

Redstone Rocket

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May 23, 2001



Courtesy photo

ARMY'S WORK HORSE— Sikorsky Aircraft Corporation was awarded a \$220 million contract May 2 to begin the transformation process of the Army's Black Hawk fleet of more than 1,500 aircraft worldwide.

Black Hawks upgraded to fly in Objective Force

Sikorsky awarded \$220 million for recapitalization of fleet

By SANDY RIEBELING
Staff writer

Three years ago the Black Hawk helicopter had no future in the Army. The aging fleet was becoming too costly to operate and maintain and the outdated technology of the 1970s proved incompatible with the Army's new vision for the future.

"The Army had stopped buying Black Hawks," Lt. Col. Mark Lumb, assistant project manager, UH-60M Utility Helicopters Program Office, said. "They were ready to shut down this office and call it done. That's why this contract award is such an incredible success story. Three years ago we were finished. May 2, we signed a contract with Sikorsky that will make the Black Hawk fleet an integral part of the Army's future Objective Force."

The \$220 million contract with Sikorsky Aircraft Corporation covers a 52-month effort for design, development, integration, testing and qualification of the new UH-60M model Black Hawk, which is the recapitalization and upgrade of the Black Hawk UH-60A and UH-60L models

into the UH-60M standardized configuration.

The Army's Black Hawk fleet of about 1,500 UH-60A and UH-60L model aircraft are used worldwide for the transport of troops, equipment and weapon systems. To keep this "workhorse of the utility fleet" in the Army inventory, the project office needed a plan.

"Three years ago, we came up with an approach to modernize the fleet," Greg Gore, programmatic lead, UH-60M Recapitalization/Upgrade Program, said. "We put together a UH-60 Fleet Study and started funding requirements."

Approval from the Defense Acquisition Board March 30 paved the way for the Sikorsky contract.

UH-60As were fielded in 1978; UH-60Ls in 1989. The goal is to bring the aging fleet back to like new condition, including upgrades to meet the technological needs of the 21st century.

"The helicopters are old. The cockpits still have needles and dials," Eric Edwards, technical management lead, UH-60M program, said. "This program will make them like new again— engines and transmissions. We're going to increase the lift and range capabilities, reduce operations

See Black Hawk on page 12

Command has taken steps to improve personnel processes

Review of personnel practices completed by outside agency

By AL SCHWARTZ
For the Rocket

An independent assessment of the Aviation and Missile Command's promotions and personnel processes was scheduled to be an item on yesterday's Town Hall meeting for AMCOM employees.

The three-month study began Feb. 28 and was conducted by Booz-Allen & Hamilton Inc. of McLean, Va.

"When I took command in July 1999, I pledged to put people as my top

priority," Maj. Gen. Al Sullivan, commander of AMCOM and Redstone Arsenal, said. "I expect everyone in a leadership position to make taking care of our people their top priority also."

Several external government and Department of Army organizations have looked at AMCOM's personnel processes. "We have welcomed them," Sullivan said. "We have asked to be reviewed. We have gone above and beyond what other organizations have done."

The Office of Personnel Management, the U.S. Army Civilian Personnel Evaluation Agency and other organizations have looked carefully at AMCOM

and have left very satisfied according to Sullivan. "They have found that we play by the rules and that we treat our people fairly," he said. "In every instance our

See Review on page 14

'We have asked to be reviewed. We have gone above and beyond what other organizations have done.'

— Maj. Gen. Al Sullivan
commander,
AMCOM and Redstone

Timeline shows command's personnel actions to date

The Aviation and Missile Command has taken the following actions over the past two years concerning promotions and personnel processes:

• July 9, 1999— Maj. Gen. Al Sullivan assumes command of Aviation and Missile Command; he pledges that taking care of people will be his No. 1 priority.

• Aug. 10, 1999— Executive Steering Committee (senior leaders of command) holds first off-site meeting. Part of session is used to discuss perceptions that some supervisors do not abide by Merit Promotion principles.

• Aug. 12, 1999— Town Hall meeting (open to all AMCOM employees) addresses major issues facing command. Direct phone hotline established to allow employees to call commander to voice compliments, complaints, concerns.

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Emergency Relief exceeds goal

Over the top

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Longtime post librarian retires

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Letters to the editor

Parking situation foul at ballpark

I am writing as a concerned parent and coach in regards to the parking situation at the Redstone Little League baseball complex. The parking available cannot accommodate the number of vehicles at the afternoon games. This leaves the parents, coaches, umpires and league officials only one feasible option: park on the grass. Then here come the MPs doing as they are directed and giving very stiff tickets for being on the grass. The only legal option is to park on the south side of Goss Road and risk being hit crossing the road at a very busy time of day for traffic. People can also park at two other parking lots set up for other uses and hike the half-mile to the fields. I realize funds are tight but they should not ticket people for parking on the grass if they cannot provide suitable parking, or an MP to direct traffic.

Kent Harrell
parent and coach

Editor's note: Redstone Arsenal Support Activity provided the following response. "We agree that there is not sufficient parking available directly adjacent to the ball fields on Goss Road

to handle the ballgame traffic at peak times. There is parking near the Bicentennial Chapel and along Skinner Road which will handle the traffic. These areas should be utilized along with the small parking lot on Goss Road to support the ballgame traffic.

"The Military Police will continue to issue tickets for parking on the grassed areas in accordance with current regulations. The Sports Complex volunteers have worked many hours to get the ball fields and surrounding areas up to the standard they are today. Parking on the grass will eventually kill the grass and create a barren area which will turn into mud during rains. The area on the south side of Goss Road is currently under construction. This area is not available for parking at this time. We would ask that visitors park in the areas on the north side of Goss Road for safety reasons. We will install 'No Parking' signs in the grassed areas along Goss Road to clearly mark the areas where tickets will be issued. We will do our best to secure future funding to construct additional parking in the Sports Complex area to alleviate this problem."

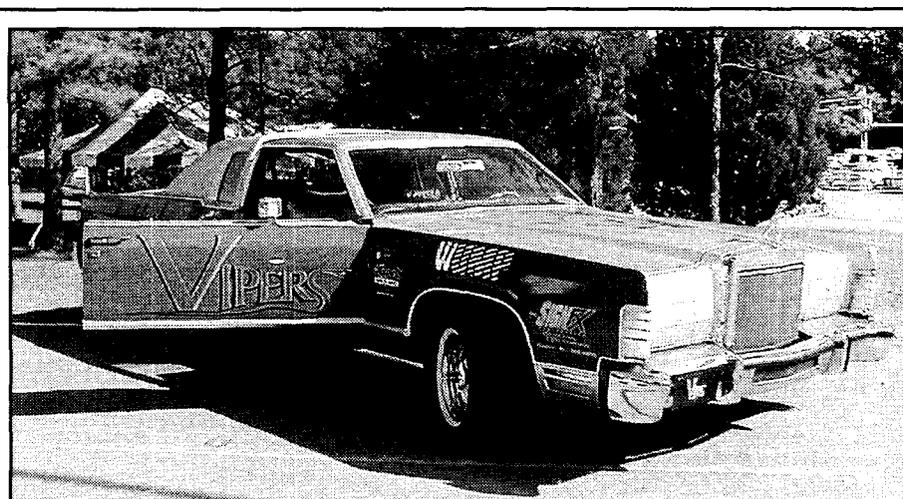


Photo by Bill Wynne

Go Vipers

The ViperMobile, representing the Tennessee Valley Vipers of arenafootball2, makes an appearance at Redstone Arsenal during Mayfest activities, May 5.

AER helps soldiers and their families

The article that was written in the (May 16) Rocket in reference to OMMCS lagging behind in contributions to the AER campaign was taken out of context. Last year OMMCS was very involved with the AER campaign and fund-raiser events that contributed to the overall success of the campaign. The students who apply for AER are examples of what the Army Emergency Relief campaign is all about: to help soldiers and their families during the time of need. When these soldiers apply for assistance and receive help based upon their need, the campaign has done its job. Leaders should emphasize the importance of AER to all their soldiers because you never know when you might need assistance.

For next year's campaign, I encourage

the leaders to get more involved along with the key representatives to check their weekly or biweekly contributions. That way you can gauge how well your organization/section is doing as a whole. It takes all of us to make this a successful campaign; and seeing or hearing that our leaders support the campaign encourages the rest of us to do the same.

Overall the fund-raisers are the campaign's biggest moneymakers. If the key representatives have solicited everyone in their section with no major result, consider a fund-raiser. Many people don't want to donate to the campaign but they will come out and support a cook-out, car wash or a bake sale.

MSgt. Mairlyn Johnson
AER co-chairman

Pony Express went western way

Your story on Mooresville, Ala., in the May 2 Redstone Rocket while quite interesting, had one error.

While the Stagecoach Inn and Tavern in Mooresville may well have been a stagecoach stop at one time, it certainly was not a Pony Express way station. The Pony Express carried mail between St. Joseph, Mo., and Sacramento, Calif. The route carried the mail through the present-

day states of Missouri, Kansas, Nebraska, the northeast corner of Colorado, Wyoming, Utah, Nevada and California.

It is possible the Stagecoach Inn and Tavern was moved from some other more northerly location, but any Pony Express rider showing up in Mooresville would have been terribly lost.

Vince Thompson
Acquisition Center

Civil Air Patrol squadron at Redstone wins annual statewide recognition

The Redstone Composite Squadron of the Civil Air Patrol has won Squadron of the Year honors within the Alabama Wing of the Civil Air Patrol.

This honor was bestowed upon the Redstone Squadron at the annual Alabama Wing Conference in Bessemer as a result of its active participation in Air Search and Rescue missions, Counter Drug Missions, Cadet Programs, and other training activities.

The Redstone Squadron consists of 60

senior members and cadet members. Redstone Squadron Cessna 172 is based at Redstone Airfield. The squadron meets on the second and fourth Tuesdays of every month at their facility next door to the Redstone Arsenal Flying Activity at the airfield.

For more information on the Redstone Composite Squadron, call the squadron commander, Lt. Col. Bob Brandau 726-6638 or visit their web site at <http://www.alwg.cap.gov/rsa/index.html>.

Redstone Rocket

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Army Emergency Relief drive gets final boost to surpass goal

By SKIP VAUGHN
Rocket editor

The local community came through once again for the annual Army Emergency Relief campaign.

By Thursday afternoon the fund-raising campaign had raised \$62,673, surpassing the \$50,000 goal, with donations still coming in. The drive, which officially ended May 15, was expected to eclipse last year's \$64,200 total.

"We're going to beat last year's," AER officer Ann Owens said.

A big boost Thursday afternoon came from Northrop Grumman which contributed \$5,000.

"We think this is an excellent way to really put a little bit back to the Army and the community," Greg Schmidt, director of land combat systems for Northrop

Grumman, Huntsville, said. He was joined in the check presentation by Jim Henderson, marketing manager for Northrop Grumman, Huntsville.

The company has about 500 employees in Huntsville where it has been doing business for more than 10 years. "We produce the Bat seeker here, and also on the Arsenal build the Bat submunition (for Army Tactical Missile System)," Henderson said.

Maj. Gen. Al Sullivan, commander of the Aviation and Missile Command and Redstone Arsenal, accepted the company's check on behalf of AER. In attendance were Owens; Capt. James Pittman, campaign chairman; and MSgt. Mairlyn Johnson, co-chairman.

"We really appreciate this," Sullivan told the Northrop Grumman representatives. "It really does make a difference."



Photo by Skip Vaughn

FIRM CONTRIBUTION— Maj. Gen. Al Sullivan, commander of the Aviation and Missile Command and Redstone Arsenal, thanks Northrop Grumman's Greg Schmidt, center, and Jim Henderson for the firm's \$5,000 donation to Army Emergency Relief.

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Marine Corps officers are few and proud for good reason

Officer candidate school has 50 percent attrition

By SKIP VAUGHN
Rocket editor

Welcome to hell, ladies and gentlemen. But this is just a weeklong taste of it. The real thing is much worse.

