations, call Lois Spruell 461-0091 or Edith Price 852-6787. Reservations must be made and funds received by July 12. Cost is \$12 per person.

**Heflin buildings**— A ceremony to dedicate two new buildings at the Sparkman complex in honor of retired Sen. Howell Heflin is scheduled for Thursday from 10-10:30 a.m.

**Planetarium show**— The Von Braun Astronomical Society will hold a program at 7:30 p.m. Saturday at the planetarium at Monte Sano State Park. Mitzi Adams is to speak on "the adventures of the original Hercules and the constellation named for him." Admission is as follows: VBAS members, free with membership card; ages 12 and up, \$2; children 6-11, \$1; and children 5-under, free.

**Boys soccer**— The Champions Soccer Club, Madison announces tryouts are continuing each Monday and Thursday beginning at 5:30 p.m., and Saturday morning at 9 at Palmer Park, lower field in Madison. This is for under-

**See ANNOUNCEMENTS on page 22**



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**ANNOUNCEMENTS**

**Continued from page 21**  
15 and under-16 boys premier club soccer. For information call Ray Northam 895-9325 or Sherif Saleh 772-7920/971-6728.

**Scuba explorers**— The SEAS (Scuba Explorers and Adventurers Society) will meet at 7 p.m. Thursday at Mr. Gatti's Pizza on University Drive. For more information, call Theresa 876-2968 (work) or 518-9843 (home).

**Technical seminar**— Component Distributors Inc. will conduct an "electronic expo and technical seminar" July 23-24 at the Huntsville Marriott. For more information or to pre-register, call 536-8850.

**PX news**— Organizations/units making purchases with their IMPAC credit card at the Post Exchange facilities receive a 10 percent discount, except on military uniform items. Official DoD organizations can purchase retail merchandise at retail price less 10 percent from AAFES.

**Faulkner University**— Faulkner University's Harris College of Business and Executive Education announces it has received approval from the Southern Association of Colleges and Schools to offer a master of science in management. The first classes will begin in August and will meet every other weekend; this schedule will allow students who are employed full-time to earn their

degree within one year. For more information about the master's program call Natasha Kasarjian, director of graduate enrollment, (334) 260-6323 or (800) 879-9816 ext. 323.

**Soldier Show**— Tickets for 1997 U.S. Army Soldier Show, July 18, at 2 p.m. and 7 p.m. at the Von Braun Center Concert Hall, are available in the MICOM Public Affairs Office, Sparkman Center, building 5300, room 5143. For more information, call Meloney Jones or Sharee Miller at 876-4161.

**THAAD ceremony**— The THAAD Project Office invites you to the Change of THAAD Radar Product Manager Ceremony on July 18 at 2 p.m. in room 2D1200 of the SSDC building, 106 Wynn Drive. The outgoing Radar Product Manager is Lt. Col. Michael Perrin, who is moving back to the Pentagon. The incoming Product Manager is Lt. Col. Michael Smith, who is currently stationed at Huntsville working in the National Missile Defense Office. For information call Maj. Brian Gollisneider 955-1586.

**Federal retirees**— The National Association of Retired Federal Employees (NARFE) will meet Saturday at the Senior Center on Drake Avenue. Scheduled speaker is Probate Court Judge Frank Riddick. Refreshments begin at 9:30 a.m., and the program at 10. For more information, call 837-0382 or 881-3168.

**Islamic center**— The Huntsville Islamic Center plans the following daily and weekly events: Jumuah Prayer at 12:15 p.m. Friday, Islamic Study Circle at 8 p.m. Friday; and Fajr prayer at 5:45 a.m., Zuhr at 12:30 p.m., Asr at 4:30 p.m., Maghrib at 8:45 p.m., and Isha'a at 9:45 p.m. (all five prayers are offered daily at the masjid). For more information call the center, 1645 Sparkman Drive, at 721-1712.

**Middle Eastern dance**— The Beledi Club of Huntsville will hold a mini-workshop on Middle Eastern dance, featuring Atlanta based dancer LAYLA on Saturday at the Cahaba Shrine Temple on north Pulaski Pike. For the noon to 4 p.m. class, she will include sword work, and also perform that evening for workshop participants at a Middle Eastern party called a Hafla. For more information, call 772-2096.

