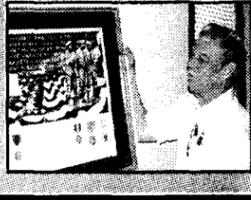


Computer gift
helps school
Page 5



Ex-combat pilot
veteran of year,
Page 6



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Redstone Rocket

VOL. 47 No. 25

Published in the interest of personnel at Redstone Arsenal, AL

June 24, 1998

Command seeking approval of voluntary separations

First application window for incentive pay scheduled in July

By Skip Vaughn

The more folks who line up in July to apply for separation pay, the better for AMCOM in its quest to reduce its rolls by voluntary means.

An application window for Voluntary Separation Incentive Pay is scheduled July 1-24 for civilian workers eligible for regular retirement and those wishing to resign. If necessary to avoid potential layoffs, a second VSIP window is projected for Aug. 3 through Sept. 1 for those eligible for voluntary early retirement, regular retirement or who wish to resign.

"All of this is contingent upon approval of our plan" which is at headquarters Army Materiel Command, said LeRoy Daniels, the civilian personnel officer. The Aviation and Missile Command submitted its reshape package to AMC on June 4. AMC is expected to respond by early July to the request for separation pay, but approval for early retirement authority takes longer since that must come from the Office of Personnel Management.

Projected cuts

The Aviation and Missile Command is seeking early retirement authority to reduce the possibility of layoffs. Lack of funding has reduced the command's projected strength figure to 7,166 by May 12, 1999, a loss of 649 jobs from the current 7,815.

"In order to negate a RIF (reduction in force), we need to lose 649 to our projected strength," Daniels said. "We need to be able to project that loss by September of 1998."

Employees retiring or resigning for incentive pay would need to be off the rolls Oct. 1 through Jan. 2, according to Lori Reynolds, a supervisory personnel staffing and classification specialist in the Civilian Personnel Advisory Center. If the command receives money from higher headquarters to enable workers to leave in fiscal 1998, they could depart as early as Sept. 29.

Voluntary separation incentive pay can mean a bonus of

See SEPARATIONS on page 14

Things to consider before requesting pay

Here are some things to consider before applying for Voluntary Separation Incentive Pay:

- VSIP is taxable income.
- If you retire under Civil Service Retirement System, your annuity is reduced by 2 percent for every year under age 55.
- Re-employment with the federal service, non-appropriated fund, or personal services contract within five years requires VSIP repayment. (The total amount of VSIP plus taxes must be repaid.)
- You are ineligible for the DoD Priority Placement Program.
- If you resign, you are ineligible for government contributions to your post separation health insurance. (Note: This does not affect your retirement insurance.)
- You are ineligible for any other offers of sep-

See PAY on page 14

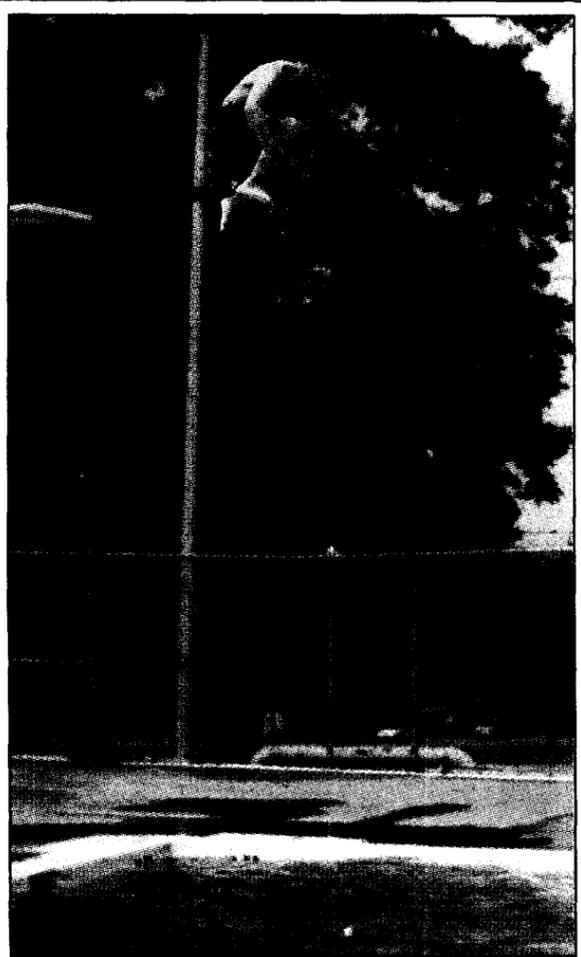


Photo by Skip Vaughn

Hot fun...

Eric Johnson, 6, son of Reserve Maj. Brad and Colleen Johnson of Madison, jumps off a diving board Thursday at pool 3.

Awareness campaign begins...

Team Redstone directs energy conservation

By Skip Vaughn

Every time you waste electricity at work, you contribute to the problem.

AMCOM was looking at a \$1.9 million shortfall in its ability to pay the light bill this year. That's why Maj. Gen. Emmitt Gibson, commander of the Aviation and Missile Command and Redstone Arsenal, directed an Energy Awareness Campaign.

"We want to foster energy awareness throughout the work force," Gibson said during the kickoff meeting Thursday.

A campaign competition has started in which 17 buildings are being monitored for electrical consumption. Each building's electrical usage will be compared with the same period last year to see which facility reduces the most. The organization in the winning building will receive a plaque. The competition started



Photo by Skip Vaughn

ENERGY TALK— Barnette talks with Col. Duane Brandt, deputy post commander, after the energy campaign kickoff meeting.

in June and will continue in July, August and September, according to Rick Lusk, chief of the engineering division at Directorate of Public Works.

The energy campaign will culminate with Energy

Awareness Week in October. Besides the competition the campaign includes a slogan contest, poster contest, manager's checklists, blackout lunch, bike-to-work, T-shirts, and time off awards.

In addition to the post utility bill, Gibson observed that many lights at the Sparkman Center were left on at night after workers had left. He asked

See ENERGY on page 14



Letters To The Editor

Downsized voice

The writing's on the wall is the comment you hear from federal employees today. Yes the federal government is downsizing and organizations are being reshaped to meet the needs of the soldier. Does this mean federal employees can't do anything? Some say there is nothing that can be done. Some say there is nothing I can do. Some say I want to do something, but what can I do. Some are trying to do something by talking to their union representatives, management and their senators and representatives. Federal employees have a voice and that voice can be heard by talking to each other, questioning the process of downsizing and reshape and by making their voices heard by writing their senators and representatives. Federal employees have a powerful voice but a powerful voice kept silent is no voice and the writing on the wall will be too little too late, closed for business.

William E. Dunson

Pay banding

I must take issue with comments made by a TMDE engineer regarding the Pay Banding Demonstration. According to Mr. Michael Ayers, in his review of the March 24 Federal Register, the plan contains far more positive than negative aspects. I certainly don't agree and I take issue with Mr. Ayers' beliefs in this regard. Oh yes, he (and the plan) present a pretty picture of life "under the demo." Mr. Ayers seems to think few if any employees will lose while "most" could gain. What naive! Does he really think all GS-11 and 12s will wind up making GS-13 step 10 pay? The reality is, this will never happen.

It is my understanding the cap on increases is limited to 10 percent of your salary. Moreover, where will all this money come from to pay all these dream salaries? I contend the pot of money which pays for salaries will only get smaller, or at best not get any bigger. If all your GS-12s start getting paid at the GS-13 step 10 rate, from whose hide will it come from? There will always be a limited amount of funds available from which to pay salaries. When it's gone, it's gone and many GS-11 and 12s looking for nice pay increases will, instead, be enjoying a hearty meal of leftovers—discards from the table of the "good ol' boys." The favored few will remain fat while the masses are to fight over table scraps. So what's changed you ask; a lot.

First and foremost, decisions made under the pay banding system are binding and not subject to scrutiny. Secondly, these decisions are non-contestable by the union. Finally the management will have the unilateral right to fix salaries with no guarantee of any graduated increases for the term of employment.

For example: Mr. Super doesn't like Ms. Worker. Ms. Worker does an exceptional job this rating period, but Mr. Super only allows her the minimal cost of living increase. Parameters for increases are completely arbitrary and set by the management and therefore, subject to change on a whim. Ms. Worker can no longer petition with the union, as doing so violates the program parameters. In essence, she has no recourse, and must accept the minimum increase. Mr. Super's friend (golf and lunch partner) Mr. Figg, is also up for review. He does as well as Ms. Worker but Mr. Super decides he should be entitled to the maximum amount of increase or 10 percent of his current salary. Again, a non-contestable decision, but this time with much more serious ramifications. Ms. Twigg and Mr. Todd are also up for review. Since Mr. Super has already given away additional monies to his friend Mr. Figg, he will now have to decide how to pacify both Ms. Twigg and Mr. Todd, since they too were exceptional performers. I think disparity is clear.

Mr. Ayers continues his review by mentioning the low number of "poor performers" not sparking adverse actions. Did he think this situation might be due to having recourse available which allows for a re-examination of the ratings? Under the pay banding proposal, this is no longer the case. While there is nothing to support withholding of cost of living increases would take place, management would have the power to do so without recourse. To enact a system like this would be like hiring the proverbial fox to watch the hen house.

I should point out to Mr. Ayers, while successes have been the case at places like China Lake, this is Huntsville. In my opinion, this situation would never fly here. I'm the first person who would recommend changes which are to the advantage of the people working at AMCOM, but I will not surrender my pay. I support Mr. Ayers privilege to voice his own opinion, I just happen to think he's incorrect in his assumption. I don't think "most" people will benefit from this new program. The program will allow "some" to have more, but I guess the Spanish say it best: "It all depends on who's bull is being gored."

I wholeheartedly urge all employees to ask lots of specific questions about the proposal before it comes to a vote.

Robert J. Salinas

Proposed plan

Thanks go to Mr. Ayres for his letter to the editor (Pay demo, June 17). I agree with Mr. Ayres' basic assessment that most employees stand to gain not lose under the plan.

However, after reviewing the Civilian Acquisition Workforce Personnel Demonstration Project (CAWPDP)

and the Contribution-based Compensation and Appraisal System (CCAS) published in the March 24 Federal Register notice, I believe there are a number of contradictions between the purported purpose(s), intent, objectives and goals of the CAWPDP and the CCAS, and the apparent true purpose, intent, objectives and goals.

If anyone, particularly the affected employees, were to closely scrutinize the language of Section III.A.1. (page 14280), Section III.D.1. (page 14286), Section III.D.2. (pages 14308 and 14309), Section III.D.5. (page 14312), Table 6 (page 14313), Section III.D.5. (page 14314), and Section III.E.2. (page 14317), it should become readily apparent that this project is designed to satisfy misperceived reparations. The environment for the 'haves vs. the have-nots' has clearly been developed in these cited passages. The best contributors (over-compensated?) are being offered a disincentive to maintain/continue their level of contribution as is exemplified in Table 6 on page 14313.

Mr. Ayres is correct. Most employees stand to gain under the proposed plan. This is particularly true when current non-contributors should expect to receive greater percentage salary increases than those who fall in the over-compensated category as clearly stated in Section III.D.5. on page 14314.

True pay for performance is a worthy premise and promise. However, the language in which the currently proposed CAWPDP and its associated CCAS is written is a gross abomination.

Jim Keebler
General engineer,
AMCOM IMMC

Tennessee fan

Your article on the largest football stadiums is in error according to my information. The following are the top five in capacity, according to the University of Tennessee homepage (http://www.utsports.com/fac/fac_neylan.html):

1. Neyland Stadium, University of Tennessee, 102,854
2. Michigan Stadium, University of Michigan, 102,501
3. Beaver Stadium, Penn State University, 93,967
4. Ohio Stadium, Ohio State University, 91,470
5. Sanford Stadium, University of Georgia, 86,117.