That's the message that a group of mostly college students got last week during an introduction to Marine Corps' officer candidate school. This is the third year that the Marine Detachment at Redstone has served as host for a mini-boot camp to introduce officer candidates to the training they can expect at Quantico, Va.

Twenty-nine candidates, including two women, attended the camp here May 14-17. They ranged from age 19-29. Most attend colleges in Alabama, Tennessee, Mississippi and Georgia, and will be going to the Platoon Leaders Class in two six-week increments during the summer. Others are college graduates who will attend the 10-week Officer Candidate Class. Some are Marine Corps Reservists, but others got their first taste of the military here. None of the candidates are ROTC students.

"This program is specifically designed to provide the opportunity for college students who are not involved in an ROTC unit to become Marine Corps officers," Capt. Ryan Gatchell, officer selection officer from Tuscaloosa, said. His area includes most of Alabama, parts of Mississippi, and parts of Georgia.

Capt. Eric Syverson, officer selection officer from Nashville, is responsible for most of Tennessee and part of Alabama. He and Gatchell brought the candidates here last week for the mini-camp.

The candidates will have the opportunity to become Marine officers when they meet the two requirements:



Photo by Skip Vaughn

AND THAT'S AN ORDER— Gunnery Sgt. Richard Nyman of the Marine Detachment helps train the candidates last week in preparation for officer candidate school.

complete officer candidate school and finish college. Some of the colleges represented included the University of Alabama, Auburn, Alabama State, Mississippi State, Columbus (Ga.) State, Troy State, Jacksonville State, Montevallo, University of West Alabama, Vanderbilt, the University of Tennessee, University of Alabama-Huntsville, and Alabama A&M University.

"It's just getting them prepared for officer candidate school," Gatchell said of last week's session.

Such preparation is aimed at reducing the school's attrition rate.

"When I went through officer candidate school, the

attrition rate was roughly 50 percent; and it still is," Maj. Tom Neis, commanding officer for the Marine Detachment, said. The preparation camp has had a "positive effect," he said.

The 26-member detachment provided such support as instructors with former drill instructor experience, billeting, coordination for training areas and classrooms, and equipment. Gunnery Sgt. Richard Nyman and 1st Sgt. Troy Ricks provided training and drill. Nyman, who formerly served as an enlisted drill instructor, grilled the candidates in formation May 16. His fellow DI was SSGT. Byron Shannon, administration chief for Nashville Recruiting Station.

"It's just like this, if not worse," Nyman said of the actual officer candidate school. One of the original 30 candidates had already dropped out of the mini-camp after twisting his ankle. "This is non-stop learning," Nyman said.

Instruction included drill, fire team tactics, squad tactics, land navigation, map reading, Marine Corps force structure, rank structure, and the M16 service rifle.

2nd Lt. William Hood, 27, from Knoxville, was among the instructors. He attended last year's mini-camp, went to officer candidate school June 2 and received his commission Aug. 11. Hood, a graduate of the University of Tennessee Law School, will report to six-month basic school in Quantico in July and then Naval Justice School in Newport, R.I.

"The mini-OCS is by far the single most important preparatory tool that we have in the context of getting them prepared (for officer candidate school)," Hood said. "By far the most important is the mental stress and the physical stress that we put the candidates through. Many

See Marines on page 5

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Florida Tech presents master's degrees to 98 students

Ninety-eight students from the local community received master of science degrees from Florida Institute of Technology during its 23rd graduation ceremony at Redstone Arsenal, May 11 in the Officers and Civilians Club.

Graduates included the following:

- Master of business administration or professional master of business administration— Mark Burroughs, Deborah Cornelius, John David Gannon, John Kennedy, James Thomas Lancaster Jr., Christopher John Resha, Kenneth Shipman, Deborah D. Smith, David Mark Sta-

tum, Rebecca Walker and Rickey Walker.

- PMBA in acquisition and contract management— Henry Holmes Jr. and Chad Kidwell.

- Master of science in contract management— Jan Pollard Burke.

- MS in acquisition and contract management— Michelle Beggs, Michelle Epps, Cynthia Flack, Darrell Scott Hays, Deisy Jones, Becky Martin, Maria Vencill and Garry Waggoner.

- MS in engineering management— Ramon Campos.

- MS in human resources manage-

ment— Tony Denkins.

- MS in logistics management— William Holliday, Thomas Hoskins, Nadine Kinard, Robert Loviska and Larry W. Phillips.

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- MS in management/logistics management— Benita Fay Back, Charles Bauerle, John R. Chapman, Tung Dang, Sandra Hall, Terrence Reaviel Jr. and Pamela Thompson.

- MS in materiel acquisition management— Denise L. Owens.

- MS in project management— William Colson and Julie M. Davis.

- MS in systems management/operations research— Michael Allen.

Marine Corps officer candidates attend mini-camp

Marines

continued from page 4

of them are experiencing this for the first time. So it better prepares them for the actual OCS experience.

"I came back this year as an academic instructor mainly because I learned so much while I was here last year, I wanted to help prepare the candidates in any way that I could."

Brian Akins, 25, an Atlanta native entering his senior year at the University of Alabama-Huntsville, will probably appreciate that some day. Maybe he does now, but it's tough to tell under the hot sun May 16. He is standing at attention along

with the other candidates as Nyman and Shannon give them a loud introduction to the Marine Corps way.

"I'm going to OCS in about two or three weeks, June 2nd, and I heard this was the first training we could get before we go," Akins said during a break. "We get exposed to a lot of stuff so it's not so much a shock."

And how was the training? "It's I guess enlightening would be the way to put it," he said with a smile. He's majoring in aerospace engineering at UAH, so maybe he's used to tough courses. At platoon leaders class, Akins will specialize in aviation and wants to become a pilot.

"It's about what I expected," he said of the training here, "a little bit tougher."

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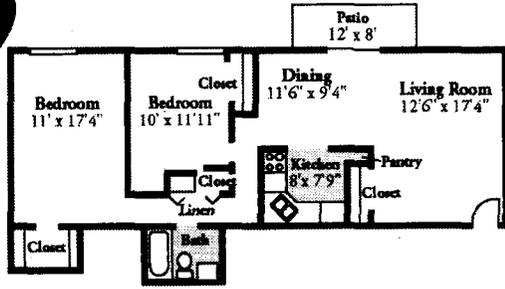
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Responsibilities include but are not limited to the following: perform journeyman level labor principally in the construction, repair, and maintenance of buildings/facilities, grounds, and streets. Serves as a lead worker in projects such as layout, foundations, form carpentry, framing, insulation, drywall, plaster, ceilings, roofs, flooring, structural steel, external trim, wall tile, carpet, and windows. Excavates trenches; spreads earth; clears debris; cuts and finishes grades and sub-grades; maintains equipment; completes cement finishing; performs demolition procedures and light welding duties; and operates motorized equipment such as motor-cranes, two-yard loaders, backhoes, and forklifts.

Minimum of qualifications: high school diploma; a total of four years work experience in at least two of the building trades; and a valid driver's license. Twenty-four hour on-call status.

Construction Technician I

Responsibilities include but are not limited to the following: participation in the construction of small and large-scale projects, including layout, foundations, form carpentry, framing, insulation, drywall, plaster, ceilings, roofs, flooring, structural steel, and external trim; participation in maintenance construction projects; assembles, installs, and repairs pipes, fittings and fixtures of heating, water, and drainage systems; troubleshooting and diagnosing equipment during malfunction and replace/repairs parts; performing welding duties; performing street construction, maintenance, and repair; completing cement finishing; inspecting and performing preventative maintenance on equipment; performing emergency maintenance; maintaining doors by installing or replacing locks, closing devices; performing small painting assignments; and performing minor repairs to chairs and seats.

Minimum of qualifications: high school diploma; or equivalent and one year's experience in one of the building trades or a related field. Twenty-four hour on-call status.

Security Technician II

Responsibilities include but are not limited to the following: install, repair, and maintain mechanical and electronic security systems including commercial hardware such as cylindricals, mortises, deadbolts, padlocks, combination locks, and exit devices. Investigate security violations; install and/or maintain stand-alone and networked computer electronic accesses, alarm systems, glass into doors and glass doors, secondary hardware such as hinges, kick plates, flush bolts, and door closures including surface mounted, concealed overhead and floor mounted, handicapped, and remote controlled. Change combinations on safes, vaults, post office boxes; performs carpentry, glazing, and machine fabrication as needed; stock essential parts; read and analyze blue prints, hardware schedules, and exploded views of lock assemblies; maintain vehicles, hand tools, and other equipment, and complete required documentation in a timely and accurate manner.

Minimum qualifications are a high school diploma or equivalent; four years experience in the installation and maintenance of security systems, including at least three years with electronic security systems; ability to be bonded; and a valid driver's license. Twenty-four hour on-call status.

Salary will be commensurate with education and experience.

**Candidates should submit a letter of application and the resume
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Redstone teen-ager wins award for video

Production of "morning broadcast" places first at statewide competition

By **BETH SKARUPA**
Staff writer

Although Amanda Loew enjoys the limelight every now and then, winning first place in a statewide competition for video production has this Williams Technology Middle School student considering making a career of staying behind the camera.

She and fellow eighth-grade classmates Jason Varnado and Justin Nabors won first place for their edition of their school's "morning broadcast" at the State Technology Fair April 23 at Alabama State University. Loew, the daughter of MSgt. William and Lisa Loew, directed the piece.

"It was amazing. Oh my goodness, we were sitting there just thinking, 'What if we didn't get this?' because we had a lot of pressure. We had to keep the routine up, since it was the third year in a row we wanted this - our school had won it the two years previous," she said. "I don't even remember what happened. I heard them call us and I screamed and ran up to the stage. I beat everyone else down there who was called."

The group had advanced to the statewide competition, sponsored by the Alabama Council for Technology in Education, after winning second place at the regional level. Loew's father commented that it was rare for the group to win first place at state after placing second at regionals.

"We're real proud of Amanda. She's got big goals and big dreams and it's our job to keep her feet on the ground.

I think a big part of it is staying focused because there are so many distractions," he said.

Loew stressed that the video production was a team effort. Despite this being her first year in the video production course taught by Robert Crump at Williams, she was chosen to be the director of the studio at school.

"I love it, I spend three hours a day in that studio. I'm in charge of everything. If something breaks, I'm in trouble," she said with a laugh. Unfortunately, she said she will not be able to continue her work next year. New Century Technology High School - which she plans to attend next year - does not offer a video production course.

The experience she gained this year has encouraged her to pursue a career in video production or film. She thinks she would like working for a television station, but she admits that "it's just fun but the stress does press down sometimes." For now, she's concentrating on completing the movie she's making which will premiere graduation day.

"It's called 'I didn't do it' and it's based on superheroes when they were in middle school. I have Shaft, Charlie's Angels, James Bond, the Brown Hornet and Fat Albert. Someone in the school is trying to flunk the whole entire eighth grade and they have to find out who did it," she said, laughing again. "It's a funny, dorky kind of thing."

Several other Williams students won awards at the State Technology Fair. First place winners include Jared Clay, Jose Mendiola and Justin Jones for web page design; Joseph Bradley, Chauncy Brown and Brandon Jenison for general applications; and Tommy Allen for multimedia.