**Military pay office**— The Defense Military Pay Office (DMPO) will be closed on Thursday mornings for training, effective July 10. The DMPO will be open for business from 12:30 through 4 on Thursday afternoons. Normal business hours Monday through Wednesday and on Fridays will be 7:30 a.m. through 4 p.m. The office is in building 3467 on Vincent Drive. For more information call David Hooper, DMPO director, 842-6708.

**Classifieds**

Federal law makes it illegal to advertise any preference, limitation or discrimination in housing based on race, color, religion or national origin. The Redstone Rocket will not knowingly accept advertising that is in violation of the law, and readers and advertisers are hereby informed that all dwellings advertised in this paper are available on an equal opportunity basis. According to the Inspector General, the use of office phone numbers in classified advertising is contrary to regulation. Please submit home phone numbers only.

**• Auto •**

'96 Chevy Silverado extended cab truck, loaded, 13K mi., as new, white on red. \$18,500. 882-0093.

'96 Mazda Protege LX, 16K mi., warranty, loaded, \$11,600. 883-7996.

'94 Chevy C1500, auto, air, ext. bed, liner, shell. big sharp truck for little money. \$11,000 obo. (615) 771-9892.

'94 Chevy Cheyenne, ext. cab, LWB, maroon, 305 auto, custom rims, tilt, cruise, exc. cond., asking \$12,900. (615) 433-1626 lv msg.

'94 Ford Bronco 4x4, exc. cond., Eddie Bauer, green/tan, leather int., 5.8 L engine, auto, 61K mi., new tires, tow pkg. Asking \$19,500 NADA. 880-9257.

'94 Pontiac Firebird, V6, auto, all power, white, perfect cond.,

never wrecked, 13K mi., \$12,500. 430-1069

'93 Ford Ranger XLT pickup, V6, 5 sp., air, 44K mi., great cond. 883-8692.

'93 Nissan Altima, blk. auto, leather seats, spoiler, fully loaded, exc. cond. \$10,000. 561-3505 after 5pm.

'91 Dodge Maxi Van, loaded, great shape! \$6,900. 772-0009.

'91 Olds Calais, 4 dr., blue, 69K mi., air, \$3,500 obo. 859-4019, beeper 860-1679.

'91 Thunderbird, V6, auto, PS, PB, pwr. windows, locks, tilt, cruise, air, stereo, bright red. \$6,500 obo. 721-1469 after 5 pm.

'90 Dodge van, 15 passenger, dual air, auto, stereo, running boards. \$6,900. 772-0009.

'90 GMC S-15, 5 sp., CD player, air. \$3,900. Must sell. Shawn, 830-2941 or 518-1575.

'89 Escort GT, 5 sp., tires, clutch, brakes, 1 year new, well maintained. \$1,450 obo. Huntsville, 564-9994.

'88 Acura Legend, fully loaded, PS/PB, 4 dr., auto, stereo, CD changer, sunroof, tinted windows, well maintained. \$4,150. 883-1510.

'88 Cadillac Sedan DeVille. 85K miles. Leather int. Gold trim fabric top. \$6,499. 828-2295.

'88 Ford Escort, good car, \$1600. Parting out '84 Toyota Corolla, bad motor, good sheet metal, \$200. Curt, 830-5571.

'87 Mazda B2600 pickup, LWB, air, 5 sp., 86K mi., 2nd owner. \$4,750 blue book, sell

\$3,950. 895-8306.

'85 Pontiac Parisienne, exc. cond., only 86K mi., new Michelins, loaded, PS/PB, pwr. leather seats, well maintained. \$3,500. 883-6129.

'80 Toyota Celica, new red paint, white letter tires, mag. wheels. \$1,500 obo. 723-2842 or 723-2056 after 4pm.

'72 Cadillac Sedan DeVille. Runs good. \$800 obo. 881-5843.

**• Miscellaneous •**

Antique wash stand (East Lake) and camel back trunk (large), exc. cond. 883-4781.

Baby stroller, high chair, little girls clothes, shoes, sizes infants-2T. 2 formal dresses size 10 and misc. household items. 830-6881.

Canon AT-1 camera with power winder, 50mm, 28mm and 70-200mm lenses. Set for \$250. May sell separately. Mark, 464-9751 evenings.

Carpets. Room size, solid color, finished edges. Each 12'x15'. Nearly new, 1 tan and 1 blue, each \$100. 772-3449.