Go Vols!
Alan Miller
Command Analysis Directorate

(Editor's note: The largest football stadiums information in last week's Rocket was among the sports trivia questions and answers provided by the American Forces Press Service.)

THAAD operator training deemed a re-use success story

Smart thinking on the part of Aviation and Missile Command and Theater High Altitude Area Defense (THAAD) Project Office workers has resulted in the creation of a much-needed training capability while re-using assets and saving development and equipment costs.

THAAD, an anti-tactical ballistic missile system, is scheduled to be fielded in fiscal year 2007. Prior to the THAAD system fielding, an interim User Operational Evaluation System (UOES), which is a deployable prototype of THAAD, is being created using hardware and software

developed during the program's current phase of program definition and risk reduction. The UOES will be manned by 1/6 Air Defense Artillery soldiers based in Fort Bliss, Texas, using equipment that belongs to the THAAD Project Office. Since this system is not a fielded system, the training responsibility currently belongs to the project office. The first priority for THAAD's equipment is the flight test program. Training competes for time on the limited amount of tactical equipment on-hand.

Bob Fields, Aviation and Missile

Command's THAAD new equipment training manager, asked the project office Logistics Division to consider the possibility of taking test assets and reconfiguring them to use tactical software to provide operator training of engagement operations.

Kathy Blevins, the THAAD logistics manager responsible for training in the project office, researched the problem and determined that this would be a cost effective means of enhancing readiness and improving training. She located all assets required to assemble the trainer

within the project office, contracted with Tec-Masters, Inc. to provide the integration, and secured a facility to house the trainer at the Fort Bliss Warfighting Center.

On June 10 Tec-Masters demonstrated the trainer in Huntsville. The equipment will now be shipped to Fort Bliss for a demonstration on June 25. The trainer will be used to conduct UOES training courses for soldier replacement and update training, unit sustainment training, and interoperability training with other assets such as Patriot missile batteries.

Redstone Rocket

Editorial office 876-1500 Advertising office 539-9828

The Redstone Rocket is published weekly on Wednesday. The publisher will receive editorial content for publication in The Redstone Rocket through the Public Affairs Office, Army Aviation and Missile Command, Bldg. 5300 Room 5144, Redstone Arsenal AL 35898.

The civilian enterprise printer of the Redstone Rocket is The Advertiser Company, located at 3315 Bob Wallace Ave. Suite 106, Huntsville AL 35805.

The deadline for display and commercial classified is 4 p.m. Friday before Wednesday publication.

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Personal use adds up...

Energy consumption represents big expense for Redstone Arsenal operations each year

By Woody Byam

What's the cost of wasted electrical power in the workplace? What can you personally do about it? Why should you care? This article provides you with some information to begin to answer these questions.

The equipment and appliances in the typical office on Redstone Arsenal are not significant when compared to the overall power consumption. The amount of power becomes significant when the quantity of equipment is put into the equation. The table accompanying this article gives the cost of operating some common equipment.

The operating costs were derived from electrical power values measured from equipment in my office. The operating cost per year was determined using 24-hour operation. The operation cost per average work year, 1820 hours, represents your working hours which is the total, 2087 hours, less holidays, annual leave, etc. The potential savings per year represents the difference between equipment running continuously and operating only when you are at work. The operating cost is based on \$0.0626 per kWh, which is an average of what is paid to TVA, and is the rate charged to metered tenants on RSA. Actual TVA charges for electrical power are based on \$0.02265 per kWh and \$12.60 per peak demand kW per month (see sidebar for more on peak electrical demand charge). The following example will give you an idea of the impact of peak demand charges.

Suppose the typical Red-

Equipment or Appliance	Operating Cost per Year	Operating Cost per Average Work Year (1820 Hours)	Potential Savings per Year
Lighting: typical office, 200 watts	\$38.60	\$8.04	\$30.56
Personal Computer w/monitor	\$60.32	\$12.57	\$47.75
Monitor only	\$32.90	\$6.85	\$26.05
Monitor only in low energy stand-by	\$6.58	\$1.37	\$5.21
LAN Server w/monitor	\$78.97	\$16.45	\$65.52
Laser Jet Printer on stand-by	\$5.48	\$1.14	\$4.34
Copy Machine on stand-by	\$27.42	\$5.71	\$21.71
Coffee Maker, warmer only	\$54.84	\$11.42	\$43.42
Refrigerator, 14.5 cubic feet	\$51.65	NA	NA
Drink Vending Machine	\$187.24	NA	NA
Public Address System	\$38.39	\$8.83 (2007 Hours)	\$29.56
STU phone	\$6.58	\$1.37	\$5.21

stone employee with the average 110 square foot office goes out for lunch and leaves the lights on in his office. Some people believe that turning fluorescent lights on and off wastes electricity; this is not true with light fixtures using electronic ballasts. An office of this size may have 200 watts of lighting. The power losses in the light fixtures and electrical distribution system are estimated at 20 percent for an additional 40 watts. If this occurred during the cooling season, the air-conditioning system would have to remove the heat generated by these office lights. The total effect on the building power consumption would be approximately 320 watts. The cost of leaving your office lights on if it occurred during the peak power demand, which will be at mid-day, would be \$4.03 for the billing month. Include other common equipment/appliances in the average office and this cost could double. This example assumes you could turn off the lights in your work area, which is many times not the case. However, it's not difficult to see how the 23,371 people working on RSA could affect the electric bill

if they would turn off equipment not in use.

So what does it cost? Electrical power costs Redstone about \$18 million per year. Peak demand charge in a summer month can exceed \$2 million.

What can you do about it? How many people do you know who would throw money, even if it's not their own, in the garbage? That's what you're doing when you don't turn off equipment not in use or turn on equipment you don't have an immediate need for. How many people have a printer connected to their computer power supply? If you are like me some days you'll

wear out the printer and some days you won't use it at all. Don't turn it on until you need it.

Why should you care? The savings are tangible. Utilities and OMA funded salaries are paid with the same money. If the aforementioned example was possible and everyone on Redstone could turn off their lights at lunch when the peak demand occurred, it would result in savings equivalent to nearly two people's yearly salaries or \$94K (savings would be less in winter months). That's per month. Off-peak

See EXPENSE on page 14

Demand charges boost monthly energy bill by millions of dollars

By Morton Archibald

Did you know that the time you use electricity can cause Redstone Arsenal to pay extra for all electricity used for an entire month? It has to do with the demand charges which TVA levies against us each month.

Most employees do not understand this, and we are paying up to \$2 million per month in demand charges alone. This equates to the salary for 571 employees.

Demand charges are simple, but their cause is very complex. We can understand that cutting use during mid-day is critical to saving money, which saves jobs.

Think of the demand charges as the penalty which a utility company charges for unused capacity. If the utility company were to size the distribution system too small, we would suffer brownouts (low voltage) whenever energy use peaks. TVA must have enough capacity to deliver the maximum electricity we need. Whenever use falls well below the maximum, the utility company is stuck with unused capacity. It's like driving a huge truck to deliver a shoebox.

Like telephone companies use low night and weekend phone rates to encourage consumers to call at off-peak times, utility companies use demand charges to encourage industry to do heavy work when demand is low. Many AMCOM organizations schedule heavy electrical demands for industrial operations for evenings or weekends.

Demand charges are simply \$12.60 per kilowatt of maximum demand. The highest actual consumption at any time during the month determines the rate we pay all month long. In other words, every time three people go to lunch leaving lights and computers on, our utility bill goes up twelve bucks. You can see how this adds up.

(Editor's note: Archibald is team leader of the AMCOM Energy Team. He works for Directorate of Public Works in the Redstone Arsenal Support Activity.)



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Excess resources from Redstone...

Computer donation catapults academy into technical age

By Sandy Reibeling

According to Spiritlife Christian Academy's education pastor, the donation of five computers and a laser printer will bring their students "out of the little red school house and into the 21st century."

"These computers are an answered prayer," Charles Shaffer, Christian education pastor, said. "We can modernize the scholastic program and make our students more competitive in the job market with computer knowledge and experience."

The academy learned of the school computer donation program through Brenda Patton, a contractor with Dynamics Research Corporation, who works at the Aviation and Missile Command. Her son, Jesse, attends the school.

"I knew the school needed to modernize and I knew they didn't have the funds for a computer lab," Patton said. "When I saw the article in January in the Redstone Rocket about the computer donation program, I was very excited. I knew this was an opportunity for the school to modernize without a cost impact."

A letter of request from the school was sent to the program in January. Shaffer picked up the computers in early June.

The letter was to Bill Largen of Corporate Information Center, which manages the school donation program, giving excess information-technology resources to public and private schools. Donations are also made to non-profit organizations whose primary emphasis is education.

The school's new computer lab is just one of the many changes taking place at the Academy in the fall, including reducing in-class days to three days a week, from 8 a.m. to 5 p.m.

"We have a modem so that students will be able to connect with the school's system from home to access their assignments, do research for their homework and leave messages in case of emergency absences," Shaffer said.

All the computers are 486s, with hard drives and memory capabilities ranging from 80-400 megabytes. As expected, the computers came without any software. School software will provide a word processor and spreadsheet program, along with Internet access.

With the new lab in place, the academy plans to offer their 40 plus students computer classes and lab time to research and complete assignments.

"We had the room set up for a computer

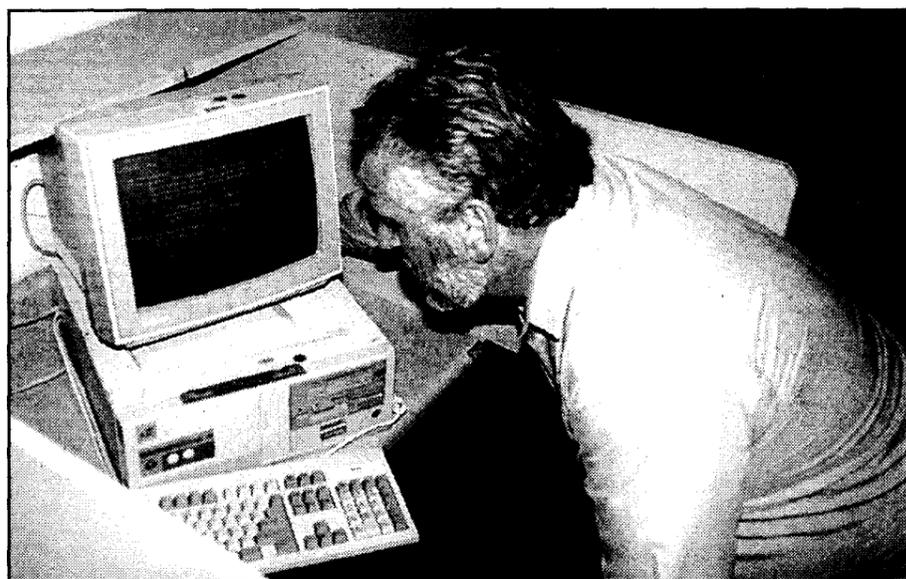


Photo by Sandy Reibeling

THANKS FOR THE MEMORY— Shaffer is grateful for not only the memory storage, but the monitors, keyboards and CPU's

donated to Spiritlife Christian Academy through AMCOM's computer donation program to schools.

lab," said Shaffer, explaining that the school had seven old 286 computers. "I was going to see if we could salvage a few from all the broken down ones, but getting these newer computers is much better. Our students will be better able to prepare for the ACT and SAT by taking practice tests on

the computer. The experience will also better prepare them for the transition to college or the work force. We are grateful to have them."