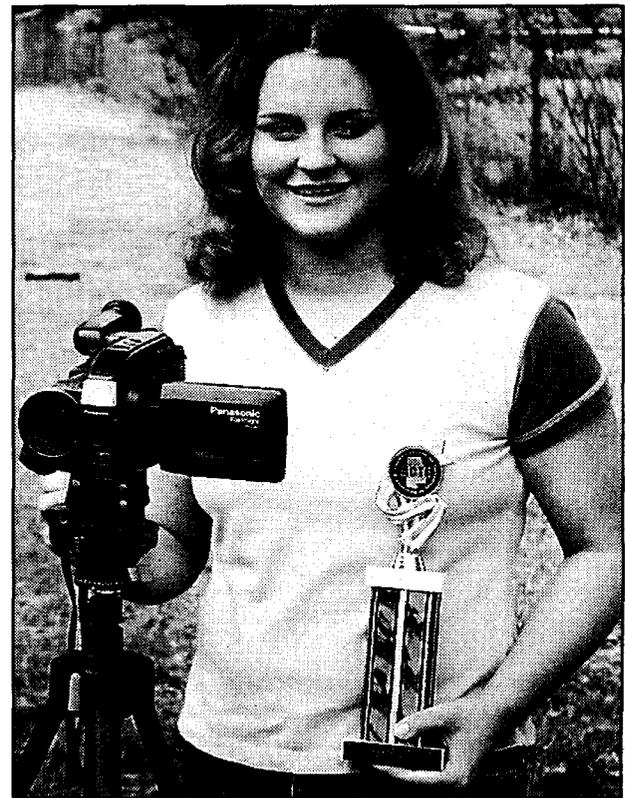


Photo by Beth Skarupa

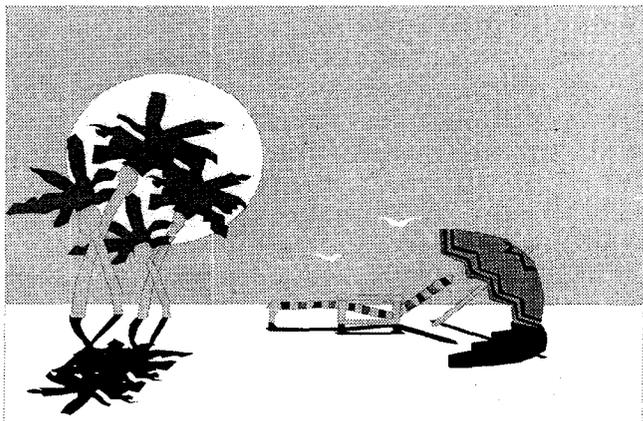
MAKING MOVIES— Amanda Loew, an eighth-grade student at Williams Technology Middle School, is ready to take on her next project after winning first place for video production at the State Technology Fair April 23. She is the daughter of MSgt. William and Lisa Loew.

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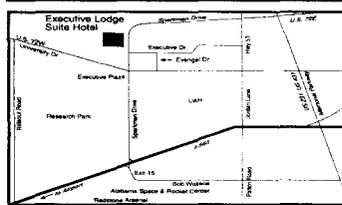
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Woman-owned small businesses win Nunn-Perry Award

By CHRISTINA RYAN

Space and Missile Defense Command

Three of Huntsville's high technology woman-owned small businesses are award winners. Nancy Archuleta, president/CEO of Mevatec Corporation, Irma Tuder, president/CEO of Analytical Services Inc., and Bobby Bradley, president of Computer Systems Technology were recent winners of the Nunn-Perry Award for outstanding mentor-protégé teams formed under the auspices of the Department of Defense's Pilot Mentor-Protégé Program.

The awards were presented during the 2001 Department of Defense Mentor-Protégé Conference in Arlington, Va., on March 21.

Crafted by former Sen. Sam Nunn (D-Ga.) and implemented by former Defense Secretary William Perry, the mentor-protégé program assists small disadvantaged business firms, 8(a) firms, and qualified organizations that employ the severely disabled in becoming successful contributors to our nation's defense. Under the program, eligible companies approved as mentor firms enter into agreements with eligible protégé firms to provide appropriate developmental assistance to enhance the capabilities of the protégé firms to perform as prime contractors, subcontractors and suppliers. DoD may provide the men-

tor firm with either direct reimbursement or credit against small disadvantaged business subcontracting goals established under their contracts with DoD or other federal agencies.

This year's winners were judged on three criterion. The Quantitative criterion included return on investment and a comparison of benefits gained to costs incurred. The Quality of Technical Assistance criterion included the appropriateness of technical assistance and the utilization of Historically Black Colleges and Universities/Minority Institutions. And last, the Results of the Protégés Development criterion included the capabilities added, certifications received, and new business/subcontracting opportunities realized.

DoD has 250 active mentor-protégé agreements. Of that total, 191 are for reimbursement and 59 are for credit. The judges received 29 nominations from DoD agencies and DoD contractors across the United States. There were 13 mentor-protégé team awards— 10 in the reimbursement category and three in the credit category. Of the 10 reimbursement winners, the Army sponsored teams received four of the awards, with half of those sponsored by the Space and Missile Defense Command.

The command utilized the Systems Engineering and Technical Assistance Contracts as vehicles to place the mentor-

protégé program agreements. Mevatec, one of the SETAC prime contractors, is the mentor to ASI, the protégé and also a subcontractor on Mevatec's SETAC team. The other winning team is Computer Sciences Corporation, who is also a SETAC prime contractor and mentor to CST, the protégé and a subcontractor on CSC's SETAC team.

The agreement between Mevatec and ASI was awarded through the Army's Mentor-Protégé 8(a) Pilot Program where a graduated 8(a) firm mentors another 8(a) firm. Since their participation in the program, ASI has experienced an employment base growth rate of 600 percent. Mevatec has awarded direct subcontracts to ASI and has provided significant un-reimbursed support to the ASI team. Mevatec's mentoring approach has provided assistance to ASI by Mevatec personnel at every level of the company. This approach was designed to ensure that the quality and depth of experience and expertise was provided directly to the ASI personnel requiring training or support. DoD's return on investment has resulted in the creation of 100 new jobs translating into a woman-owned small business sales growth of \$20 million over three years.

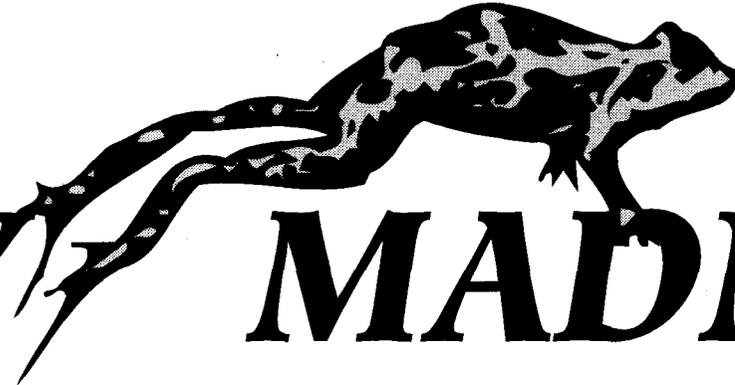
The agreement between CSC and CST has focused primarily on software development, public relations, and financial development. CST has achieved phenome-

nal growth under the mentor-protégé program. The company has created a tax base of over \$10 million. They generated over \$20 million in revenue, which is also part of the tax base and contributes to the United States gross domestic product. CST has grown from 320 employees in fiscal 1998 to over 700 employees in fiscal 2000. CST has greatly expanded its DoD work force by serving as prime for the \$2 billion Army Omnibus 2000 Logistics contract.

Another winning team with Huntsville ties, Jacobs Engineering Group/Mentor and Cape Environmental/Protégé, includes an alliance with Alabama A&M University to accomplish environmental remediation of contaminated sites on various Air Force bases.

The Mentor-Protégé Program has become one of the most important and visible programs in the federal government to aid the successful growth of small businesses. The success of the Mentor-Protégé Program is demonstrated by the technical development, employment increase, and revenue growth experienced by both ASI and CST.

Lynne Washburn of the Contracting and Acquisition Management Office (Huntsville) is the SETAC contracting officer. Christina Ryan of the Small and Disadvantaged Business Utilization Office (Huntsville) is the Mentor-Protégé program manager for the SMDC.



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Commissaries start ID 'spot checks' at door

By **CHERIE HUNTINGTON**

*Defense Commissary Agency, Eastern Region
Public Affairs*

VIRGINIA BEACH, Va.— Though the military ID card has always been the primary "passport" to commissary shopping, that passport will be required a little more often now.

Commissaries in the Defense Commissary Agency's Eastern Region have started a monthly random ID check at the door, in addition to the required ID check at the cash register, according to Region Director Patrick B. Nixon.

"These random spot checks should help deter unsponsored personnel from entering the commissary facility," Nixon said.

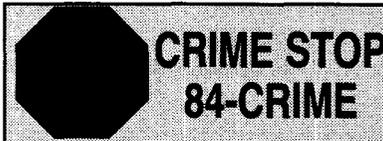
Eastern Region encompasses 105 stores in 28 states plus the District of Columbia, Puerto Rico and Iceland. The new policy applies only to Eastern Region stores that check IDs exclusively at the cash register. Some commissaries are required by their installation commanders to check IDs at the door at all times, as well as at the register, under local securi-

ty policies.

The random checks will be conducted at least one day a month for two or three hours at a time, both in the morning and the afternoon. They will be scheduled with varying days and times to avoid establishing a pattern. All patrons, except military members in uniform, will be required to show proper identification, both at the door and at the cash register.

Though visitors will continue to be allowed to accompany their sponsor in the store, the checker will remind everyone that visitors are not authorized to make purchases, and patrons are not authorized to make purchases for their guests.

In addition to the periodic spot checks at the entrance, all store directors will continue making spot checks of individuals already in the store to determine if they are authorized patrons or guests. Anyone determined to be an unauthorized shopper or an authorized patron abusing privileges through exploitation of the visitor policy will be referred to installation authorities.

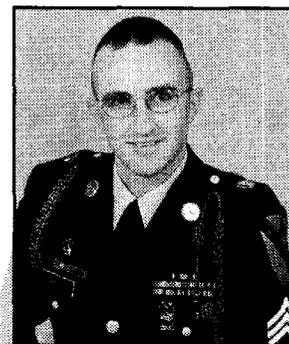


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Missile school's top enlisted soldier retiring to home front

By Sgt. SHARON McBRIDE
Staff writer

After serving 30 years in the military, CSM Collin Harewood is packing his boots away.

In a ceremony June 1 at 8 a.m., Harewood is retiring and handing over the reins as the Ordnance Missile and Munitions Center and School's command sergeant major to CSM Larry C. Taylor.

"It's time," Harewood said. But the decision didn't come without regrets.

"I'll walk away but it won't be easy," he said.

For the past year he has been a familiar face at OMMCS. Previously he held positions in Panama, New Jersey, Georgia, Germany, California and Korea. Most notably he's served as first sergeant for five different commanders, as an enlisted adviser to a commanding general, and as a garrison sergeant major, as well as command sergeant major for several organizations. They were tough jobs that kept him busy and in touch with soldiers of all ranks.

Harewood said some of his fondest memories come from when he was the commandant of the NCO Academy at Redstone.

"It's a rare occasion when an enlisted soldier gets the chance to command," he said. "It was good because I was an integral part in shaping the force. At the Academy it all came down to what you did and what you didn't do; that's what impacted a soldier's career for the next four years, until you saw them again for the next level of training."

He said other fond memories come from when he was the post sergeant major at Picatinny Arsenal, N.J. "I was



Photo by Sgt. Sharon McBride

MEMORABLE OFFICE— CSM Collin Harewood, of the Ordnance Missile and Munitions Center and School, is retiring after 30 years service. A ceremony is scheduled for June 1 at 8 a.m.

the senior enlisted adviser to three general officers." It was a job where he learned a lot, and in turn taught others.

But Harewood's career hasn't always been smooth.

In 1971 he was drafted. "I got out the following year," Harewood said.

It's when he got his discharge papers that reality began to sink in. "I thought I didn't like the Army," he said. "But I had come to like this way of life, and I just didn't know

it."

After his discharge he spent the next eight months trying to get back in, and at last in August 1973 he was successful. "I came in under my own volition, and I had a better attitude."

He kept that attitude throughout his career. As the OMMCS command sergeant major, he has had the opportunity to mentor and guide hundreds of soldiers—many of whom he plans to remain in contact with after his retirement. "Once I step away I'll still be hearing from them and them from me."

But he feels like he's leaving the school in good hands with Taylor.