55 gallon fish tank with wood grain base, \$125. Tan recliner, \$150. Sofa with hide-a-way bed, \$200. Glass end tables, \$10 ea. Sealy Twin bed, never used, \$200. 851-1920.

Furniture sale. Black lacquer bedroom, entertainment center. Dining room table with 6 chairs, china cabinet, white daybed with mattress. 828-1420.

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**Classifieds**

**GE refrigerator**, white, 21 cu.ft. frostfree, icemaker, glass shelves, less than 1 yr. old. \$450. 885-4350 or 883-7343.

**Girls bedroom suite** by Broyhill. Double headboard, double dresser with hutch, double drawer nightstand. \$525. 883-2726.

**Klipsh LaScala home stereo** speakers, new, still in box, black finish, \$700 pr., 895-8390 after 5 pm.

**Lost on post: A black walking** cane with a mallard head. Please call Tom McClure at 837-6409 after 5:00pm.

**Mason, Kerr and Ball canning** jars, wide mouth and regular quarts and pints. 772-7118.

**Moved and no room for beautiful** upright piano. Great sound, great cond. Dark mahogany finish, \$400. Arab area, 753-0631.

**Moving, must sell, 3 mo. old** queen size canopy bed, complete set, like new, \$300 obo. 890-0661 lv. msg.

**'90 Cajun bass boat** (Paul Elias Edition) w/ 91 XR4 (150 hp), loaded, \$10,700. 895-8390 after 5 pm.

**'90 Dynasty 22 ft. cuddy** cabin boat, 175 hp. Mercury I/O, less than 60 hrs. Tandem trailer, sink, stove, port-a-potty. Credit Union loan value \$17,465 obo. 971-1983.

**Nintendo Entertainment System** with 3 controllers, gun, 15 games, game genie, books. \$125 obo. 539-0261.

**1 year old female Lab, AKC** hunting line. Great with kids. \$100. 722-9136 after 5 pm.

**Packard Bell Legend 386X** CPU w/extended memory, monitor, Panasonic KXP1624 printer, \$400 obo. 233-2924.

**Pool table with new felt**, new balls, cue rack and 4 new cue sticks. \$450. 430-0882 after 5 pm.

**Sears Coldspot frostless** 19.5 cu.ft. freezer. Approx. 33" wide x 29" deep x 66" high, white. Good as new. \$400. 882-0173.

**Tektronix oscilloscopes**,

model 561, four trace, \$145. Model 564 storage, \$165. Jack, 882-0037.

**Treadmill w/motor used very** little, like new. Washing machine. Sofa and chair. Camper top for S-10 pickup truck. 880-7712 after 5 pm.

**28 ft. '90 Celebrity Twin 350's.** Cuddy cabin, low hours. Comes with trailer and boat cover. Karen, 721-1664.

**2 sets of wood blinds**, new, white, size 38.5 x 67, will fit french doors. \$135 ea. 464-5878.

**Used paperback books.** \$2-\$3 ea. M-F (1400 -1700 hrs.) at 1223 B Lacross Rd. (not Lacross Dr.) in housing.

**Victoria 18 ft. sailboat** with new 4 hp. Yamaha motor and trailer, exc. cond. (615) 794-6273.

**WANTED:** Rental home/ condo Sept./Oct. Looking for spacious 2+ BR, 1+ BA, with garage near Arsenal. Betty, (314) 481-8298.

**• Homes Sale/Rent •**

**Available Now:** Willow Pointe Condo, 2 BR, 2 BA, cathedral ceiling, FP, balcony, W/D conn., tennis, pool. \$495/mo. RSA. 772-1783.



**Bring your white gloves!** This home has been loved and it shows. 3 BR, 2 BA, GR w/fireplace, DR, screened porch, fenced yard, home sits on quiet cul-de-sac + more. Seller pays negotiated closing costs. \$79,000. Call Mary Marsh 533-5917 or 707-1429. (03-2502R). COLDWELL BANKER GOLDEN REAL ESTATE

**Condo for rent/sale:** 2 BR/2 BA, all appliances, many amenities. Only \$550/mo or

\$51,900. Leave message at 830-1927.