For more information on the computer donation program, call Largen at 876-6749.

Link nominated for lieutenant general

WASHINGTON— The former commander of Redstone has been nominated for his third star.

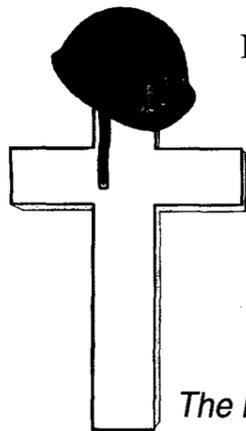
Maj. Gen. James Link has been nominated by the president for appointment to lieutenant general and assignment as deputy commander of the Army Materiel Command, Alexandria, Va. Since July 1997, he has served as the AMC chief of staff. Before that, he commanded the then-Missile Command at Redstone.

The Army chief of staff has approved the assignment of the following general officers:

- Maj. Gen. Norman E. Williams, from deputy chief of staff for operations and logistics, Army Materiel Command, to AMC chief of staff, with a report date to be determined.
- Brig. Gen. Hawthorne L. Proctor, from commander, Defense Supply Center Philadelphia, Defense Logistics Agency, Philadelphia, Pa., to deputy chief of staff for operations and logistics, Army Materiel Command, with a report date to be determined.

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Purple Heart veteran of year...

Combat pilot wounded in Vietnam is honored in Birmingham

By Sandy Riebeling

As Don Powers reminisces about his 27 years of Army service, he brings to life the events that many of us have only read about in the history books or seen fictionalized on the big screen.

As an Army trained engineer foreman at the beginning of his career in 1950, it was Powers' job to set explosives on the bridges in Germany, to keep the Russians out and the country safe. Luckily, the Russians never came.

As a soldier in the 1st Armored Division several years later, Powers found himself asking, "How do you get out of this damned outfit?" The answer, "Die or go Airborne— so I said, 'Airborne all the way.'"

As a pilot, Powers flew 1,500 combat hours, most in Vietnam during his three tours of duty. He has logged more than 5,000 flying hours during his military career, carrying cargo, troops and occasionally, some top brass.

Winner of 47 service medals including 23 air medals for combat flight hours, the Distinguished Flying Cross, three Bronze Stars, the Commendation, Good Conduct and Meritorious Service medals, oh, and a Purple Heart, Powers will be honored on Veterans Day as the Military Order of the Purple Heart Alabama Veteran of the Year.

"I was surprised when I found out I was Veteran of the Year," Powers said. The announcement was made at the organization's state conference held in Huntsville earlier this year. "I thought, wow! Hot dog!"

Celebrating the honor with him in Birmingham will be his wife, Annie, executive secretary to Mike Ivy at AMCOM, and one of his sons and a daughter-in-law. Powers will ride in a Veterans Day parade, attend a formal ball and be squired around the city for meetings, lunches and activities.

Powers also points out that the Huntsville chapter of the Military Order of the Purple Heart, the first one of 11 chapters formed in Alabama, had a veteran of the year winner last year, Sgt.-at-Arms, Roger Schmidt.

The award recipient is chosen at the state level from nominees provided by each of the Alabama chapters. Much of the decision is based on an individual's service to the organization, and Powers has been mighty busy these last few years. He has served as chapter commander for two years, senior vice president and junior vice president and is currently serving as junior vice president at the state level for the organization. His community activities include efforts to rename an overpass on Memorial Parkway in honor of the organization, assisting with the memorial service at Maple Hill Cemetery, organizing this year's Military Order of the Purple Heart state convention held in Huntsville and the Hall of Heroes reception.

The Military Order of the Purple Heart was formed in 1932 for the protection and mutual interest of all who have received the decoration. Composed exclusively of Purple Heart recipients, it is the only strictly combat organization extant.

After more than an hour of battle stories, military lore and hitting the highlights of his Army career up to his retirement in 1977, Powers still had not mentioned the event that earned him a Purple Heart.

"Oh, that," he says, as if it's a small oversight. "I got that during my second tour in Vietnam."

In October 1969, Powers was flying a CH-54, also known as a flying crane, carrying 16,000 pounds of artillery shells in boxes, in the vicinity of the Plain of Reeds (in Vietnam).

"I was following a canal to a fire base when I noticed a Huey crashed and was burning to the south of us," Powers said. "Suddenly we started taking fire — stitched us from front to rear. We lost the hydraulics and wench.

"A bullet came up through the floorboard and hit me in the left leg, then hit my helmet. It hit the overhead console then dropped to the floor. It knocked me silly, and for a few seconds I saw stars."

The crew chief and flight engineer in the helicopter with Powers threw smoke grenades out toward

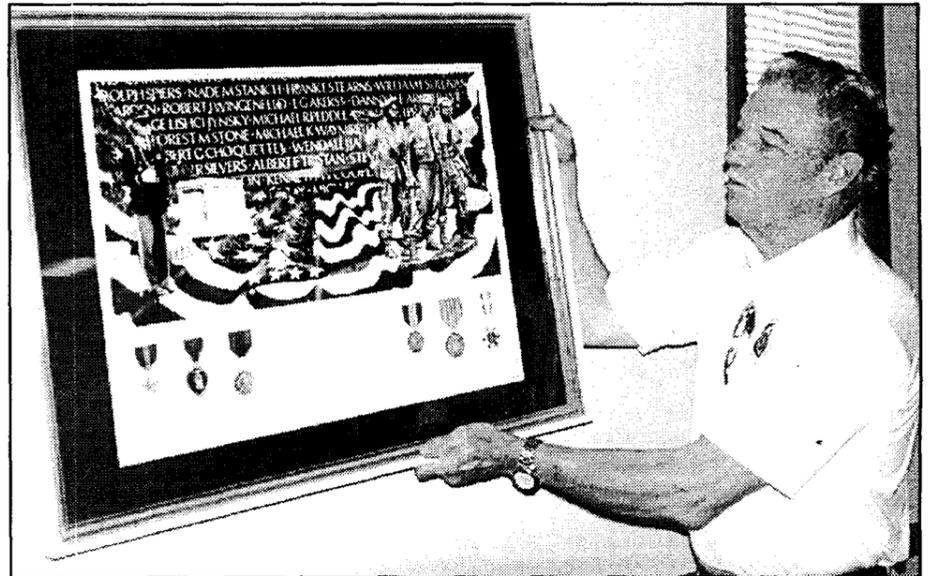


Photo by Sandy Riebeling

WORKING FOR OTHERS— Powers spends several hours a week in service to the Purple Heart organization and supporting veterans from all branches of the service.

the downed Huey and Powers "wheeled the Greyhound bus over just as two jets were coming in to clear the area.

"I was sent to a hospital where they took the aluminum fragments and chips out of my face, from pieces of the floorboard hitting me, and of course, a band aid took care of my leg, but it was my neck that I couldn't move," said Powers, adding that he took about a week to recover from the injuries. "I was real lucky."

When asked about how

he received his Purple Heart, he simply said, "They just handed it to me."

There was no pomp and circumstance, no presentation ceremony, they just handed it to him.

"That's why the ceremony for George O'Connor was so special for me," said Powers, referring to an event held at the Sparkman

Auditorium earlier this year for veteran George O'Connor, wounded in Italy in 1945. "He finally got his award, and everything that went with it.

"There were a lot of us there who had received Purple Hearts. O'Connor received the medal, but we all came away with something very special."

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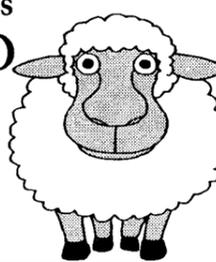
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Executive course carves out future leaders within Defense Department

Graduate was assessed on ability to handle crisis situation

By Sandy Riebeling

Managing a real-life crisis situation was just one of the challenges Samuel Collier faced to complete his training for the Department of Defense Executive Leadership Development Course.

"The course allows us to see a broader picture," said Collier, logistics team leader for Army Tactical Missile System at the Integrated Materiel Management Center. "It helps us to see how our decisions as leaders impact the work force and the industry around us."

Collier began the 10-month course Aug. 1, which included a series of duty trips for on-site observation of troop deployments and activities, briefings, training sessions, inspections and conferences held across the country.

"The training gave us a chance to assess our briefing skills, writing skills, teaming skills — how we lead in a crisis situation — and time management," Collier said.

An example of crisis management came during a trip to San Juan, Puerto Rico, when the C-141 Collier was traveling in developed problems.

"We had to buy our own commercial airline tickets, get to our next destination, on time, and perform our duties."

And while Collier was off sharpening his leadership skills, he compliments his team for an outstanding job performed in his absence. "They kept the mission here going while I was out broadening my horizons," he said. "And they did an extreme-

ly good job."

Collier had support from his superiors as well.

"I was just worn out from the schedule and all the travel," said Collier, "so my division chief, James Hatchett took a TDY trip for me to Dallas to support a logistics conference, in my place. It was admirable for him to do some of my work for me."

The course concentrated on three major areas, that of the warfighter, taking care of people in the organization and leadership for the present and future.

"As future leaders, we need to be conscious of the warfighter's needs as the working environment changes, as the requirements change, their roles will change," Collier said. "People are our most valuable asset and we need to be aware of their needs."

Collier also gives credit to his own leadership in IMMC through senior director Jim Flinn and Tommie Cutts, director of the Land Combat Directorate of IMMC, who created senior and junior management teams.

"They have done an outstanding job as leaders in this organization, guiding this organization in the right direction," Collier said.

The training course is the last in a long line of leadership and management courses Collier has completed since joining AMCOM in 1984. He is a graduate of Alabama State University with a bachelor's degree in business management and graduated from Southeastern Institute of Technology with a master's in business administration in 1995. And although completing the course is a great milestone for Collier, he's glad it's finished.

"It was a hardship to be away from my family," said Collier, father of two. "I wanted to be at my son's T-ball games and my daughter wants me to talk with her basketball coach."

Since completing the course June 12, Collier has been selected for a near term assignment and is



Photo by Sandy Riebeling

TEAM LEADER— Collier discusses the Army Tactical Missile System with logistics management specialist Janice Perry.

looking forward to utilizing his skills in new leadership roles.

"I'm ready to step up to another level," he said, "to lead more people. I'm here

and available, ready to be used as they see fit."

Long term career goals have Collier looking to a more political path, as an ambassador to a foreign

country.

"You have to have certain skills to bring politics and diplomacy together to resolve the issues and agreements," he said.

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Annual charity drive approves some agencies

Some 143 local charities have been approved to receive donations in the 1998 Combined Federal Campaign.

Fourteen other applicants were denied because they failed to meet eligibility criteria established by Office of Personnel Management. These OPM rules regulate local charity eligibility to be included in the campaign brochure.

Two of the charities which were not approved appealed the Local Federal Coordinating Committee decision, according to a prepared release from the Tennessee Valley Combined Federal Campaign. The committee again disapproved those two charities at its June 10 meeting.

"The two disapproved charities have been officially notified by mail that the LFCC disapproved their appeal, informed them why their appeal was denied and informed them how to further appeal," the release said. "These two charities may now elect to appeal to the Office of Personnel Management to challenge the June 10 LFCC decision."

All local charities are required to apply to the campaign and be approved by the committee each year for inclusion in the CFC Campaign Brochure. Likewise, all national and international agencies must reapply and be approved by Office of Personnel Management each year for inclusion in the CFC campaign brochure. There were 159 local charities among the 1,367 agencies listed in the 1997 brochure. Only those agencies designated by donors receive any CFC funds. Some 794 charities were designated less than \$200 in 1997, and 411 received no contributions.