"With every ending there's a beginning," Harewood said. "The individual that will replace me grew up within this organization. He was ready to become the CSM of OMMCS last year; all I was doing was keeping the seat hot for him."

"He cares genuinely about soldiers regardless of who they are. If you talk to soldiers you will find that they like the way that CSM Taylor does business."

And Harewood can now turn his attention to other things, like spending time with his family in Augusta, Ga., and maybe starting a computer business.

"In my Army career I've had to travel a lot," he said. Often his wife, Dianne, couldn't accompany him because of her health.

"Army spouses are special," he said. "Without them we couldn't reach the measure of success that we do. They are the ones who make the most sacrifices."

"The main thing I'm looking forward to is becoming a soccer granddad," he said, "and to spend good, quality time with my wife, children and the grandchildren."

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Black Hawk

continued from page 1

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Shawn Harris/ Photo Lab

New rank

Maj. Ian Klinkhammer, right, executive officer for PEO Aviation, is congratulated by Maj. Gen. Joe Bergantz, the program executive officer, upon the occasion of his recent promotion.

To get the job done, Sikorsky is participating in a first of its kind partnering agreement with Army depots.

"This is the first recap program to have the original equipment manufacturer partnering with industry and government depots to facilitate the remanufacture of helicopters," Jim Hawkins, logistic lead, Recapitalization/upgrade Program, said. "It's the best of both depots and primes, working together. The PM shop isn't in the middle. Sikorsky contracts with the depots and takes responsibility for depot performance."

Under this contract, low-rate initial production should begin in FY '04.

"Once we prove out," Lumb said, "we're looking at a \$10 billion contract for production over the next 15-20 years. The UH-60M program is the Army's No. 3 recapitalization/upgrade program. Black Hawk is a key link in Army transformation. It lifts men and materials all around the battlefield. A lot of infantrymen would be walking if not for the Black Hawk."

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Book to detail 50 years of space history at NASA's Marshall Center

The NASA-Marshall Space Flight Center Retirees Association has entered into a contract with Turner Publishing Company of Paducah, Ky., to produce a history book on the rockets and spacecraft developed by the Marshall Space Flight Center team during the past 50 years.

The working title, "50 Years of Rockets and Spacecraft in the Rocket City," depicts the scope of the publication.

"The book will be produced as a collectors' edition," Ed Buckbee, president of the NASA-MSFC Retirees Association, said. "It will include a comprehensive accounting of those technology advancements and famous space achievements made possible by Marshall and Redstone employees who helped our nation become the world leader in space exploration."

The book will include tributes, "insider" stories from the men and women who worked there, a complete roster of retirees and former Marshall employees, a chronicle report on all major programs and hun-

dreds of historical photographs.

Turner is considered the nation's leading publisher of military organizational history and pictorial books.

"We will create a coffee-table styled book with superior reproduction," Bill Schiller, editor for Turner Publishing, said. "It will be an impressive reference in style and content, and will embody a type of quality that is demanded by readers of space history."

Local freelance journalist Kari Hawkins will compile and write the history of NASA-MSFC, including the transfer of Army personnel and facilities to NASA-MSFC and including information about major programs, laboratories and program offices and unique technical problems solved in the first 50 years. Hawkins frequently writes for *The Huntsville Times*, and for the Chamber of Commerce of Huntsville/Madison County. Most recently she was the writer on the

See Book on page 18

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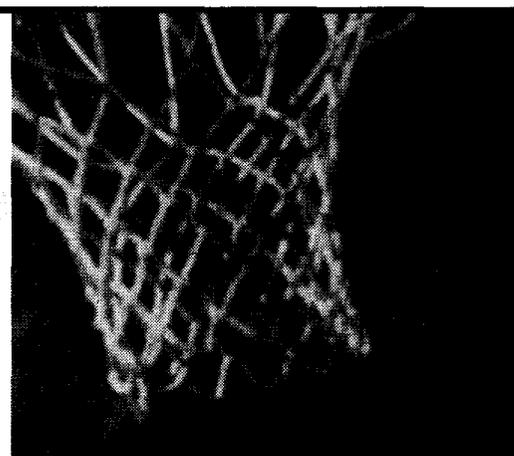
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Review

continued from page 1

employing procedures have exceeded the standards prescribed in policy.

"They have pointed to our strengths and have recommended that other organizations benchmark against us."

Last October, an Integrated Process Team, comprised of 16 representatives of several AMCOM organizations, was formed to look at process problems and systemic issues in the selection and promotion of AMCOM employees.

Their report highlighted several broad trends. The IPT found perceived and identifiable problems in the selection, equal opportunity and grievance processes and various management practices. The report also presented several recommendations, many of which the command has already implemented.

Since the report was issued, AMCOM revised its policy on merit promotions and virtually eliminated all non-competitive assignments or promotions (all temporary promotions are now competitive); the use of matrices and standardization in crediting education, training and awards are now mandatory in the selection process; and training on the selection process is also mandatory. In an effort to improve communications between managers and employees, three Town Hall meetings have been held in the last seven months.

Additionally, the command has taken many other significant steps to ensure equity in personnel processes. According to Sullivan the command has made substantial progress over the last two years toward attaining a diverse work force that reflects the demographics of the local labor force. A comparison shows that AMCOM has a minority population of 27.5 percent compared to the local civilian labor force of 21.3 percent, and has a work force population that is 39.2 percent female while the local civilian labor force is 44.6 percent female.

Booz-Allen & Hamilton was hired in February to provide an independent assessment of the command's promotions and personnel processes.

"Even though we have been looked at by many agencies, we wanted an outside look by an expert firm to compare us with corporations and their best practices," Sullivan said. "I will review in detail and aggressively follow-up on the results of the Booz-Allen & Hamilton report. I want to do what is right for our employees and anticipate we will develop several action plans to implement many of the study's recommendations."

The report was scheduled to be delivered May 21 and discussed at yesterday's Town Hall.

Future town hall meetings and other communication methods will be used to keep AMCOM employees informed.

The Executive Summary of the study will be available on the Team Redstone web site: www.redstone.army.mil.

■ Personnel processes tracked over past two years

Timeline

continued from page 1

- Sept. 1, 1999— All vacancy announcements are listed on command internal web site and in the Redstone Rocket. Announcements are updated weekly.

- Sept. 20, 1999— Open Forum session (open to all AMCOM employees) is held to deal exclusively with issues regarding personnel and equal employment opportunity processes.

- Oct. 1999— Commander's Policy on Merit Promotion is revised requiring commanding general approval of non-competitive promotions based on job upgrades and requiring managers to prepare selection documentation (matrices) comparing qualifications of all candidates. (AMCOM is only command in Army Materiel Command that requires this.)

- November 1999— Detailed selection guidance/guidelines are provided to all selecting officials to ensure proper consideration and notification.

- Oct. 5, 2000— Integrated Process Team, comprised of 16 representatives of several AMCOM organizations, is established to look at systemic issues and process problems.

- Oct. 24, 2000— Town Hall meeting (open to all AMCOM employees) held to discuss various personnel and resource issues.

- Jan. 2001— Commander's Policy on Merit Promotion is revised increasing

competitive requirements for short-term temporary assignments (virtually eliminates all non-competitive promotions or assignments).

- Feb. 8, 2001— Integrated Process Team releases report. Based on findings, new policies and procedures are implemented: temporary promotions are now competitive; use of matrices and standardization in crediting education, training and awards are mandatory in selection process; training on selection process is mandatory.

- Feb. 8, 2001— Higher headquarters authorizes AMCOM to contract with independent firm to conduct assessment of promotions and personnel processes.

- Feb. 14, 2001— Town Hall meeting (open to all AMCOM employees) discusses hiring, future strength levels, various issues. Very few questions regarding personnel processes.

- Feb. 28, 2001— Booz-Allen & Hamilton Inc is hired to conduct independent assessment of promotions and personnel processes.

- Between September 2000 and present— 176 questions raised by employees via email, telephone hotline, Town Hall meetings and Open Door Sessions are responded to. Questions/answers put on AMCOM intranet and available to all employees.

- Since October 1999, 28.2 percent of all permanent promotions were to minority employees: October 1999 to September 2000— 27.1 percent; and from October 2000 to March 2001— 31.6 percent.

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Retiring librarian shares memories
of 41 years at Redstone Arsenal

Beyond the books

By SANDY RIEBELING
Staff writer

As Norma Harkness begins packing her personal belongings into boxes, she realizes there's not a box big enough to pack the memories she's collected over the past 41 years as a librarian for Redstone's general library.

"I remember one of the first Christmases I worked here," Harkness said. "Back then, we were open on every holiday and since I was the new person, I had to work Christmas and Thanksgiving every year. But that year, there was this terrible ice storm so I called to see if we were going to open the library. I was told that it didn't matter how I got there but the library would be open."

Harkness laughed about risking life and limb to get to the library only to find the lock iced over. She flagged a passing MP who was able to thaw the lock with a lighter.

"Not long after we opened, the RASA commander came by probably to make sure we were open," she said. "He was the first one through the door. He crossed an icy patch out front, fell flat on his can, busted himself pretty good then looked at me and said, 'Close this damned place down.'"

Harkness, a few days after her April 30 retirement, sat among the stacks in the library and reminisced about her years at Redstone and all the people who have come and gone.

"There have been so many changes," she said. "When I first got here there were four or five full-time soldier library tech-

nicians and 10 part-time GIs who got paid 50 cents an hour—it was a little extra spending money for them—and we were open 9 a.m. to 10 p.m. seven days a week. We wore blue uniforms with caps. The soldier population was huge."

It is the soldiers and patrons she will miss most. During the Vietnam era, Harkness remembers working with the other librarians to teach many soldiers how to read and write.

"They were here for the missile school," Harkness said. "We'd have soldiers come in and ask for help. We realized they were almost illiterate. They needed the skills to get through school. We had two ex-teachers working here at the time and we taught a lot of soldiers how to read and write."

Another soldier, visiting the library on Christmas day while Harkness was working, asked where her dinner was. She remarked about eating a cheese sandwich later.

"We can't have that," he said. So he went over to the mess hall, told the cooks about my little sandwich and he brought me back a huge dinner—turkey, dressing, cranberry sauce, vegetables—everything under the sun," Harkness said. "People have been so good to me over the years. If it hadn't been for them, I wouldn't have stayed this long."

The business side of the library was the struggle for Harkness. Every time a budget cut or a reduction in force came about, the library was the first to feel the pressure. The staff dwindled, the operating

Please see Librarian on page 16



Photo by Sandy Riebeling

PACKING UP— After 41 years as a general librarian at Redstone, Norma Harkness clears out her office and says goodbye. Harkness retired April 30.

Page 15 The Redstone Rocket May 23, 2001



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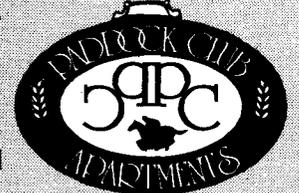
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Troop volleyball standings updated

Here are the troop volleyball standings as of May 16:

Eastern Conference— NCO Academy (8-0), Marines (6-2), Delta Company (5-

3).
Western Conference— Bravo Company (3-5), Headquarters & Alpha Company (1-7) and Charlie Company (1-7).

■ Librarian retires after 41 years

Librarian

continued from page 15

hours were cut, again and again and again. The Army suggested closing the library in 1990. Harkness credits Judy Link, wife of former Redstone commander Jim Link, for keeping the doors open.

For several years, Harkness, succeeded by Young Walker, has been the only librarian, working with devoted volunteer Mary "Bett" Hunter.

"She's been with me since '94," Harkness said. "She's outstanding. When I was out with pneumonia for several months, I had to close the library. She came in and opened it a couple hours every day to keep up with things and help the patrons."