**Condo for sale, 2BR, 1 BA** upstairs, LR, kitchen, utility room, .5 BA downstairs, end unit, low maintenance fee, great location, approx. 1 mi. south of Martin Road. \$52,900. Call (205) 498-5359 after 6 pm.

**Country living just outside** Huntsville city limits. New subdivision, big lots, city water plus sewer. Custom build to your plans or mine. Great schools, just minutes from golf club, Tennessee river and Guntersville Lake. Call Max, 859-2965.

**Daily TQSE rental.** Madison, 4 BR, 2 BA house, furniture + utilities included. Good neighborhood, fenced, \$100/day, 30 day minimum. 430-0364, 895-0131.

**Divorce bargain in Hartselle,** \$97,000. 607 Mohawk Dr. in Mason Acres off Vaughn Bridge rd. Quality 2 story 3 BR, 2 BA, pool. Appt. (205) 773-0644. Open house all day Saturday and Sunday.

**Executive home with a** \$1,000,000 view. Exquisite 2 story, 3500 sq.ft., 2.5 BA, open kitchen-dining room, living room with gas log FP, hardwood floors/carpet, 24x24 gameroom, cent. H/A (nat'l gas), Anderson window, 2 car garage, 1800 sq.-ft. det. gar./apt. 5 acres, hill-top view, privacy, security. 30 minutes to Huntsville, outstanding TN school system. \$239,900. Offered by owner, available for showing, daily by appointment. (615)433-0581 or evenings/weekends (615)438-0101.

**Fleming Hills Chaffee/Gris-** som, 4 BR, 2 BA tri-level, large FR, FP, Double garage by owner. \$130,000. Large lot. Exc. cond. 881-0748.

**For rent,** 3 BR, brick, 2 mi. from RSA. \$550 monthly. Call 881-3305 or 883-4338 before 9 pm.

**For Sale, 3 BR, 2 BA, dbl.** garage, hardwood floor, will pay 1/2 closing. Fayetteville, TN. Days (615) 433-1033, nights (615) 433-2173.

**FSBO, 2 BR, 5 points** down-

town area. New carpet and CH/A. Storage bldg. 709 Beirne Ave., 59,900. 534-0151.

**Greatly reduced for quick** sale! Condo-Emerald Forest in Madison. 2 BR, 2 BA, sunroom, pool, racquetball. \$44,500. Call 883-0778, lv. msg. Gerda Dowdy, agent.

**Guntersville Lake properties.** Lakefront houses from \$175,000 to \$600,000! Call Bill Hill COLDWELL BANKER, GRABEN REAL ESTATE, INC. 205-582-6900, 205-214-3094 national pager.

**House for sale on Keel Mt.** 1 acre, 1500 sq.ft. with sunroom, 8 yrs. old, 1 bath, 2 bedrooms. \$60,000. (205) 574-1461.

**Hud & V.A.** Repossessed homes. Hud pays closing costs, \$500 down on VA homes. Joe Jensen Realty. 830-0821.

**Just minutes from Redstone** Arsenal! Lovely 3 BR, 2.5 BA, 2 story. Less than 2 yrs. old. Has home warranty. Formals and FR, MBR down. Great buy at \$94,000. Call Sherry at OMNI REALTY. 920-1164.

**Lake lot: Honeycomb Valley,** Guntersville Lake w/septic, 100'x200' harbor beach area. Garage workshop. Sell w/wo trailer, deep water, fantastic view. (205) 582-2488.

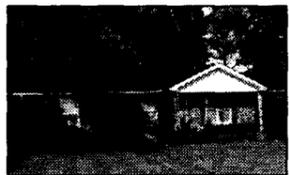
**Lease/ Purchase.** 4 BR house in NW Huntsville, renovated, new carpet/paint, fenced, \$55,900, \$550/mo. 895-0131.

**Little dough needed,** 3 BR brick ranch near Redstone. remod. kitchen, dining area, sin-

gle garage, storage shed w/elect., fenced yard. \$60,000. Call Sarah lee, RISE REAL ESTATE, 337-HOME.

**Madison FSBO,** 3 BR, 2 BA, FP, Monrovia School, fully reinforced 2nd story. Ready to finish. Nice trees. \$89,900. (205) 430-3046.

**Own a beautiful 2 BR condo** for \$350/month! Lovely patio, pool, tennis. NEAR GATE #1. 2223 Colony Drive. 881-3544 or 721-7194.



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