The Local Federal Coordinating Committee acted on recommendations from the Local Eligibility Committee. The eligibility panel included Cathy Nicholson of Marshall Space Flight Center, chairman; Melissa Green of TVA Browns Ferry Nuclear Plant; Terry Ridgley of Logistics Support Activity; and Terry Wyatt of General Accounting Office.

Another Redstone winner...

Adversary proceedings chief named attorney of year

By Margaret Banish-Donaldson

In recent years, we have had giants at AMCOM in the legal profession and this year is no exception. Harvey Reznick, attorney in the AMCOM legal office, is the 1998 winner of the Army Materiel Command's top law award, named in honor of the late Joyce I. Allen.

The award was established in 1983. However, after Allen's death in 1988, the Command Counsel changed the name of the award from the AMC Attorney of the Year to the Joyce I. Allen Attorney of the Year award.

"Allen, a federal attorney for 35 years, was my mentor and a friend to me and my family," Reznick said. "This recognition is a credit to her and a great honor for me."

Reznick, chief of the Adversary Proceedings Division, received the plaque June 11 during the annual AMC Continuing Legal Education Program held in Orlando, Fla. Six lawyers from the AMC subordinate commands were nominated. Bob Spazzarini, AMCOM's chief counsel, nominated Reznick. "With-

out doubt, he did an excellent job of writing the nomination letter," Reznick said.

His friends and colleagues describe him as a man of "integrity and honesty," who brought much expertise to his job in the legal office.

The award is bestowed on the lawyer whose performance during the period of consideration best reflects professional excellence, service to clients and contribution to AMC's mission accomplishment.

His legal work included the transition of ATCOM to AMCOM and management of the various legal actions for the command's flight safety parts program. Also, he played an important role in the transaction of the Advanced Attack Helicopter program from the research and development phase through the production, fielding and deployment of the AH-64 Apache.

He is the third honoree from Redstone Arsenal to win this award. The first, now-retired Verbon Black



Photo by Margaret Banish-Donaldson

ACHIEVEMENTS FULFILLED— Reznick proudly displays the command plaque he received as recipient of the Joyce I. Allen Attorney of the Year Award.

won in 1986, and Fred Allen, chief of the acquisition law division was last year's winner.

Reznick received his law degree from Washington University in St. Louis.

He served in the Army Reserves prior to joining the federal government's legal department.

Reznick and his wife, Pamela, have three sons: Joshua, David and Matt.

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Featuring animation and local talent...

Army training video wins award from international society

By Sandy Riebeling

An instructional video, created by Army, civilian and contract personnel at Redstone Arsenal, won a Merit award from the International Technical Video Competition held in March.

"A lot of big contractors like Lockheed Martin and Intergraph submit videos to this competition," said script writer and technical editor Holly Snow, an NCCIM contractor working with the educational TV team, in the training division of the Corporate Information Center.

The competition is conducted annually by the Society for Technical Communication, the world's largest professional organization serving the technical communication profession. It recognizes excellence in video communication related to technology, training, science, medicine or government. Entries are judged by expert professionals in a broad spectrum of audiovisual production disciplines and in other communication fields.

"The contest critique mentioned our good use of animation and local talent," said Snow, who submitted the video for competition. "We are doing a lot of new things with animation in our videos. And the people in most of the videos are real soldiers who do the work."

The video, "Blocking and Bracing 155-mm Separate Loading Projectiles in the I.S.O. Half-High Container," was created as a visual aid to accompany the load drawing package. The package includes technical drawings, specs and instructions for building the braces, separators, and packaging for shipping ammunition in commercial containers.

"Me and another guy from the Defense Ammunition Center in Savanna, Ill., would go TDY to places like Saudi Arabia to train the soldiers on loading the containers, blocking and bracing and inspection," said Jim Kisner, from the Training and Doctrine Command Munitions System Manager's Office, who made the request for the instructional video. "Some people have a problem understanding technical drawings. The animation in the video emphasizes the focal points."

Kisner also acted as producer and technical super-



ETV photo

LIGHTS, CAMERA, ACTION— Videographer and director Steve Gover films footage for a new educational video on the Electronic Repair Shelter.

visor for the video script.

The video used a combination of animation and "flying nails" to show the materials needed, measurements and order of construction, intermixed with scenes of real soldiers working on the construction, loading the containers and preparing them for shipping.

"We are in the business of education," Snow said. "We try to keep things moving and interesting. Animation helps to speed things up. It's a creative way to stimulate people and help them retain the information."

David Hatch was the primary animator for the award winning video.

"We build a 3-D model in the computer then apply textures and colors to make it look realistic. We put the 'skin' on it, set the quality and time the animation to the narration, adding any special effects," Hatch said.

Hatch and animator Chris Gaines, both contractors with NCCIM, are working on several different projects simultaneously, including animation for a humanitarian demining video, to be used at Fort Leonard Wood, Mo., to "train the trainers." Special forces soldiers receive demining training then instruct local farmers in countries like Bosnia where land, air and water mines are actively used. The Discovery Channel has shown some interest in using the

animation and video in some of their programming.

Andy Manlove of NCCIM served as the technical director.

Army civilians working on the project included Ed Benefield who served as narrator, director and editor; and videographer Don Davis.

Holly Snow was the facilitator for the project and worked in quality assurance. Dave Woody, who died earlier this year, wrote the video script.

"We will have a special award plaque made to give to Mr. Woody's family," Snow said.

Future projects for the team include a virtual reality battlefield, using terrain models, 3-D animation and panorama. These technologies are already being utilized on Web sites, where NCCIM contractor Bob Blankenship has created virtual reality tours of Army facilities.

"The VR tour helps soldiers familiarize themselves with the landscape and buildings before being transferred to their new duty post," Blankenship said.

Snow said that the educational TV team completes, on average, one project a week. Projects vary in length and intensity, used for such things as recruitment videos, training, and even a short introduction video for Maj. Gen. Emmitt Gibson, commander of AMCOM and Redstone.

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Redstone's top cop completing a 20-year career in Army

Provost marshal proud of team operation, crime statistics

By Skip Vaughn

An empty cardboard box on his office floor and frequent calls from his realtor are signs that time is running short for the provost marshal.

Maj. Harry L. Smith is retiring after 20 years of Army service, the past three as Redstone's provost marshal. June 30 is his last day in office. His successor will be Maj. Janice E. Smith (no relation), an action officer at the Pentagon.

"It's been great. I've really enjoyed this assignment," he said. "I've loved working for my superiors. They've allowed me to do my job."

"One of my duties was to execute the transition from a military police dominated work force, to one that included Department of Defense (civilian) police. That's one of the things I'm particularly proud of; and so far it's worked extremely well. I think there's a lot of cohesion and teamwork among the military police and DoD police officers which has enabled me to make the transition as quick and as smooth as it has been."

Smith included the civilian guards in professional development training and gave them the authority to write tickets.

"I've included them in the operation, which I think has enhanced the morale. We're no longer an 'us' and 'them' operation. We're a team operation, and that's something I'm very proud of," he said.

Smith, from Anguilla, Miss., plans to

stay in the local area and enter the school system as a special education teacher.

He enlisted in the Army in 1974 as a private and served two years in the combat engineers. He left the Army and entered Jackson State University in Jackson, Miss., in the fall of 1976; and while there he enrolled in ROTC. Smith graduated from Jackson State in 1980 with a bachelor's degree in criminal justice and received his commission as a second lieutenant in the Military Police Corps.

Previous assignments have included Panama (1980-83), Fort Polk, La., Petersburg, Va., South Korea, and Fort McClellan. He arrived at Redstone in June 1995.

"When you compare crime on Redstone Arsenal with the national average, I would say we are substantially lower. The past year my investigators had about 325 cases, and we have a 43 percent solve rate. That's approximately 35 percent higher than the national average for solving crimes," Smith said.

Smith received a master's degree in administration from Central Michigan University in 1995, and a master's in education from Jacksonville State University in May.

He and his wife, Deborah, have two sons, Shaun, 17, and Karl, 11. His hobbies include coaching youth basketball, fishing, and hunting small game.

"I think the success that I've enjoyed here as the provost marshal is the result of the people that have worked for me for the past three years," Smith said.



Photo by Skip Vaughn

LAST WORK DAYS— Smith looks over paperwork from his secretary, Lois Hamby.

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Theory ready for prime time...

Engineer devises way to check system test levels before use

By Meloney Jones

While most people are sleeping at midnight, Mike Danesh is busy inventing ways to take the guesswork out of testing complex systems.

Danesh, a general engineer with the Patriot Project Office, is responsible for quality and reliability for the PAC-3 missile. He has developed a new theory that could potentially eliminate guesswork from testing and result in significant cost savings to the government in reliability testing of any systems.

Danesh's Linear Signal Processing application to reliability is a theory that he believes could change the traditional method of testing complex systems.

"The theory I have come up with is a good candidate for the paradigm and paradigm shift 'thinking outside the box,'" he said.

"In a nutshell, this theory bridges the time-proven linear signal processing tech-

niques to reliability engineering. When we test a product, usually either we under test or over test. This theory determines the adequacy of test levels before conducting the test. Through comparison of the resultant reliability response, test levels could be optimized."

Being a new theory, he needs data from other systems to prove his idea. The data would be fed to validate an analytical model.

He has teamed up with Dr. Stephen Gilbert, senior adviser with Dynetics Inc. Gilbert is developing a model that uses Danesh's theory.

"My admiration for Gilbert's technical expertise is the reason why I thought that he would be the best person to develop the model," Danesh said.

"Being responsible for the PAC-3 missile reliability is an opportunity of a lifetime," he said. "I want to thank Patriot senior management for creating an environment that has allowed me and my team to

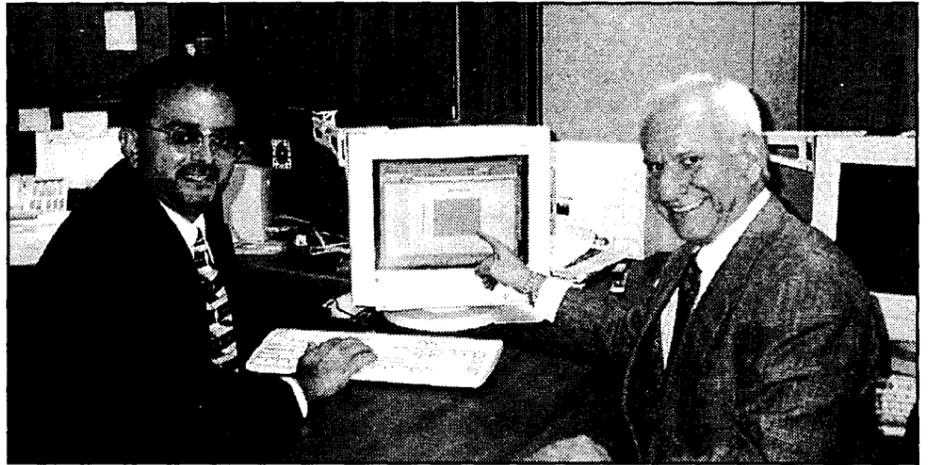


Photo by Meloney Jones

COMPUTER WORK— Danesh, left, and Gilbert collaborate on the LSPAR model that could revolutionize reliability testing.

think 'outside the conventional confines.' "We in the world of precision missilery have had some delays and setbacks," Danesh said. "But I have no doubt that with

the talent in North Alabama, and our contractors around the country, that we will succeed, and demonstrate excellence one more time."

Huntsville Corps of Engineers wins quality award

The Army Engineering and Support Center has been named one of the top five agencies in terms of quality in all of the federal government this year.

The Huntsville Center received an Achievement Award from the President's Quality Award Program on June 17 in Washington, D.C., as recognition of that honor. The director of the Office of Personnel Management, Janice Lachance, presented the President's

1998 award. The Presidential Quality Award Program recognizes efforts to improve customer service and save tax dollars.