Staying 41 years in government service was very comfortable for Harkness who comes from a long line of civil servants. Born and raised in Vicksburg, Miss., Harkness grew up watching her

mother work in the federal courts and her father as a deputy clerk of court. Her grandfather was a collector of customs and her great grandfather clerked during his service in the Civil War. Her brother is a civilian employee for Kirtland Air Force Base, N.M., while her stepbrother served as press secretary to Harry Truman. Harkness is proud of the more than 300-year tradition of civil service.

Now that her daughters Lee and Leslie are grown and out of college, Harkness figured it was time to retire and spend some quality time with her husband, Lewis, retired Army and retired federal civilian. She was also able to help Lee with arrangements for her wedding a few weeks ago and swears, "I'll send the other one to the courthouse for her wedding."

"I guess we'll do some traveling," Harkness said of her newfound freedom. "And I'll finally have a chance to catch up on my reading."

Opportunity takes flight with Space Camp scholarship awards

Essay competition sends 10 winners to camp in June

By SANDY RIEBELING
Staff writer

Creative answers to the question, "Why I want to go to Space Camp" earned 10 local students a one-week scholarship to the Space Camp program at the U.S. Space and Rocket Center.

"When I got the phone call about the scholarship, I was so excited I was jumping up and down," Janice Lopez-Hardin, sixth-grader from Westlawn Middle School, said. "Last year the fifth-grade was supposed to go. They said it was a once in a lifetime opportunity, but the trip got canceled. This is my second chance and I can't wait."

Maj. Gen. Al Sullivan, commander of Aviation and Missile Command and Redstone, congratulated the winners at an awards ceremony May 16 at the Challenger Club.

"You paid a price for this opportunity," Sullivan told the students. "Writing an essay can be a daunting process. You all have done a masterful job of pulling it together. I think the reward will be well

worthwhile."

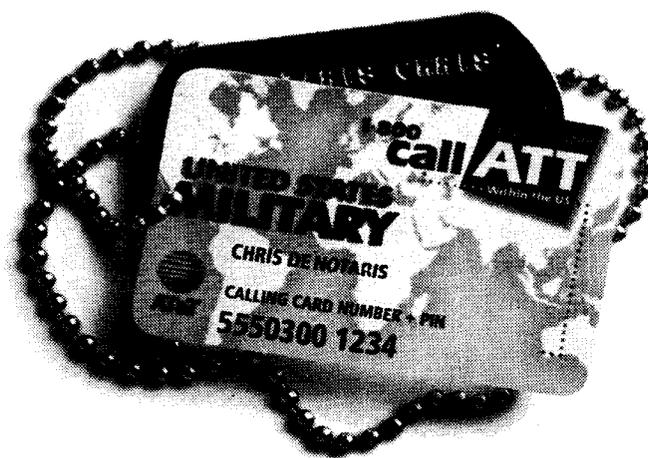
Susan Carr and Phyllis Montgomery co-chaired the 17th annual volunteer-run scholarship program, sponsored by the Army Community Service Education Committee. Several organizations donated the money to send a total of 10 students to Space Camp, Space Academy or Aviation Challenge, depending on the student's age.

Some 56 essays were entered for judging in March. Each contributing organization provided one judge to read and score the essays independently. Scores from all the judges were then compiled and the top 10 essays selected.

"Phyllis and I were glad we weren't judges," Carr said, "because we were reading some of the essays and they were very good. It was nice for me to be a co-chair this year though—to sit on the other side, so to speak. Both my daughters have tried for scholarships. One got it; the other one didn't. It's interesting to go through the competition process."

Criteria for judging included content, creativity, neatness, spelling and grammar. The following are excerpts from some of the winning essays.

See Winners on page 22



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B O U N D L E S S

Marines put muscle behind Habitat for Humanity effort

Home-building program gets boost from reservists

By Maj. SAMUEL HEPBURN
Kilo Battery, Huntsville Marines

Habitat for Humanity is world famous for its goal of building affordable housing for those who would otherwise never be able to purchase a home of their own. The program relies on thousands of volunteers throughout the country for support in building low-cost affordable housing. But even with that small army of volunteers, Habitat for Humanity must occasionally turn to other sources of manpower for additional support.

That's when the Marines of Kilo Battery of Huntsville went on the offensive. Asked to assist in the offloading of four tractor-trailers filled with donated building materials, mostly from the local Home Depot stores, Kilo Battery deployed 10 Marines to provide the required manpower.

"In the month of May we normally volunteer to help Habitat for Humanity in the construction of new homes," Maj. John Sappenfield, inspector-instructor for Kilo Battery, said. "But since there is not construction currently scheduled, we'll give them a hand this month and then be there for them in September or October

when they're ready to begin housing construction. It'll be a tough assignment for us this month since we're extremely busy this drill weekend with embarkation requirements for our live-fire exercise next month in 29 Palms, Calif., but we'll make it happen."

And make it happen, they did. Ten Marines, under the guidance of SSgt. Jim Whittkop, made quick work of a difficult job of unloading the tractor-trailer full of un-palletized material May 12.

"We couldn't have done it without them," Ray Frye, restoration manager for Habitat for Humanity, said. "They all had great attitudes and were extremely helpful, really hard workers."

In September or October, the Kilo Battery will be back in action with its annual commitment to helping Habitat for Humanity with the construction of new homes for Huntsville area residents.

"We just want to do our part in giving back to the Huntsville community that has done so much to support us," Sappenfield said. "And the Marines really enjoy being able to help out in a productive manner."

Editor's note: Hepburn is officer-in-charge of the peacetime/wartime support team for Kilo Battery, 4th Battalion, 14th Marines, Marine Corps Reserve Training Center in Huntsville.



Photo by SSgt. Jim Whittkop

HELPING HANDS—Marines of Kilo Battery relax after finishing their work at Habitat for Humanity. Kneeling, from left, are Lance Cpl. Adam Stevens, Lance Cpl. Travis Stokley, Cpl. Jeffery Eckel; and standing are PFC William Howard, Lance Cpl. Jason McGee, PFC Robert Martin, Lance Cpl. Larry Gordon, Cpl. Jeffery Hall and Lance Cpl. Jamel Lloyd.

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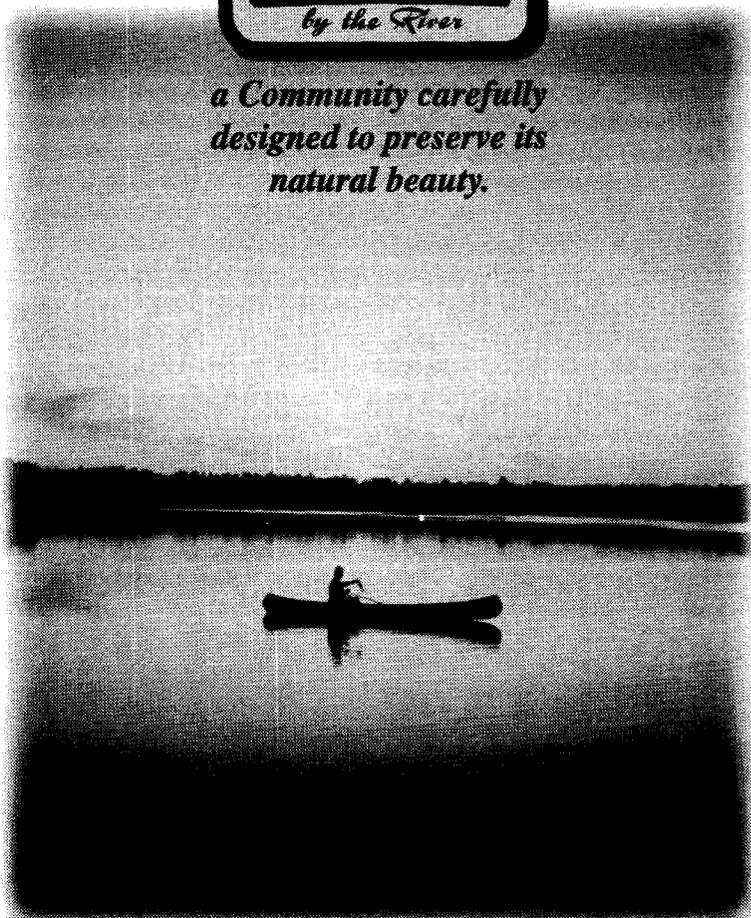
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Input due July 30 for book on space history

Book

continued from page 13

Chamber's coffee-table book "Huntsville/Madison County: To the Edge of the Universe."

"Every Marshall alumni is a vital part of this history as are the U.S. Army personnel who worked on programs in the 1950s," Buckbee said in a letter to retirees. "Your help is needed to ensure that this publication is as complete and accurate as possible. We are asking all retirees and former employees to submit for consideration by the editors your personal account of an event or events that was personally memorable to you and contributed significantly to Marshall's space flight accomplishments. Stories should be brief— between 500 and 1,000 words – descriptive experiences, which can be anecdotal in nature, highlighting your personal experience in the program you choose to write about.

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responding caption. All submitted material will be returned to its owner after the book is completed. There is no requirement to buy; however the Association is encouraging everyone to reserve your personal copy of this collectors' edition which is available for \$34.95. Your advance orders will help increase the scope and size of the book."

The goal is to have the book released by the end of the year. Stories and orders must be submitted by July 30 to Turner Publishing Company, Attn: NASA-Marshall SFC Retirees Book, 412 Broadway, P.O. Box 3101, Paducah, Ky., 42002-3101, telephone (270) 443-0121 and e-mail turnerpc@apex.net.

"This book is likely to become the space history book of the future not only for members of the Marshall team, friends and families but space buffs and historians as well," Buckbee said. "Through your participation, we are preserving the Marshall team's legacy of 50 years of exploration of space for peaceful purposes."

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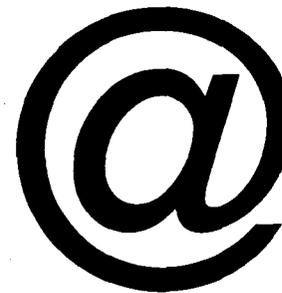
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Redstone team deters workplace violence

Supervisors and employees trained to promote safe work environment

By BETH SKARUPA
Staff writer

Just say the words "violence in the workplace" and people conjure up images of disgruntled employees barging into offices armed with rifles as co-workers dive under their desks. To prevent such violence at Redstone Arsenal, supervisors and employees need to know how to promote a safe and healthy work environment.

While homicides and suicides receive the most media coverage, more common incidents of workplace violence include physical assault, threats, stalking, harassment, intimidation, verbal abuse, sabotage of operations and destruction of property.

"Redstone is a microcosm of society at large and as such it has similar problems. We've been fortunate that we have not had any death in the workplace on the Arsenal," Marshall Reiss, an employee assistance professional in the Alcohol and Drug Prevention office, said.

Although Reiss has not seen an increase in the identification of problem employees, he and fellow EAP Rosalyn Massie are seeing more people come to them with job stress related to cross-leveling, downsizing and outsourcing.

"I know frustration has increased. There have been incidents of people screaming and some threats toward others, but that's as much as there's been," Reiss said. "I think the program here is keeping the incidents from actually happening."



Photo by Beth Skarupa

WORKING IT OUT— Marshall Reiss, left, and Rosalyn Massie, employee assistance professionals in the Alcohol and Drug Prevention office, discuss plans for this month's training session on suicide prevention and violence in the workplace.

Two years ago Redstone developed a program as a proactive approach to avoid violence in the workplace, Reiss said. Referred to as the Redstone Arsenal R-TEAM, the Redstone Threat Evaluation, Assessment Management program focuses on violence prevention and incident management.

The R-TEAM leader is the director of personnel and training. Team members include the alcohol and drug control officer, the civilian personnel officer, the provost marshal, legal, public affairs, safety, the commander of Fox Army Health Center, the chief of behavioral medi-

cine, the post chaplain, the employee assistance professionals and the labor unions.

"A lot of incidents have been avoided by virtue of the R-TEAM," Reiss said.

The program is the basis for the suicide prevention and violence in the workplace training Reiss offers every third Tuesday of the month in room A-241 of building 5250.