The Huntsville Center earned the Achievement Award because it has developed sound business practices across the organization. Two other organizations earned the Achievement Award this year: the Defense Commissary Agency, Fort Lee, Va.; and Fort Carson, Colo.

The Defense Contract Management Command at Staten Island, N.Y., earned the second place award this year. The Defense Contract Management Command at Garden City, N.Y., earned top place in government with the overall Presidential Award for Quality.

The Huntsville Center is a unique agency within the Army Corps of Engineers. The center runs like a business in that federal customers pay for the services

it provides rather than receiving direct federal appropriations for operations. It manages the design, construction and equipment acquisition for the facilities that will destroy the nation's stockpile of chemical weapons, cleans up unexploded bombs around the country, and designs support facilities for ballistic missile defense systems. It employs 600 people and maintains a \$500 million annual budget.

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MLRS, Patriot among 1998 award winners

WASHINGTON— The 1998 Department of Defense Value Engineering Achievement Awards were presented June 17 during a ceremony held at the Pentagon. DoD's Director of Test, Systems Engineering and Evaluation Patricia A. Sanders made the presentations.

Some of the honorees included the Multiple Launch Rocket System Project Office; Patriot Project Office; Joel Ellis, Theater High Altitude Area Defense Project Office; and Nancy Sims, Aviation and Missile Command.

Value engineering is a systematic functional analysis leading to actions or recommendations to improve the value of systems, equipment, facilities, services, and supplies. The objectives are to improve quality and to reduce cost. The awards are intended to recognize significant achievements in value engineering during the past fiscal year and to further the use of value engineering by DoD personnel and its contractors.

During the last fiscal year, 4,168 in-house value engineering proposals were accepted with reported savings of \$661 million. Another 221 contractor-initiated value engineering change proposals were accepted with additional savings of \$45 million.

The value engineering award program is a highly visible acknowledgment of exemplary achievements and encourages additional projects to improve in-house and contractor productivity.

An award winner from each DoD component was eligible for selection in the following seven categories: (1) program management, (2) individual/team, (3) procurement/contract administration, (4) value engineering professional, (5) field command, (6) installation, and (7) contractor. Additional "special" awards were given to recognize innovative applications or approaches that expanded the traditional scope of value engineering use. (DoD release)

Third time the charm...

Post Soldier of Month wins on last chance at title

By Skip Vaughn

After two tries at Redstone Soldier of the Month, Spec. Shana Cathey faced her last chance to win the recognition this year.

Last Thursday's monthly luncheon at the Officers Club was the last one before the Soldier of the Year competition. Cathey had already missed out in two previous months so this was like her final swing after two strikes.

Cathey came through with a home run. She was named the Post Soldier of the Month for June.

"It means a lot," she said. "This is my third time coming so I was hoping to get it this time. I finally got it, so it means a lot."

Cathey, 20, from Gary, Ind., is a member of 95th Maintenance Company. She is an administrative specialist in the unit's personnel administration center.

A soldier for nearly three years, she has been stationed at Redstone since



Photo by Skip Vaughn

CONGRATULATIONS— Cathey is congratulated after the Soldier of the Month luncheon held at the Officers Club.

January. She arrived after serving two years in Bamberg, Germany.

Cathey plans to attend the Primary Leadership Development Course in August at Fort Benning, Ga. She went to the promotion board here June 2.

"After completing PLDC, I will become a noncommissioned officer," she said.

Her long-term goals are to get a college degree and to start her own business. The single soldier said she enjoys traveling.

About 160 people attended the luncheon where Cathey was announced as this month's winner from among four candidates. The Post Soldier of the Year luncheon will be held July 31 at the Officers Club.

Four receive AVRDEC director's awards for fiscal '97 contributors

FORT EUSTIS, Va.— Four employees of the Aviation Applied Technology Directorate, Aviation Research, Development and Engineering Center have earned the Director's Award for their outstanding contributions during fiscal 1997.

The honorees included Bruce Lowe, Michael Tyree, Kellie Unsworth and David Kinney. Each received a Department of the Army Citation, an engraved plaque, and a cash award of \$1,000.

Lowe, an aerospace engineering technician assigned to the technical services division, received the Director's Award for General Excellence, category I. He was recognized for his significant contributions to several instrumentation projects including Phototeleis installations, Firehawk, and the Differential Global Positioning System, as well as providing outstanding support for numerous events.

Tyree, aerospace engineering technician in the engineering design and graphics

branch, received the Director's Award for General Excellence, category II for his outstanding performance as the lead designer on the Army Airborne Command and Control System (A2C2S). His contributions resulted in many successful mechanical engineering solutions necessary to meet operational requirements. In addition to his design work on A2C2S, as well as other special projects, he had been the driving force in implementing Pro/Engineer, a new computer aided design package.

Unsworth, aerospace engineer, received the Director's Award for Merit. She was commended for her exceptional program management and technical skills which established the safety and survivability division as an effective resource for the development of susceptibility reduction technologies for rotary wing aircraft. Her management and oversight on such programs as the Hover Infra-Red Suppressor System Improvement

Program for the Black Hawk helicopter, and the Advanced Visual/Electro-Optical Signature Suppression and Analysis program resulted in highly effective signature reduction technologies.

Kinney, aerospace engineer, received the Director's Award for Technological Achievement. Under his technical direction the Army successfully fielded two prototype Army Airborne Command and Control Sys-

tem aircraft in support of its battlefield digitization program. These prototype systems provided the proof-of-concept for a mobile airborne command and control platform designed to meet the needs of the next century's maneuver commander and directly led to the development and fielding of additional optimized A2C2S aircraft under the Warfighter Rapid Acquisition Program. (Adapted from AVRDEC release)

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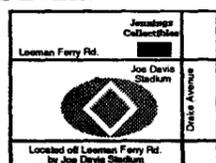
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More than an elementary idea...

Williams school seeks seventh- and eighth-graders

By Sandy Riebeling

In this modern age of e-mail, fax machines, browsing the Internet and virtual reality, children are engulfed in electronic gadgetry. Survival depends on mastering this ever-changing high-tech world.

The new J.E. Williams Technology Middle School in Huntsville is designed to take these young survivors and turn them into technology leaders.

"This is the only technology middle school in North Alabama," said Lee McAllister, principal of J.E. Williams Elementary (the elementary school zone for Redstone residents) and J.E. Williams Technology Middle schools. "Our middle school will offer the same core subjects as other schools, but the enrichment subjects will be technology classes."

When other middle school students are taking band, chorus, home economics and playing sports, the technology school students will be learning the latest in computer technologies, software, hardware and video applications.

"We will have video and multi-media," said Brenda Wingate, vice president of the elementary and technology schools. "The students will work on technology projects and give presentations on topics using power point video."

The school has 91 computers on order and expects to order more equipment during the summer, after the teachers are hired and can decide on the curriculum and the necessary equipment and software.

The technology middle school includes sixth, seventh and eighth grades with a total capacity of 225 students.

"Our sixth grade class is already full, and we have a waiting list," McAllister said. "We have 40 students in the seventh and eighth grades and are hoping for more to enroll."

McAllister and Wingate have spent the last few weeks reviewing and interviewing teacher applications, and have made their recommendation to the board. The new staff includes three sixth-grade teachers, four seventh- and eighth-grade teachers, two technology teachers and a physical education teacher.

"We will be fully staffed to handle capacity starting this fall," McAllister said.

It took less than a year for this idea to become a reality for the Huntsville City School System. McAllister submitted a written proposal in the fall to Dr. Ron Saunders, who was then the superintendent of the city schools.

"We had community support for the school since the beginning," said McAllister, adding that residents

and community leaders signed petitions and attended many of the school board meetings to show their support and keep informed on the progress of the new school.

Saunders resigned in January, with Dr. Mary Ruth Yates as interim superintendent.

"Without her (Yates) interest and emphasis, I don't think it would have happened," McAllister said. "She made some really tough decisions — looking forward to the growth of Huntsville — and provided excellent leadership."

The school was approved at a board meeting in March.

The technology school will be housed in the elementary school building, built in 1990. McAllister proposed using the 16 empty classrooms and a computer lab in the elementary school building for the new middle school.

The empty classrooms are attributed to military downsizing, a stall in the growth of the community and housing requirement changes at Redstone Arsenal.

"Our enrollment dropped from 750 to 480 students in the last five years," McAllister said. "We lost more than 100 students in one year when the soldiers at the Arsenal were no longer required to live on post. And with the loss of stu-

dents, we lost teacher units."

Before this school opened, exiting fifth-graders from Williams Elementary transferred to Westlawn Middle School. Many of the sixth-graders enrolled in the technology school are from Williams Elementary. Students choosing not to attend the technology school or who are on the waiting list will attend Westlawn, as usual.

The impact of the loss of students to Westlawn may be eased with students from other parts of the city requesting attendance there.

"Westlawn had more than 100 requests last year for students outside their zone to attend — they took 16," McAllister said. "Dr. Yates felt that now many more of those students will be able to attend Westlawn."

Admission to the school is free. There are no special requirements needed to apply "except an interest in technology." Applications are given priority by where the student lives, and when the application was received.

"Students that live in this zone have first priority," McAllister said. "Redstone Arsenal students have second priority, with 75 slots open to students from other parts of the city."

If all the students applying have the same priority

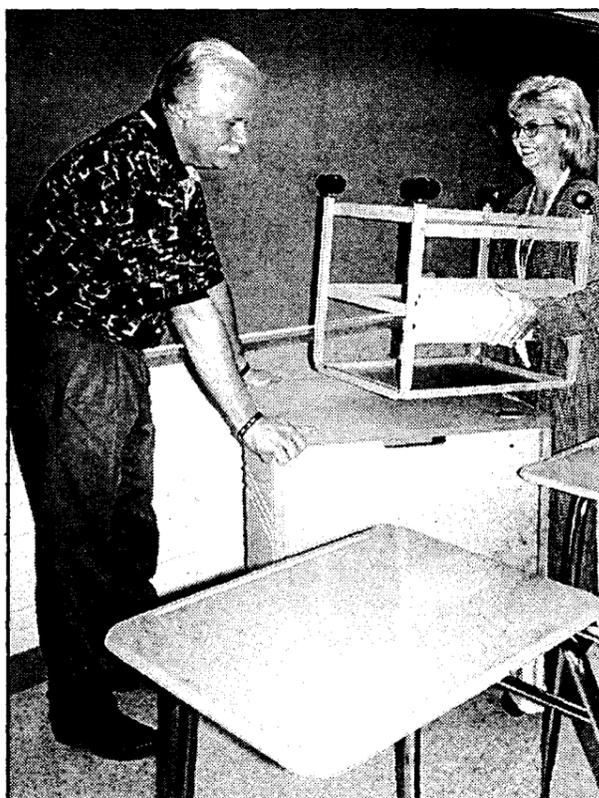


Photo by Sandy Riebeling

OPEN THIS FALL— The new J.E. Williams Technology Middle School needs students to fill the seats for the coming school year. Principal Lee McAllister, left, and Vice principal Brenda Wingate are preparing for a full house in August.

by residence, then admission is decided by the date the application was received, first come, first served. The deadline for application is July 1.

"This technology school is a feeder school for the New Century Demonstration Technology High School," Wingate said. "Those students work with businesses in developing real projects used by the companies. And all of the students from that school were offered summer employment by the companies — every one."

"Even if they don't go to

New Century," said McAllister, "they can go to their high school, Butler or Lee or wherever, as leaders in technology."

Applications can be picked up at Merts, the central office building for the school system; the technology school, Monday through Friday from 8 a.m. to 4 p.m. or from Virginia Dempsey at Army Community Service. If going to the school for an application, McAllister advises calling the school first at 772-5130 to be sure someone is available to assist you.

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SEPARATIONS

Continued from page 1

up to \$25,000 for resigning or retiring. Voluntary early retirement enables those not eligible for regular (also known as optional) retirement, to retire early. For early retirement, they must have at least 20 years service and be at least 50 years old or have 25 years service at any age. But their retirement annuity is reduced by 2 percent per year for each year under age 55.

Competitive areas

In the reshape package, managers identified the need for reductions in 20 different competitive areas within the command. AMCOM asked for permission to offer voluntary separation incentive pay in all 20 areas, and voluntary early retirement authority in 17 of the 20. In three of the competitive areas, no one qualifies for early retirement. Also nine organizations outside of AMCOM requested expanded coverage for both incentive pay and early retirement.

"I expect AMC to approve our (reshape) plan," Daniels said. "I would be surprised if our plan is disapproved."

Open briefings scheduled

The Civilian Personnel Advisory Center will conduct the following informational briefings on retirement and voluntary separation incentive pay: 8-11 a.m. and 1-4 p.m. June 25

and 26 in the Sparkman Auditorium; and 8-11 a.m. June 24 and 29 in the Rock-et Auditorium.

The briefings are to explain eligibility requirements for Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Pay (VSIP), how to apply, and the approval process. Information is available on the Civilian Personnel Advisory Center's web site: www.redstone.army.mil/cpo/reshape

"Approval of VERA/VSIP is contingent upon the applicant's ability to save a surplus employee from either involuntary separation or demotion as a result of reduction in force," Reynolds said.

Organizations outside the command which have requested expanded coverage for both incentive pay and early retirement include the following: Air Defense Command and Control Systems Project Office, Joint Tactical Unmanned Aerial Vehicle Project Office, Logistics Support Activity, Program Executive Office for Air and Missile Defense, Program Executive Office for Tactical Missiles, Redstone Technical Test Center, Sentinel Product Office, Space and Missile Defense Command, and the Ordnance Missile and Munitions Center and School.

EXPENSE

Continued from page 4

demand power saving are not as dramatic but it all adds up.

In truth your personal effort by itself to curb electric power consumption will have very little effect, any more than throwing a candy wrapper out your car window when driving down the highway affects the litter problem. Turning off equipment not in use is the right thing to do. Turn your computer off at night, or your computer monitor off when you're away from your desk, or the lights in your office off when you're out. It all adds up.

(Editor's note: Byam is a mechanical engineer at the climatic test branch, Redstone Technical Test Center. Rex Bennett provided technical assistance on this article.)

ENERGY

Continued from page 1

Col. Clifton Broderick, the AMCOM chief of staff, to check on this. They found that many times a single light switch controls the lights for an entire floor.

"If we could get the people to turn the lights off when they don't need them, then we could begin to make an effort to save energy," Gibson said.

He pointed out that wasting energy costs dollars that

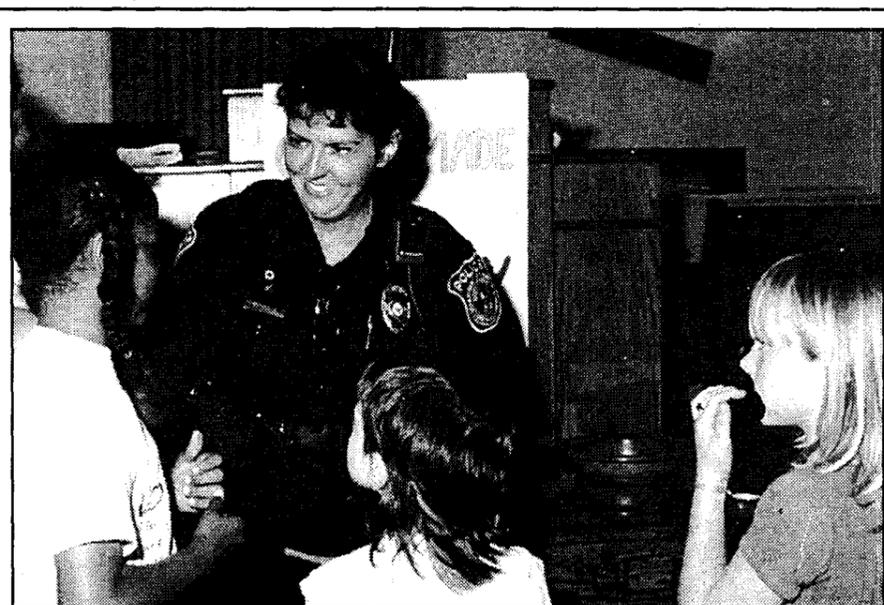


Photo Lab picture

Crime prevention...

Sgt. Melynda Dugdale, Redstone Arsenal's Department of Defense Police, presented a talk on crime prevention at the Central Baptist Church Vacation Bible School, West Huntsville,

June 10. Dugdale participated in the command's Speakers Bureau program, which regularly provides speakers to area organizations and schools.

could be used for quality of life improvements at Redstone. "I think the bottom line is we're wasting a lot of money unnecessarily," Gibson said.

Frank Osborne, the AMCOM energy coordinator, led this meeting of the Energy Advisory Group. The senior managers were encouraged to do their part along with their workers in conserving energy.

"It may only be pennies that each person is saving but it adds up," Arthur Barnette, the electrical engineer for base operations contractor Northrop Grumman, said after the meeting.

PAY

Continued from page 1

ation pay such as severance pay.

- Eligibility for health insurance continues if enrolled last five years or enrolled since Oct. 1, 1996 (under Office of Personnel Management waiver).

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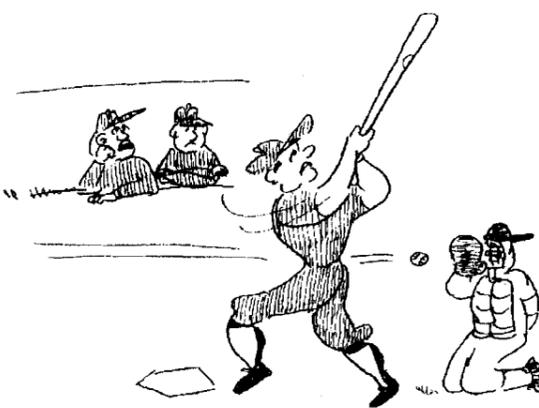
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'He's 0-for-20 with 10 straight strikeouts. At least he's consistent.'

Illustration by Skip Vaughn

Troop Softball

Here are the troop softball standings as of June 18:

Eastern Conference

	Won	Loss
Hqtrs & A Company	6	0
Marines	6	0
D Company, 832nd	2	4
B Company, 832nd	0	6

Western Conference

	Won	Loss
C Company, 832nd	3	2
HHC 59th	3	2
AMCOM	3	3
MEDDAC	0	6

Announcements

Ceremonies

Quarterly retirement

The Quarterly Retirement Ceremony will take place July 9 at 4 p.m. behind building 3437 (HHC AMCOM). Rehearsal will be held July 8 at 7 a.m. behind building 3437. For more information call Support Operations, SSgt. Trescott 842-2385.

Basic NCO graduation

The NCO Academy will hold a graduation ceremony for the Basic NCO Course at 9 a.m. July 17 in the graduation hall of building 3329. The public is invited. For more information, call 955-7954

Miscellaneous

Team Redstone picnic

The Aviation and Missile RD&E Centers are co-hosts of this year's Team Redstone Organizational Day, July 14 from 10 a.m. to 4 p.m. at the Col. Carroll D. Hudson Recreation Area. Rain Date is July 15. This is a family event for all Redstone Arsenal Army employees, spouses and children to enjoy the river and leisure time with their co-workers and families. There are sporting events, children's

See ANNOUNCEMENTS on page 16

Fire celebrates Military Night Friday

The Fire, Huntsville's professional indoor soccer team, will recognize military personnel just in time for the Fourth of July holiday.

On Friday, June 26, the Fire invites the defenders of our country to join the festivities at the Von Braun Center Arena free. This special evening in recognition of the service of the

military will allow all active and retired military personnel and Department of Army civilians to present their identification (badge or military I.D. card) for one free General Admission ticket.

"Come early, get the good seats and watch the 'Tournament of Fire,' a Hollywood-style game show that invites the audi-

ence to participate in contests and games throughout the evening to win prizes," a prepared release said. "The 'Tournament of Fire' begins at 6:30 and at 7:05 the Huntsville Fire vs. the Baton Rouge Bombers for fast-paced, in-your-face action that only professional indoor soccer can bring."

Military personnel wishing to take advantage of

this offer should present their identification at any window of the Von Braun Center box office. For more information, call 704-FIRE.

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- '96 CIERRA. 4 DR., V6, CRUISE, TILT, TAPE, AIR BAG\$9,900
- '96 CIERRA. 4 DR., V6, CRUISE, TILT, TAPE, AIR BAG\$8,900
- '97 CAVALIER. 4 DR., 4 CYL., TAPE DECK\$9,900
- '97 CONTOUR. 4 DR., 4 CYL., CRUISE, TILT, TAPE, AIR BAG\$9,700
- '97 GRAND AM. 2 OR 4 DR., 4 CYL., POWER LOCKS, CRUISE, TILT, TAPE DECK\$10,200
- '97 TAURUS GL. 4 DR., V6, POWER LOCKS, POWER WINDOWS, CRUISE, TILT, TAPE DECK\$11,700
- '97 BONNEVILLE. 4 DR., V6, POWER LOCKS, POWER WINDOWS, CRUISE, TILT, TAPE DECK\$15,800
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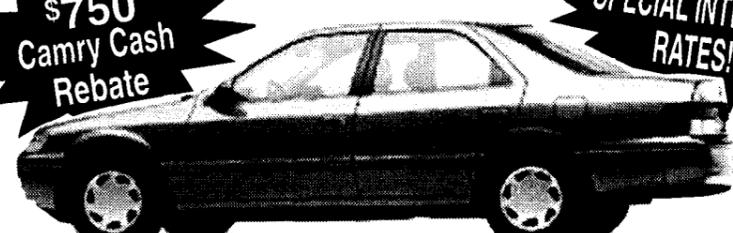
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Announcements

Continued from page 15

activities, music, military displays, bingo, and a free sack lunch/drink for all attendees. Door prizes will be given away throughout the day. Shuttle transportation will be provided from strategic points throughout the Arsenal. More information may be obtained from the AMCOM Community Bulletin Board. For information call Maud Woodsinger 955-7765 or Sherry Hilley 842-6715.

IG assessment

The AMCOM Inspector General Office is conducting an assessment of children's services on Redstone Arsenal. Anyone wishing to surface concerns for consideration in this review may do so in person, telephonically (876-9701), or in writing to AMSAM-IG, building 111. If you desire to speak in person with a member of the team, call 876-9701 for an appointment.

Civilian welfare fund

Get your reservations in early for trips sponsored by the Civilian Welfare Fund Council. All bus packages include transportation and hotel reservations; however, admissions to specific events are not included unless specifically stated. Upcoming trips include the following: Biloxi, Miss.—Oct. 10-12, \$159 per person, based on double occupancy; bus trip and two nights in hotel. Helen, Ga.—Nov 7-8, Octoberfest celebration, \$89 per person based on double occupancy. If interested in either trip, call Mary Ann Meyer-Schuck 313-1698 for more information or to make reservations.

Deposits will be due at a later date.