The training teaches supervisors, managers and employees to be alert to behavioral indicators, to gather and document relevant information, to accurately determine risk and exposure, to perform key actions to effectively and safely resolve a situation, and to know the resources to call to defuse and deflect potentially violent situations.

"They learn to look for changes in behavior. If you have an employee who is mild mannered and then you suddenly see mood changes — they're having crying spells or being disruptive, anything out of the norm — it's a red flag to management to refer them to us as a troubled employee," Ruby Turner, alcohol and drug control officer, said.

Managers are encouraged to take advantage of the classes so they will know what to do if they have a problem employee. Turner stressed that her EAPs are available to counsel people who are having emotional problems, family problems, stress, financial problems, or other problems and are not just for people having problems that involve alcohol or drugs.

"If a lot of managers would take advantage of these classes, they could probably take advantage of what we

See Violence on page 22



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BOUNDLESS

Personnel actions going online with 'Modern' system

By JANICE MARSH
Civilian Personnel Operations Center

It's been a long time coming. For over a year, employees of the South Central Civilian Personnel Operations Center, located at Redstone Arsenal, have been anxiously anticipating the arrival of the Modern Defense Civilian Personnel Data System.

The new system is the result of a 1994 decision that mandated the development of a single automated civilian personnel data system for all components of the Department of Defense. The magnitude of the changes and the large population base to which it must be applied necessitated a phased deployment schedule throughout the Department of Defense.

The Pacific Region, headquartered in at Fort Richardson in Anchorage, Alaska, was the first Department of the Army personnel centers to convert to the Modern system in October 1999. They were followed by the Southwest region at Fort Riley, Kan., the North Central region at Rock Island, Ill., the Northeast region at Aberdeen Proving Ground, Md., the West region at Fort Huachuca, Ariz., and, most recently, on April 27, the National Capital region at Fort Belvoir, Va.

We were to have been the fourth region to convert to the Modern system in Febru-

ary, but we were taken offline in January while the DoD and computer programmers fine-tuned the system. The South Central region will begin the conversion process to the Modern system Friday. A cadre of 33 information technology and personnel professionals will be here for about two weeks to help us convert to the new personnel database system.

In order to effect the conversion, the current system will be shut down today. There will be no automated personnel processing capability in the South Central Region until we are live on MDCPDS, on or about June 8. In other words, after today, the SC CPOC, the 15 Civilian Personnel Advisory Centers (CPACs) in the region, and all organizations serviced by the CPOC, will no longer have access to the Functional Process Improvement suite of software tools, commonly referred to as FPIs or PPIs (PERSACTION, COREDOC, REGIONAL, and TRAIN).

Unlike the current system, which is centrally maintained in San Antonio, the new system is going to operate in a network environment with the database maintained on servers at the respective civilian personnel operations centers. One of the most visible advantages of the new

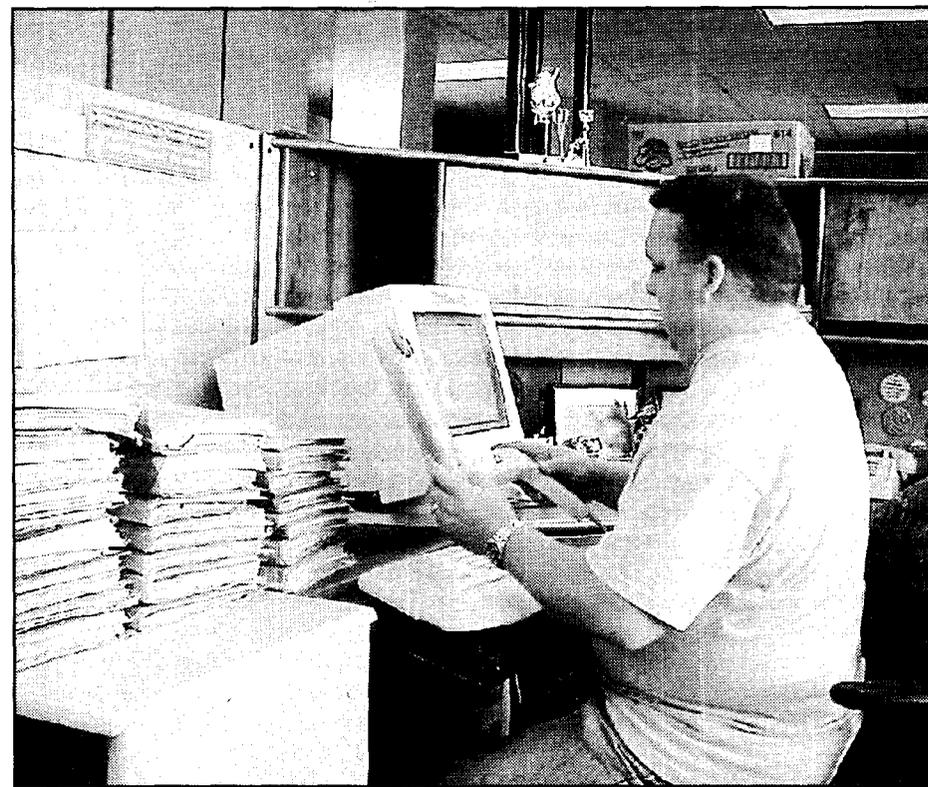


Photo by Louise Olszewski/ CPOC

PAPER TRAIL— Michael Burns, of the South Central Civilian Personnel Operations Center's Management Support Office, uses a bar code reader to check official personnel folders into the OPF Tracker System. The center recalled official personnel folders from their serviced organizations in preparation for the conversion from Legacy to Modern. Information in the folders will be used to verify data during the conversion. The center maintains more than 32,000 official personnel folders for the south central region.

See Modern on page 21



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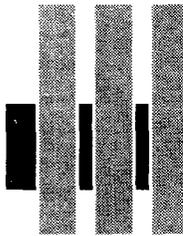
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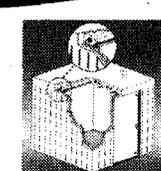
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As see on HGTV's Hometime®

■ Conversion slated for online personnel system

Modern

continued from page 20

system is that it gives employees a "point and click" windows environment.

"It's got a relational database, thus reducing or eliminating duplicate entries or redundant operations. It provides real-time access to information; whereas under the current system, you have to wait 24 hours for the information to be processed," said Mike Mohlere, deputy CPOC director, and program manager for the new system in the seven-state South Central region. "As you might imagine, the Modern system is a lot more user friendly than the one developed using 1970s technology."

The more than 200 CPOC workers will be the most frequent users, since they are the ones who actually process personnel actions. Employees at the CPACs, as well as supervisors and managers, albeit less fre-

quently, will also use the Modern system.

"The automation features of the Modern system will help management officials fulfill their personnel management duties more quickly and efficiently," Mohlere said.

As difficult as the delay may have been for everyone involved, we believe DoD and Army leadership demonstrated their commitment to align program priorities with customer needs when they decided to delay deployment of MDCPDS. There will be an adjustment time for converting from the legacy system to the Modern system.

"While the deployment of this new automated system may be disruptive in the short-term, we believe it will ultimately pay dividends for all," Mohlere said. "Our ultimate goal is to implement a modern personnel system that will serve as a platform for 21st century technology and that is truly responsive to the needs of our customers."



Mary Petty/ Photo Lab

And they're off

Runners begin the Command Group Fun Walk/Run, an Army Emergency Relief fund-raiser, May 16 near the Sparkman Center.

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■ Ten youngsters win trip to Space Camp

Winners

continued from page 16

"From the first time I set eyes on the U.S. Space and Rocket Center in 1996 I wanted to be an astronaut, from the feeling I get when they announce on the news the new technology that NASA is using to improve space travel, I knew that this would be my role, my occupation. Seeing those towering spacecrafts and those heavy suits that I



Photo by Sandy Riebeling

HAPPY CAMPER— Space Camp scholarship winner Janice Lopez-Hardin talks with program coordinator Susan Carr before the awards ceremony May 16 at the Challenger Club.

would someday wear I knew that I needed to go to Space Camp and set a foundation for my future career, to see first hand what it is like to be an astronaut..." wrote Nestor Santos Jr., eighth-grader at Westlawn Middle School.

Michelle Kimbrough, eighth-grader, Williams Technology Middle School, crafted her entry as a thank-you note from the future, written as she prepares for her upcoming space mission. "I would like to thank you for sending me to Space Academy 10 years ago. Now I am going to be one of the first astronauts on Mars. I am an aeronautical engineer and will be making sure everything is OK with the X-045 and its components. It's a really great challenge and privilege for me..."

In preparation for the Space Camp experience, corporate executive officer of the U.S. Space and Rocket Center retired Brig. Gen. Larry Capps attended the ceremony to give the students a bit of insight into their summer mission and to hand out camp hats. The students will attend Space Camp June 10-15.

Space Camp scholarship winners, grades 4-6, include Janice Lopez-Hardin, Casey Loscudo, Rita Weinzettle, Nicole White and Jennifer Lynn Wiley.

Space Academy scholarship winners, grades 7-8, include Michelle Kimbrough, Siobhan Mary O'Reilly and Nestor Santos Jr.

Aviation Challenge scholarship winners, grade 9 and above, include Joshua Cobb and Patrick Petersen.

Contributing organizations to the scholarship program include the Enlisted Spouses' Club, Association of United States Army, Officer and Civilian Women's Club, Redstone Arsenal Sergeants Major Association, Thrift Shop, United Services Planning Inc. & Independent Research Agency for Life Insurance Inc., and Air Defense Artillery Association.

■ Stress can lead to workplace violence

Violence

continued from page 19

know. A lot of times managers don't know what to do. If they use these services, they could avoid a lot of headaches with employees by knowing what to do for them," she said.

Supervisors, employees and managers can attend any monthly training session on a walk-in basis. On site training also is available. As long as 5-7 managers or employees are scheduled to attend, an EAP will come to your workplace. Massie also offers stress management training.

'A lot of incidents have been avoided by virtue of the R-Team.'

— *Marshall Reiss
Alcohol and Drug
Prevention office*

"Stress destroys your health, period. You'll wind up having more medical illnesses from stress, so if you learn how to manage it you will be healthier. It can affect your job performance in other ways, too. I mean, if you have a headache from stress you can't do your job as well," Massie said.

The counseling services of the alcohol and drug control office are available to all active duty military and their family members, Department of Defense employees and their family members, and military retirees. Supervisors can pick up R-TEAM manuals at building 3204. For more information, call Reiss 955-0748 or Massie 842-9896.



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B O U N D L E S S

Sports & Recreation

Swimming pools

Redstone swimming pools are scheduled to open at 11 a.m. Saturday. Pool 1 (Vincent Drive) will be open each day except Mondays; Pool 2 (Challenger Club) will be open each day except Tuesdays; and Pool 3 (Goss Road) will be open each day except Wednesdays. Daily hours of operation are 11 a.m. until 7 p.m. Season swim passes are on sale at Outdoor Recreation, building 5129, from 9:30 a.m. to 5 p.m. daily; and at the Recreation Center, building 3711, from 1:30-8 p.m. Wednesday through Friday, 10 a.m. to 4 p.m. Saturday and Sunday. Family season passes are \$45, individual season passes \$35. Daily admission for non-season pass holders and guests is \$2, and must be purchased as you enter the pool. For more information, call Outdoor Recreation 876-6854/4868.

Swimming lessons

Registration for swimming lessons for

active duty military families began May 21 from 11 a.m. until 4 p.m.; bring proper identification. All other eligible patrons may begin registering Thursday. Each session consists of eight lessons in a two-week period and costs \$15 per session. The first session starts June 4 and the last session ends Aug. 10. Registrations take place at Pool 3 (Goss Road); call 876-6713. For more information, call Outdoor Recreation 876-6854/4868.