Ten-Miler team

Redstone Arsenal will again be represented by a team at the annual Army Ten-Miler in October in Washington, D.C. The team is to consist of five males and five females plus coach, Skip Vaughn, and assistant coach, Alexander Steel. Team members must meet minimum time standards of 80 minutes for males and 90 minutes for females. Eligible persons include military, Army civilian workers, military family members, and Army civilian family members. They should be stationed here at least through December. Tryouts are planned for 5 a.m. July 24 and 5 a.m. Aug. 1 on a 10-mile course which begins and ends near the Sparkman Fitness Center. For more information, call Vaughn 876-1500.

Red Cross blood donors

The American Red Cross Alabama Region is updating blood donor records for any donor that has donated in another region. Complete information will be used for the upcoming awards banquet July 30 at the Sparkman Center. Information can be updated at any blood drive in Madison County. Information needed includes name, date of birth, social security number, address, number of pints given and the name of the region in which you donated. Information can be faxed to the Red Cross office 539-5914. Deadline is July 3.

Commissary hours

Effective July 12, new commissary operat-

ing hours are as follows: noon to 5 p.m. Sunday; closed Monday; 9 a.m. to 6 p.m. Tuesday and Wednesday; 9 a.m. to 7 p.m. Thursday; 9 a.m. to 6 p.m. Friday; and 8 a.m. to 5 p.m. Saturday.

Videotapes wanted

AMCOM Public Affairs Office will be collecting videotapes of movies you no longer want at the Army Soldier Show, July 29, prior to the 2 and 7 p.m. performances. Tapes will be donated to the Veterans Affairs Department and distributed to various Alabama veteran homes and hospitals for their use. Tapes will also be donated to Hope Place, Madison City Shelter for victims of domestic violence. For more information, call Margaret Banish-Donaldson 842-0558.

Surplus sale

A sealed bid sale of surplus property will be held June 29 at Defense Reutilization and Marketing Office (DRMO), 7405 Warehouse Road, Redstone Arsenal. Property may be inspected 8 a.m. to 3 p.m. June 24-26. Bids are due by 8 a.m. June 29 via fax (876-5097), hand-carry or mail. Verbal bids won't be accepted. For more information, call Donna Davis 842-2570 or Elizabeth Couch 842-9474.

Florida Tech event

Florida Institute of Technology will celebrate its 40th anniversary 3-7 p.m. Aug. 4 at the Rustic Lodge. All current and former Florida Tech students and graduates are invited. For a reservation call Florida

Tech's administrative office 881-7878 by July 15 or visit the office in building 5304, room 4326.

Special Forces recruiter

The Special Forces recruiter will be at building 3447 on July 8 at 10 a.m. and 2 p.m. to talk with soldiers E3-E7 who are interested in joining Special Forces. For more information call SFC Thompson, AMCOM retention officer, 842-0870.

Best yards

Yard of the Month winners for June include Senior Chief Petty Officer and Mrs. Jerome Ruffin, 476-A Cooke Drive, officer; SFC and Mrs. Eugene Young, 373 Robert Drive, senior NCO; SSgt. and Mrs. Bobby Jones, 543-A Willow Circle, junior enlisted single/duplex; and Spec. and Mrs. Anthony Caudill, 523-C Magnolia Circle, junior enlisted multiplex. The unit winner was B Company, 832nd Ordnance Battalion, building 3211.

PX news

The Post Exchange will operate with the following holiday hours July 4: Main Store, 10 a.m. to 6 p.m.; Food Court/Pizza, 11 a.m. to 5 p.m.; Concessions, closed; Mall Barber Shop, closed; Furniture Store, closed; One-Stop/Goss Road, 8 a.m. to 7 p.m.; Service Station, closed; Burger King, 11 a.m. to 4 p.m.; Military Clothing, closed; and Barber Shop/building 3479, closed.

Recreation tour

The Recreation Center Ticket Office now

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<p>'97 MITSUBISHI MIRAGE DE Auto, Air, AM/FM Cassette, Red, Sporty, Affordable! \$8,750 or \$179 per month*</p>	<p>'95 DODGE INTREPID ES Gold Package and Loaded, sport Wheels and Power Package! \$9,680 or \$199 per month*</p>	<p>'94 MAZDA 626 LX 4 Dr., Auto, Air, Power Package, Clean and Ready! \$7,300 or \$159 per month*</p>	<p>'94 CHEVROLET CAVALIER Z24 2 Dr., V6, Auto, Sunroof. All The Power Options. Sporty! \$9,800 or \$219 per month**</p>
<p>'94 HONDA ACCORD LX 4 Dr., Auto, Power Package, Low Miles, Great Color! \$10,995 or \$249 per month**</p>	<p>'93 TOYOTA CAMRY XLE This Car Has it All! Moonroof, Leather, Nice! \$10,800 or \$269 per month**</p>	<p>'93 FORD PROBE Auto, Air, Power Windows and Locks, Alloy Wheels, Sharp! \$6,995 or \$169 per month***</p>	<p>'95 CHRYSLER LHS Full Size Luxury, Loaded With options, including Leather Interior! \$13,700 or \$289 per month*</p>
<p>'93 MITSUBISHI DIAMANTE LS Auto, Air, Cruise, Power Package, Sharp! \$8,950 or \$219 per month**</p>	<p>'94 GMC SONOMA Xtra Cab, V6, Auto, Air, Red and Road Ready! \$9,995 or \$249 per month**</p>	<p>'94 FORD RANGER 5 sp., Air, AM/FM Cassette, Sport Side, Splash Stripes \$7,995 or \$194 per month**</p>	<p>'93 TOYOTA SR5 4RUNNER Auto., 4 Dr., Power Package. Must See and Drive! \$14,995</p>

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has tickets for Visionland in Bessemer. Tickets for adults and those over 48 inches tall are \$19; tickets for children age 3 up to 48 inches tall are \$16.25. "Please measure your child before purchasing tickets," a prepared release said. Visionland features bumper cars, roller coasters, and a variety of amusement park rides as well as a water park. "Be sure and take your swimsuit!" the release said. Tickets may be purchased by the entire Redstone community Wednesday through Friday from 1:30-8 p.m. and Saturday and Sunday from 10 a.m. to 4 p.m. The center, in building 3711 near the corner of Patton and Aerobee, can be reached at 876-4531 during its operating hours. The center also has tickets to Point Mallard, Six Flags Over Georgia, Tennessee Aquarium, Dollywood, Disneyworld, and many other fun places.

Parent advisory council

The Child Development Services Parent Advisory Council (PAC) will meet June 30 at 11 a.m. in the Bicentennial Chapel, Activity Room. "Bring your lunch and join us," a prepared release said. "Parents with children in all CDS programs are encouraged to attend."

AMCOM town hall

The next AMCOM Town Hall Meeting will be held from 9-10:30 a.m. June 30 in the Sparkman Auditorium and broadcast on Team Redstone television channel 42. Maj. Gen. Emmitt Gibson is to inform the work force about the personnel reshape planning. Also, Gibson will discuss the change in command at RASA, our challenging environment, and resolution of the FY '98 payroll problem. LeRoy Daniels, civilian personnel officer, will present the status of our reshape plans.

Thrift Shop job

A custodial position is open at the Thrift Shop, building 3657. Starting date is July 20, and application deadline is July 10. Wages are \$5.15 per hour for approximately 11 hours a week. Some heavy work is involved. Applications are available at the Thrift Shop. For more information, call 881-9807.

Alcoholics anonymous

A new group for Alcoholics Anonymous meets Thursdays at 11 a.m. in Sparkman Center building 5304, room 4309. For more information, call the

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AA central office 885-0323... The Redstone Arsenal Group of Alcoholics Anonymous meets each Wednesday at noon and Friday at 5:15 p.m. in room 11 of the Bicentennial Chapel.

Calhoun College

Calhoun Community College will be going to a statewide mandated semester system this fall. This has given the college an opportunity to increase the options of its class delivery system. While most of the college will provide a 16-week semester system (including exams), the Redstone site will provide two eight-week terms. The college will still be providing weekend classes, college by cassette, and internet classes. You may register for the semester classes and both minimesters (eight-week terms) at the beginning of the semester. As usual, you may mix and match the classes as they fit your schedule.... New Missile Munitions Technology (MMT) programs will be available this fall.... Fall '98 will begin Aug. 25. Registration by phone will begin June 29. Anyone may get in on early registration by setting up an appointment at one of Calhoun's advising centers: Redstone, Huntsville or Decatur. For more information, call 842-9706.

St. Louis commuters

The Redstone-to-St. Louis commuter bus has its next planned departure July 23. The organizer has revised the bus schedule to cut back to buses only once a month. Planned departures for the rest of this year include July 23-26, Aug. 20-23, Sept. 17-20, Oct. 8-12, Oct. 29-Nov. 1, Nov. 25-29 and Dec. 10-13. For more information, call Dennis 313-2406 or 464-5707.

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.

'96 VW Golf GL. 5 sp., 30K mi., garage kept, exc. cond. \$11,300. 837-5303.

'95 Chevy Astro LT. Loaded, 8 passenger, rear air, CD, new tires, 44K mi., white with grey int. \$15,250 obo. 830-2842.

'95 Chevy Cavalier. 2 Dr., auto, air, AM/FM stereo, teal green, real sharp. \$7,995. Richard Hughes Auto Sales, 536-7975.

'95 Eclipse. 5 sp., black, AM/FM cassette. Have maintenance records, super nice, garage kept, all power. \$9,950. 852-2824.

'95 Ford Explorer XL. Control trac 4 wheel drive, auto, air, tilt, cruise, power mirrors, PW, PL, AM/FM stereo cassette. \$14,495. Richard Hughes Auto Sales, 536-7975.

'95 Ford Mustang GT. Auto., tilt, cruise, cassette, PW, PL, sharp. \$12,350. Richard Hughes Auto Sales, 536-7975.

'95 Ford Mustang. Green with tan int., 5 sp., V6, air, 47K mi. \$10,500. 859-6841.

'95 Jeep Grand Cherokee Laredo. Red, leather, luggage rack, power seat, PW, PL, tilt, power mirrors, like new. \$15,995. Richard Hughes Auto Sales, 536-7975.

Autos/Trucks

'98 Ford Explorer XLT. Fully loaded, green, over 7K mi. 4 dr. \$24,500. 534-0151.

'97 Camry LE. Power everything, including sunroof, CD, 18K mi. Best offer. (205) 728-2397.

'96 Suzuki Sidekick. Auto., air, AM/FM stereo, cassette, rear seat, good economy, red. \$8,950. Richard Hughes Auto Sales, 536-7975.

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'95 Nissan Altima GXE. Auto, air, PW, PL, Tilt, Cruise, Cassette. \$7,950. Richard Hughes Auto Sales, 536-7975.

'95 Nissan Maxima. Auto., air, gold package, power windows, power locks, tilt, cruise, AM/FM stereo cassette. \$12,450. Richard Hughes Auto Sales, 536-7975.

'95 Pontiac Grand Am SE. 4 dr., V6, 1 owner, garage kept, new tires, 74K mi., \$8,500 obo. 828-2182.

'94 Ford Mustang. 5 sp., spoiler, alum. wheels, PW, PL, tilt, cruise, cassette, sporty. \$9,590. Richard Hughes Auto Sales, 536-7975.

'94 Mazda B2300 pick-up with matching camper shell. 5 spd., air, 57K mi., immaculate. \$7,700. 883-6894.

'94 Nissan Pathfinder. Like new, chrome wheels, new tires, luggage / tire rack, towing pkg., captain chair, front and rear air, 118K mi. \$6,900. 828-2926.

'93 Dodge Grand Caravan LE. Loaded, CD player, towing pkg., captain chair, front and rear air, 118K mi. \$6,900. 828-2926.