Golf benefit tournament

Teledyne Brown Engineering will sponsor the fourth annual Golf for Kids Classic on June 13 at the Hampton Cove Robert Trent Jones Golf Trail. Registration is 11:30 a.m., with a shotgun start at 1:30 p.m. All proceeds will benefit The Caring House, a children's bereavement program under Hospice Family Care. The entry fee is \$100 per player and includes greens and cart fees, prizes, golf shirt, driving range and balls, dinner, and a \$50 tax deduction. For registration forms or additional information, call Dave Roesler, Teledyne

Brown Engineering, 726-2929 or Bill Boddin, Command Analysis Directorate, 313-0373.

Nashville tour

Join the Recreation Center on a tour to the Nashville Flea Market, Saturday. The May Flea Market is one of the biggest of the year with hundreds of vendors both indoors and outdoors. You can find just about anything you want and the price is usually negotiable. The tour departs from the Recreation Center, building 3711, at 8 a.m. and returns about 6 p.m. Cost is \$12. To sign up, stop by the Recreation Center Wednesday through Friday from 1:30-8 p.m. or Saturday and Sunday from 10 a.m. until 4 p.m. For more information, call 876-4531 during operating hours.

Golf championship

Redstone Golf Course will hold a Men's and Women's Handicap Golf Championship, June 2-3 from 7 a.m. to 1 p.m. Senior division (50 and above) will play from the gold tees. Prizes will be awarded

for "closest to the pin" and "long drive" contests in all divisions on both days. The number of flight prizes awarded will be determined by the number of participants and door prizes will be given at the awards ceremony (must be present to win). A meal will be held immediately after play that Sunday. There will also be free beverages and soft drinks on both days. Total cost per player is \$45 and golfers must be registered by close of business May 28. For more information or registration, call the Redstone Golf Course 883-7977.

A&M 10K

The 30th annual Alabama A&M 10K road race will be held at 8 a.m. June 9 on the A&M campus. For registration and information, call Brian Toland 881-1659.

Conferences & Meetings

Training seminar

The annual Blacks In Government (BIG) See Announcements on page 24



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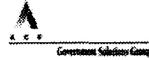


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Announcements

Professional Development Seminar will be held Dec. 6 at the Tom Bevell Center for a cost of \$125. "For planning purposes, please ensure the seminar is posted to your Individual Development Plan," a prepared release said. For more information, call 551-7230 and leave a voicemail. Your call will be returned.

Engineering management

American Society for Engineering Management 2001 Conference will be held Oct. 11-13 at the Huntsville Marriott. For more information, call Angel Armstrong 842-9416.

Federal bar group

The North Alabama Chapter of the Federal Bar Association will present Fred Simpson, local attorney, at its monthly luncheon meeting, May 31 at 11:15 a.m. at the Officers and Civilians Club. Simpson will speak on his book, "Sins of Madison County." Call Laura Owens 842-0543 for reservations.

Battle lab presentation

The Redstone Arsenal-Huntsville Military Operations Research Section (RAHMORS) will have a presentation on the Utility of Space-Based Radar Utilizing Army Force-on-Force Models by Martin Goodman, SMDC Battle Lab. The meeting will be May 30 at the Officers and Civilians Club in ballroom 3 from 11 a.m. to 12:30 p.m. (presentation will begin at

11:45). Upon arrival, attendees should proceed through the regular food line on the first level and carry their food to ballroom 3. The Studies and Analysis Division of the Space and Missile Defense Battle Lab, led by division chief Iris Prueitt, conducted studies to assess the value added of space assets and how potential space technologies may support the warfighter. This presentation will focus on these and future studies as well as the Space and Missile Defense Battle Lab capabilities within the ORSA arena.

Intelligence group

Tennessee Valley Chapter of the National Military Intelligence Association and the North Alabama Chapter of the American Society for Industrial Security will hold a luncheon at 11:30 a.m. Thursday in room 4 of the Officers and Civilians Club. Retired Lt. Gen. Jim Link is to speak on "Leadership in the Workplace." Members, guests and interested persons are invited. Self-serve at the lunch line and then proceed to room 4. For reservations or more information, call George Lewis 830-3809 or Carlene Osmer 890-3303.

Defense intelligence conference

The Defense Intelligence Agency director, Vice Adm. Thomas Wilson will provide the keynote address for the Missile and Space Intelligence Center's "Critical Mobile Missile Targets Conference," June 5-7 at the Richard C. Shelby Center for

Missile Intelligence on Redstone Arsenal. For more information, call 313-7232.

Retired officers

The Retired Officers Association will hold its monthly luncheon meeting at 11 a.m. May 30 at the Officers and Civilians Club. The scheduled speaker is Keith Larson, talk show host, WVNN Radio. For more information, call retired Navy Cmdr. Matthew C. F. Boenker 885-4274.

Sergeants major

The Sergeants Major Association will hold its monthly meeting June 21, from 6:30-7:30 a.m. at the Radisson Suite Hotel on South Memorial Parkway.

Federal women's program

The Federal Women's Program Managers in the Huntsville/Redstone Arsenal community have scheduled a meeting for employees interested in revitalizing the North Alabama Chapter of Federally Employed Women. The meeting is today at 11:15 a.m. in building 5302, room 2142 at the Sparkman Center. This invitation is extended to all federal employees regardless of grade, race, sex, or national origin. For more information call Mary Peoples 955-4275, Becky Miller 876-8946, or Demetria Cruz 895-1575.

Parents council

The Parent Advisory Council (PAC) meeting will be held 11 a.m. May 29 at Bicentennial Chapel. This month's meeting will

include a tour of Child and Youth Services facilities. For more information, call Anita Epps 895-4483.

Miscellaneous

Aviation scholarship

The Redstone Chapter of AHS (American Helicopter Society) International is sponsoring a \$2,000 scholarship for academic year 2001-02. The intent of this award is to encourage and assist an upperclassman or graduate student to pursue an engineering career in the fields of rotorcraft, vertical takeoff and landing aircraft, or fixed wing aircraft. Recipients must be a college junior, senior or graduate student from the Redstone Chapter region, and an AHS member or immediate family member of an AHS member and registered as a full-time student at an accredited school of engineering. Applications and instructions are available for download at www.corridorofexcellence.com. Deadline for applications is Friday. For more information, call Steve Parker 864-8347.

Youth volunteers

The Red Cross Youth Program at the Fox Army Health Center is about to get under way and will provide valuable experience to teens. The youth volunteers will be staffed throughout the health center and

See Announcements on page 25



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assist in clinics, the records room, and in other areas. This is an excellent opportunity to find out just how rewarding volunteer work can be, as well as find out how the various clinics operate. Teen-agers 14 or older with valid military ID cards are eligible to participate in the program. Those interested in volunteering must call the Red Cross 536-0084, extension 210 to pre-register and then attend a training meeting to be held at the Red Cross Chapter House at 1101 Washington St. on May 31 at 9 a.m. All rules will be explained at that time and registration forms for them to fill out will be available. Parents are encouraged to attend the meeting with their teen-ager. Placement in the program will take place within one week of each meeting.

Shirt fund-raiser

The Missile Guidance Directorate of Aviation and Missile RDEC is sponsoring a Redstone Arsenal shirt sale to help in the Army Emergency Relief campaign. This year the sale includes three different types of shirts: Men's (three button) short sleeve Munsingwear Polo shirt in six different colors (steel blue, white, burgundy, butter, slate green, and sage), price each is \$28, sizes from small to XX-large; Ladies (two button) short sleeve Outer Banks Polo shirt in five different colors (bright red, jade, purple, sports gray, and white), price each is \$26, sizes from small to XXX-large; and Gildan T-Shirt in five different

colors (charcoal, sand, white, sapphire, and eggplant), price each is \$12, sizes from small to XXX-large. There is an extra charge for all 2X and 3X shirts. All three shirt types will have the words "Redstone Arsenal Alabama" embroidered in black thread on the upper left breast of the shirt. To order your shirt, call Peggy Derbyberry 876-3580.

Poppy sale

The Buddy Poppy Campaign benefits needy veterans. Members of Veterans of Foreign Wars of the United States, Post 5162 will be distributing Buddy Poppies at the One Stop, Post Exchange and Commissary on May 25-28, Memorial Day weekend, during normal hours of operation.

Class reunion

The J.O. Johnson High School Class of 1976 will hold its 25-year reunion on the weekend of June 30 in Huntsville. For more information, call Brian Gody (256) 233-6249.

Car sales lot

Beginning June 1, the U-Sell car lot in the Post Exchange parking lot will be operated by the Better Opportunities for Single Soldiers Committee. As of that date, there will be a charge of \$10 per month to park your vehicle in the lot. You may register your vehicle and pay your fee at the Recreation Center (building 3711) from 1:30-8 p.m. Wednesday through Friday, from 10

a.m. to 4 p.m. Saturday and Sunday, or at Outdoor Recreation (building 5129) from 9 a.m. to 5 p.m. daily. Money collected will be used by the BOSS Committee to enhance social and recreational activities for single soldiers on Redstone Arsenal.

Newcomers' orientation

Learn about Redstone Arsenal by attending the Newcomers' Orientation at 8:30 a.m. June 5 at building 3447 and earn MWR bucks. The orientation features speakers, a bus tour of Redstone Arsenal, information booths, and MWR bucks for each participant. MWR bucks are redeemable for services at all MWR activities including post restaurants. Free child care is provided at the Child Development Center, building 3145. Attendance is mandatory for all permanent party assigned to Redstone Arsenal. Spouses are encouraged to attend. To register for free child care call Mary Breeden, relocation assistance program manager, 876-5397.

Health center hours

Fox Army Health Center will be on holiday hours May 25 and May 28 for Memorial Day. Advice nurses will be available 24 hours a day at 955-8888 or 1-800-223-9531 to provide care advice and schedule urgent care appointments for the Evening/Weekend Clinic. All other clinics and the pharmacy will be closed.

Commissary sale

The Commissary will hold a case lot sale Friday from 10 a.m. to 5 p.m., Saturday from 8 a.m. to 4 p.m., and Sunday from 11 a.m. to 4 p.m. The Commissary will be closed Monday, and open Tuesday from 10 a.m. to 7 p.m.

Flying activity open house

Do you have a Flight Instructor certificate? Desire to become an instructor? The Redstone Arsenal MWR Flying Activity is looking for certified flight instructors for primary and advanced curriculums. If you're interested in "getting back in the cockpit" and doing a little teaching, give them a call to discuss how they can help. The flying activity's annual open house is scheduled from 9 a.m. to 3 p.m. June 2. They'll have mini flying lessons (adults: \$25, children 12 and under: \$20), hamburgers, hot dogs, refreshments, static displays by the Experimental Aircraft Association, and aviation videos. Certified flight instructors will be on hand to answer your questions. Call 881-3980 or visit them at the Redstone Army Airfield for more information.

Farewell tea

A farewell tea honoring Mrs. Stephen C. Taylor will be held June 23 at 2 p.m., sponsored by the Ladies of OMMCS and the 59th Ordnance Brigade. Anyone interested in attending should call Michelle Hoffmann 864-8038 by June 8.

See Announcements on page 26

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Contest runs from March 7, 2001 until February 27, 2002. You do not have to be present to win. All you have to do is find the Rocket contest page located somewhere in this paper. Fill out the entry form and drop by any of the participating businesses found on that page. Contest will have one winner per week for 52 weeks. A winner will be randomly drawn each Wednesday from all entries received. Trips do not include transportation. Each 4 day/3 night vacation package includes accommodations, double occupancy for two adults. Approximate retail value is \$599.98. Thirty-five day notice required to reserve room. Some restrictions or black out dates may apply. Trip must be taken by May 31, 2002. You may enter as many times as you like, but only one vacation per family will be awarded throughout the duration of the contest. You must be 18 years or older as of date of entry and legal resident of Alabama or Tennessee. Employees and families of The Huntsville Times and participating merchants are not eligible. Income and other taxes, if any, are the sole responsibility of the winner. Odds of winning are based on the number of entries received. Subject to all federal, state, and local laws and regulations, void outside Alabama and Tennessee and where prohibited. No substitution for prize except by sponsor in case of unavailability in which case a prize of equal or greater value will be substituted. The Huntsville Times has no responsibility or liability to the winner or any participants, once a winner is determined, other than that which is set forth herein. Acceptance of prize constitutes permission to use winner's name and likeness for advertising and publicity purposes at the discretion of the sponsors without additional consent or compensation, except where prohibited. The winner may be required to execute an affidavit of eligibility and winner and guests may be required to execute a liability/publicity release which must be returned within 30 days of notification or an alternate winner may be selected. Decision of the judges is final. Mechanically reproduced entries will not be accepted. For the name of the prize winners send a self-addressed stamped envelope to Contest Winners List, c/o Huntsville Times, P.O. Box 1487 WS, Huntsville, AL 35807 after 3/6/2002.