'93 Ford Escort LX station wagon. Auto, cruise, air, tilt, 1 owner, non-smoker, low mileage. \$5,000 obo. (931) 937-8704.

'93 Toyota pick-up. 5 sp., custom design, tool box, black, cassette, 29K mi., never wrecked, exc. cond. \$10,500. 461-1984 after 5 pm.

'92 Honda Accord EX. 4 Dr., auto., air, PW, PL, tilt, cruise, sunroof, leather. Real clean. \$8,950. Richard Hughes Auto Sales, 536-7975.

'92 Jeep Cherokee Laredo. 4WD, 4L, PD, PW, PL, red, 85K mi., very good cond. \$9,900. (931) 438-8408.

'91 Cadillac Sedan De Ville. Leather, power seats, tilt, cruise, cassette. PW, PL, real clean. \$9,950. Richard Hughes Auto Sales, 536-7975.

'91 Chevy S-10 SWB pick-up. Tahoe, 4.3L V6, auto, air, 82K mi., never wrecked, exc. cond. \$5000. 837-3125.

'91 Ford XLT Lariat pick-up. Exc. cond., 51,400 mi., \$7,750. Call Arab, 586-6360.

'91 Nissan Sentra XE. 4 dr., black, auto, air, stereo w/CD, 106K mi., exc. shape. \$3,600 obo. 464-5624 or 721-0358 after 5 pm.

'90 Ford F150. 70K mi., 302 V8, auto., long bed, asking \$5,800. Bob, 859-5782 after 4 pm.

'90 Toyota Camry DX. 117,800 mi., auto, air, white with blue int. \$4,990. 883-2243 after 5 pm.

'89 Chevy conversion van. Hi-top, TV, VCR, rear air, 350 V8, 39K mi., new tires and brakes. \$9,800. 895-4810.

'88 Dodge Aris. Very good cond., \$1,100 obo. 882-1399.

'88 Toyota MR-2. Blue, 5 sp., tilt, cruise, AM/FM cassette, glass T-Top, air, immaculate inside / out. Super fast, exc. cond. \$3,650. 859-3253.

'87 customized Ford van. Well maintained, full sized, air, AM/FM cassette, 85K mi., asking \$5,000. Runs great. 883-7108.

'86 Ford Bronco 4x4. Auto, 351 engine. \$2,500 obo. (256) 732-4321.

'84 Mercedes 380 SE. Gas, blue/gray, leather, loaded with all options, 177K mi., \$6,900. '84 Mercedes 300 SD diesel, \$6,600. (205) 778-9325.

'81 Dodge Airies station wagon. Auto, air, cruise, 2.6L rebuilt engine and transmission. Good dependable running car. 883-0874.

'81 VW truck. Light blue and '81 VW truck, beige, diesel. Decatur, 340-0246.

'76 Triumph TR6. Green, original owner. Less than 60K mi., garaged, new tires, newly rebuilt carburetor/generator, factory hardtop, rollbar. 851-7286.

'68 Mustang. Red, 3 sp., 6 cyl., exc. cond. \$4,250. '95 Nissan pick-up, 40K actual mi., 4 sp. \$5,900. 722-0320, pager 720-9307.

Buy cars for \$125! Being liquidated in your area now! Seized and sold locally by IRS, DEA, FBI. Trucks, 4x4's, RV's, vans and more! Call toll free. 1-800-522-2730 x 4410.

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Bayliner '86 21 ft. Cierra Cruiser, exc. cond., low hrs., trailer. \$9,900 obo. Howard, 832-1785.

'88 Chaparral. 19', V6, cover, Bimini shade top, new battery, carpet, garage kept, runs and looks exc. \$6,500. 247-7321.

'89 Catalina 25 sailboat. Std. rig., wing keel, 150 genoa with roller furl, bimini, OB, exc. cond. \$11,500. 883-4118.

'89 SeaRay 200BR. 20 ft. openbow, 205 hp. Mercruiser, depth finder, radio, cover, Shorelander trailer, exc. cond. \$10,500. 883-9128.

'87 Bayliner 2450 Ciera Sun-bridge Cruiser, 25 ft., trailer, V8, depthfinder, trim tabs, shore power, radio, all options. \$14,000. 852-5099.

'87 Ebbtide 17' runabout boat. 85 hp. Mercury outboard motor with Trailmate easy load trailer. \$3,500. 837-5287.

14 ft. flat bottom boat. depth finder, outdoor carpet, good trailer. \$800. (205) 891-9924.

Miscellaneous



Beautiful Persian kittens for sale. Shots, vet checked, \$150-\$200. (256) 830-0608 lv. msg.

Beautiful sofa, loveseat, floral cream, blue and deep rose, exc. cond. Bought new for \$1,500, sell for \$495. 828-3776.

Buy cars for \$100. Seized and sold locally this month by IRS, DEA, FBI. Trucks, 4x4's, RV's and more! Call toll free 1-800-522-2730 x 4281.

Formal dining room, blond lighted china glass pedestal table, 6 chairs, 2 with arms, fabric seats. \$950. 461-1970 after 5 pm.

4'x6' utility trailer. All welded construction, exc. cond. \$225. 837-3125.

Full size wicker head board with metal frame, \$50. Full size bed spring, \$15. Redwood picnic table and benches, \$30. Round maple table with chairs, \$50. 881-6118.

Girls bedroom suite by Stanley. Double headboard, mattress, double dresser with hutch and nightstand. All wood, oak finish, \$650. 883-2726.

Hummel collection for sale. (931) 468-2342 before 8 pm.

Kenmore heavy duty washer and dryer, \$350. White metal bunk bed, twin top, full bottom, 6 mos. old, \$450. 721-7022.

Ladies golfclubs. Square 2 (Pro-line). Complete set, \$165. Ladies golf bag and putter also available. 837-8331.

Moving sale. Tools, furniture, hunting, ammo., yard, plywood, lumber, woodworking, clothes. June 26-27, 7-3, 220 Wildflower Court. 851-0849.

901 Series Bose speakers, \$300 obo. Hoyt Pro Hunter bow, \$75. La Z Boy loveseat, incliner, cream color, \$200. 837-6904.

Nordic Trac Pro Ski machine with workout computer, reading stand, \$300 obo. White pedestal sink. \$25. 551-2934.

1 outdoor picnic table and 2 benches. 2 window A/C units, 5000 BTU's. 851-8433.

1 yr. old reclining couch / loveseat, \$900 obo. Oak table and 4 chairs, \$150. Refrigerator, \$350 obo. 881-0807.

Refrigerator, GE, full size. 4 yrs. old, lexan (glass) shelves, frost free, almond color. Paid \$670, now \$450. 885-9761.

Regina Steamer Plus carpet cleaner, exc. cond., \$30. 828-5218.

Riding lawn tractor, \$400 obo. Kitchen table and chairs (4), \$200 obo. All items exc. shape. 852-5099.

Sears 20" color TV with remote. 5 yrs. old, cable ready, exc. cond., clear picture. 883-6603.

Soloflex with all attachments. Like new cond., \$500. 880-6368.

Sony 8mm Camcorder TRV52, new, hifi stereo, 3.5" swivel screen, digital zoom, steady shot, 5 heads, laser link, shoe. 883-5299.

3 pc. blue sleeper sofa with recliner. \$350. 883-7063.

Troybilt PTO chipper / shredder, model 47026. Fits Troybilt Horse Tiller, ex. cond., \$300. 852-0719.

2 weanling colts. 1 big step, \$1,000. 1 Hez the coolest bred, \$1,500. Both nice, will wean Jul. 1, '98. Or best offer on either colt. 722-0215.

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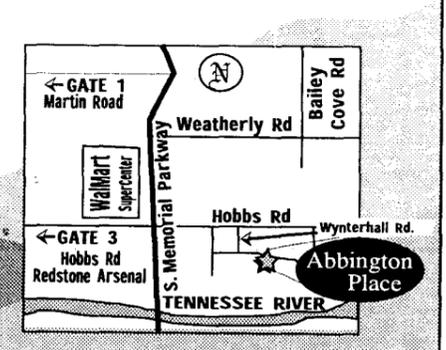
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Classifieds

200 CD changer deck. JVC model XL-MC222. Had since last of Feb, 1 yr. warranty, still good. Sell for \$175. 859-9610 evenings.

Want to buy HP 67 or HP 97 calculator in good cond. 772-8209 after 6 pm.

Wanted: Need Bongo Teenie Beanie Baby. Have Peanuts or Bones to trade. (256) 498-3273.

Wanted: 12 or 16 gauge Browning Gold Trigger vented barrel, Belgium made. (256) 891-9924.

Wanted Whiteboard (portable) with easel. Make me an offer I can't refuse. Dan, 313-6454.

Wedding gown. Size 5, gorgeous, heavy beading and embroidered French cutwork. Lace skirt flows into cathedral train. \$350. 881-1934.

Whole house window exhaust fan, \$50. Debbie, 880-9843.

4 BR, 2 BA, 2080 sq.ft., hardwood floors, white kitchen, whirlpool, reduced \$99,900. 2103 Cecille Dr., 881-5583.

\$45K. 2 BR, 1 BA, large fenced yard, mature trees, quiet cul-de-sac. 205 Delaware Cir. 512-3892.

4535 Baywood Dr. 2 BR, 1 BA, LR, DR, carport, FP, fenced, shady backyard, quiet neighborhood. \$46,900. Call Linda McAllister, 881-8968.



Full brick ranch. 1 acre lot, 1850 sq.ft., 3 BR, 1.75 BA, 1 car garage. Completely renovated kitchen, large rooms, SE. Just 5 min. from Hampton Cove. \$89,500. 725-7205.

FSBO brick 2300 sq.ft. 4 BR, 2 BA, garage, FP, 1.5 wooded acres, 1 yr. old. \$139,500. 828-4398.

FSBO or assume low equity. 3 BR, 2 BA, LR, DR, den, convenient to RSA. \$69,900. Seller pays closing. Call 882-9051.

Great family home in English Village with over 2100 sq.ft. in Grissom High area. 3 BR, 2 BA, large recreation area with wood burning stove, 2 car garage. Call John Carson Realty. 539-1055. (\$104,900).

Homes for sale. First time buyers. No down payment. No closing costs. Joe Jensen Realty. 830-0821.

House for rent. 101 Woodlawn Cir., Madison, 3 BR, 2 car garage w/ storage. Need at least 2 yr. lease. Ask for Terry, 461-1956, 464-9726.

House for sale by owner. Monrovia school district. 3 BR, 2 BA, 2 story, large attic, wood burning fireplace. approx. 1 acre lot, back yard fenced. \$82,000 and buyer pays closing. 7% assumable to qualified applicants. 722-0760 after 5 pm.

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

Just listed. 3 BR, 2 BA, 2 car garage with opener. Large family room with wet bar. Over 1600 sq.ft., maintenance free ext., new carpet and appliances. Won't last long at \$70,000. Call Keith at 337-HALL(4255) 1st REALTY. 01-2816H.

New listing. Nestled among larger homes in secluded Blossomwood this Cape Cod is perfect for you. 3 BR, 2 BA, formal living and dining, family room w/FP, dbl. garage w/ opener. \$119,900. Gerdy, 881-8254.

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Albertville: <http://www.boaz.net/personal/reggie/4sale.html>. Approx. 2,600 sq.ft., 4.4 acres city limits, barn, workshop, basement, 3BR, 2.5 BA, hardwood floors. 878-6868

Arab, by owner. 2400 sq.ft. brick rancher, 4 BR, 3 BA, LR, den w/gas log FP, study, large white kitchen, laundry, bedrooms: 16x17, 14x15, 12x14, 12x14. Nice corner lot w/mature hardwoods. \$118,000. By appointment. 586-2382.

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