164812

ARMY POSITION VACANCY ANNOUNCEMENTS REDSTONE ARSENAL AND HUNTSVILLE, ALABAMA AREA

ANNOUNCEMENTS AS OF MAY 18 01	POSITION TITLE	CLOSING DATE	ORGANIZATION LOCATION	PAY PLAN & SERIES	GRADE LEVEL	POT GIRD	PAY RANGE (FROM - TO)	WHO CAN APPLY?																
								A	B	C	D	E	F	H	I	R	T	V	U					
THE FOLLOWING ARMY ANNOUNCEMENTS CAN BE FOUND ON THE WEB AT WWW.CPOL.ARMY.MIL																								
01BK030774DC1	Supply Technician (NTE)	23-May-01	RASA	GS-2005	7	7	29,392-38,209	X																
01BK036319TM3	Log Mgmt Spec	23-May-01	IMMC	GS-0346	12	12	52,139-67,776	X																
01BK033879ES2	Secretary	23-May-01	AMRDEC	DK-0318	3	3	29,392-42,321	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
01BK028759BR11	Electronics Engineer	23-May-01	SMDC	GS-0855	14	14	73,268-95,249	X																
01BK033765VW1	General Engineer	23-May-01	SMDC	GS-0801	13	13	63,001-80,607	X																
01BK030762DC1	Supply Technician (OA)	24-May-01	RASA	GS-2005	5	5	23,729-30,852	X																
01BK030774DC1	Supply Technician (NTE)	24-May-01	RASA	GS-2005	7	7	29,392-38,209	X																
01BK031874PO1	Electronics Engineer	24-May-01	DSA	GS-0855	13	13	62,001-80,607	X																
SO1CE032127CM5	Budget Analyst	24-May-01	CofE Huntsville	GS-0580	9	9	35,954-46,736																	
SO1CE032126CM5	Budget Analyst	25-May-01	CofE Huntsville	GS-0580	9	9	35,954-46,736																	
01BK035465RC1	Aircraft Pilot	25-May-01	RASA	GS-2118	13	13	62,001-80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
01BK037540JH3	Log Mgmt Spec	25-May-01	IMMC	GS-0346	12	12	52,139-67,776	X																
01BK034400BR1	Configuration Mgmt Spec	25-May-01	SMDC	GS-0301	13	13	62,001-80,607	X													X	X		
01BK035809BR1	Electronics Engineer	25-May-01	SMDC	GS-0855	14	14	73,268-95,249	X													X	X		
01BK033467VW1	Electronics Engineer	25-May-01	SMDC	GS-0855	14	14	73,268-95,249	X													X	X		
SO1CE033172CM5	Safety And Occup Health Spec	29-May-01	CofE Huntsville	GS-0018	12	12	52,139-67,776	X														X		
01BK033204PO1	Contact Representative	29-May-01	AMCOM-PT	GS-0962	9	9	35,954-46,736	X																
01BK033744IG3	Secretary (OA)	29-May-01	IMMC	GS-0318	8	8	32,552-42,321	X																
01BK033957IG3	Secretary (OA)	29-May-01	IMMC	GS-0318	6	6	26,449-34,380	X																
01BK037574BR11	Intelligence Specialist	29-May-01	LOGAS	GG-0132	7	11	29,392-38,209	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
01BK034544JW1	Asst Systems Admin	29-May-01	AMCOM-PT	GS-0303	6	6	26,449-34,380	X																
01BK035137IG3	Secretary (OA)	29-May-01	IMMC	GS-0318	7	7	29,392-38,209	X																
01BK033414DB1	Systems Mgmt Analyst	29-May-01	AMCOM-RM	GS-0501	12	12	52,139-67,776	X																
01BK028429BR1	Computer Engineer	30-May-01	SMDC	GS-0854	14	14	73,268-95,249	X														X		
01BK035989DT2	Engineering Technician	30-May-01	RDEC	DE-0802	3	3	39,595-67,776	X																
01BK028924BR1	Electronics Engineer	30-May-01	SMDC	GS-0855	14	14	73,268-95,249	X																
00BK058677ES2	Aerospace Engineer	31-May-01	AMRDEC	DB-0861	2	3	29,392-67,776	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
01BK038651BJ1	Log Mgmt Spec	31-May-01	LOGSA	GS-0346	13	13	62,001-80,607	X																
01BK033560VW1	General Engineer	4-Jun-01	SMDC	GS-0801	14	14	73,268-95,249	X																
01BK033650VW1	Electronics Engineer	11-Jun-01	SMDC	GS-0855	14	14	73,268-95,249	X																
01BK028691VW1	General Engineer	18-Jun-01	SMDC	GS-0801	14	14	73,268-95,249	X																
01BK024615VW1	General Engineer	18-Jun-01	SMDC	GS-0801	14	14	73,268-95,249	X																
01BK033714VW1	General Engineer	18-Jun-01	SMDC	GS-0801	14	14	73,268-95,249	X																
01BK029655BR1	Supv General Engineer	18-Jun-01	SMDC	GS-0801	15	15	86,182-112,037	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
01BK021882FM2	Electronics Engineer	10-Aug-01	AMRDEC	DB-0855	3	3	52,239-80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
01BK035506FM2	Aerospace Engineer	14-Aug-01	AMRDEC	DB-0861	3	3	52,139-80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
AC-01-727	Equal Empl Opr Spec	28-Sep-01	Army Intern	GS-0280	7	11	29,273-41,340	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
AC-01-639	Computer Specialist	28-Sep-01	Army Intern	GS-0334	7	11	36,156-50,888	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
AC-01-550	Budget Analyst	28-Sep-01	Army Intern	GS-0580	5,7	9	22,819-29,661	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
AC-01-549	Mgmt Analyst, Program Analyst	28-Sep-01	Army Intern	GS-0343	5,7	9	22,819-29,661	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
AC-01-847	Personnel Mgmt Spec	28-Sep-01	Dept Army Intern	GS-0201	7	11	29,273-38,954	X																
EG-01-082	Aerospace Engineer	30-Sep-01	Tech Test Center	GS-0861	13	13	61,749-80,279	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
EG-01-0080X	Aerospace Engineer	30-Sep-01	Tech Test Center	GS-0861	13	13	61,749-80,279	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
AGM1428759	Medical Officer	1-Dec-01	MEDCOM	GS-0602	11,12,14,15	14,15	50,964-114,251	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
01BK028214DB1	Electronics Engineer	4-Dec-01	STRICOM	GS-0855	13	13	62,001-80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
SO0CE043077CM5R2	Electrical Engineer	13-Dec-01	CofE Huntsville	GS-0850	9,11,12	12	42,091-65,735	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
SO0CE043077CM5R2	Electrical Engineer	13-Dec-01	CofE Huntsville	GS-0850	12	12	51,650-65,735	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
AGM93436	Pharmacist	26-Apr-02	Army Intern	GS-0680	9,11,12,13	12,13	35,808-80,279	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
AGM1428029	Counseling Psychologist Social Worker	8-Mar-02	MEDCOM	GS-0180-0185	9,11,12	12	35,818-73,330	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
AGM92700	Medical Technologist	12-Jan-02	Army Intern	GS-0644	5,7,9	11,12	23,633-73,330	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
01BK000012JH3	Equipment Spec (Air)	6-Feb-02	IMMC	GS-1670	12	12	48,223-62,686	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
01BK000002JH3	Equipment Spec (Gen)	6-Feb-02	IMMC	GS-1670	12	12	48,223-62,686	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
THE FOLLOWING OPM/DEU ANNOUNCEMENTS CAN BE FOUND ON THE WEB AT WWW.USAJOB.SPM.GOV																								
X-SP-01-2624-EL	Computer Spec Supv	23-May-01	CofE Huntsville	GS-0334	13	13	62,001-80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-SP-01-2647-JB	Electronics Engineer	24-May-01	DSA	GS-0855	13	13	62,001-80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-SP-01-2641-JB	Electronics Engineer	25-May-01	RDEC	DB-0855	3	3	52,139-80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-SP-01-2646-JB	Pilot Aircraft	25-May-01	RASA	GS-2181	13	13	62,001-80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-BL-01-2645-JB	Materials Engineer	25-May-01	AMRDEC	DB-0806	2	2	23,729-56,552	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-SP-01-2631-JB	Engineer General	31-May-01	RDEC	DB-0801	3	3	52,139-80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-SP-01-2666-JB	Supply Mgmt Spec	31-May-01	LOGSA	GS-2003	12	12	52,139-67,776	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-NH-01-2461-JB	Electronics Engineer	31-May-01	RTTC	GS-0855	7	7	35,339-43,493	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-BL-01-2371-JB	Practical Nurse (PT)	31-May-01	MEDDAC	GS-0620	5	5	23,729-30,852	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-SP-01-2460-JB	Engineer Electronics	31-May-01	Office Sec of Army	GS-0855	9	9	43,226-59,010	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-SP-01-2243-JB	Engineer Electronics	1-Jun-01	RTTC	GS-0855	12	12	53,044-67,776	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-SP-01-2667-JB	Supv Log Mgmt Spec	13-Jun-01	IMMC	GS-0346	15	15	86,182-112,037	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-SP-10-2681-JB	Supv General Engineer	18-Jun-01	SMDC	GS-0801	15	15	86,182-112,037	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-CP-01-Medical-JB	Pharmacy Technician	28-Sep-10	MEDDAC	GS-0661	5	7	23,633-38,053	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-CP-01-Medical-JB	Med Instrument Tech	28-Sep-01	MEDDAC	GS-0649	5	7	23,633-38,053	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-CP-01-Medical-JB	Medical Technician	28-Sep-01	MEDDAC	GS-0645	5	7	23,633-38,053	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
X-CP-01-NURSE	Clinical Nurse	28-Sep-01	Office Sec of Army	GS-0610	6	11	35,808-80,363	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
SC-DEU-01-1471	Geophysicist	28-Sep-01	Office Sec of Army	GS-1313	5	7	23,633-29,273	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
EG-01-0060X	Aerospace Engineer	30-Sep-01	Office Sec of Army	GS-0861	13	13	61,749-80,279	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
EG-01-082	Aerospace Engineer	30-Sep-01	Office Sec of Army	GS-0861	13	13	61,749-80,279	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		

WHO CAN APPLY CODE DEFINITIONS (Note: Only U.S. Citizens are eligible to apply for Army Positions)

A - Army permanent competitive service employees and certain Army excepted service employees serviced by Redstone CPAC.
 B - All Army permanent competitive service employees and certain Army excepted service employees (SF-50 documenting service required).
 C - Compensably Disabled Veterans receiving 30% or more compensation from a military service or the VA (SF-15 and other documentation required).
 D - All Department of Defense competitive service employees and certain DOD excepted service employees (SF-50 documenting service required).
 E - Executive Order 12721 eligibles. (Former overseas family member employees who meet eligibility requirements).
 F - All Federal Employees.
 H - Severely handicapped persons (Documentation from State Vocational Rehabilitation Service required).
 I - Interagency Career Transition Assist Plan (ICTAP). (Non-DOD Federal employees who have been displaced by RIF.)
 R - Reinstatement eligibles (former competitive service Federal employees who meet eligibility requirement).
 T - Transfer eligibles (non-Ar



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