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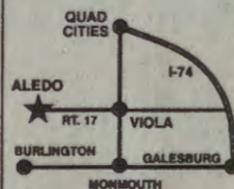


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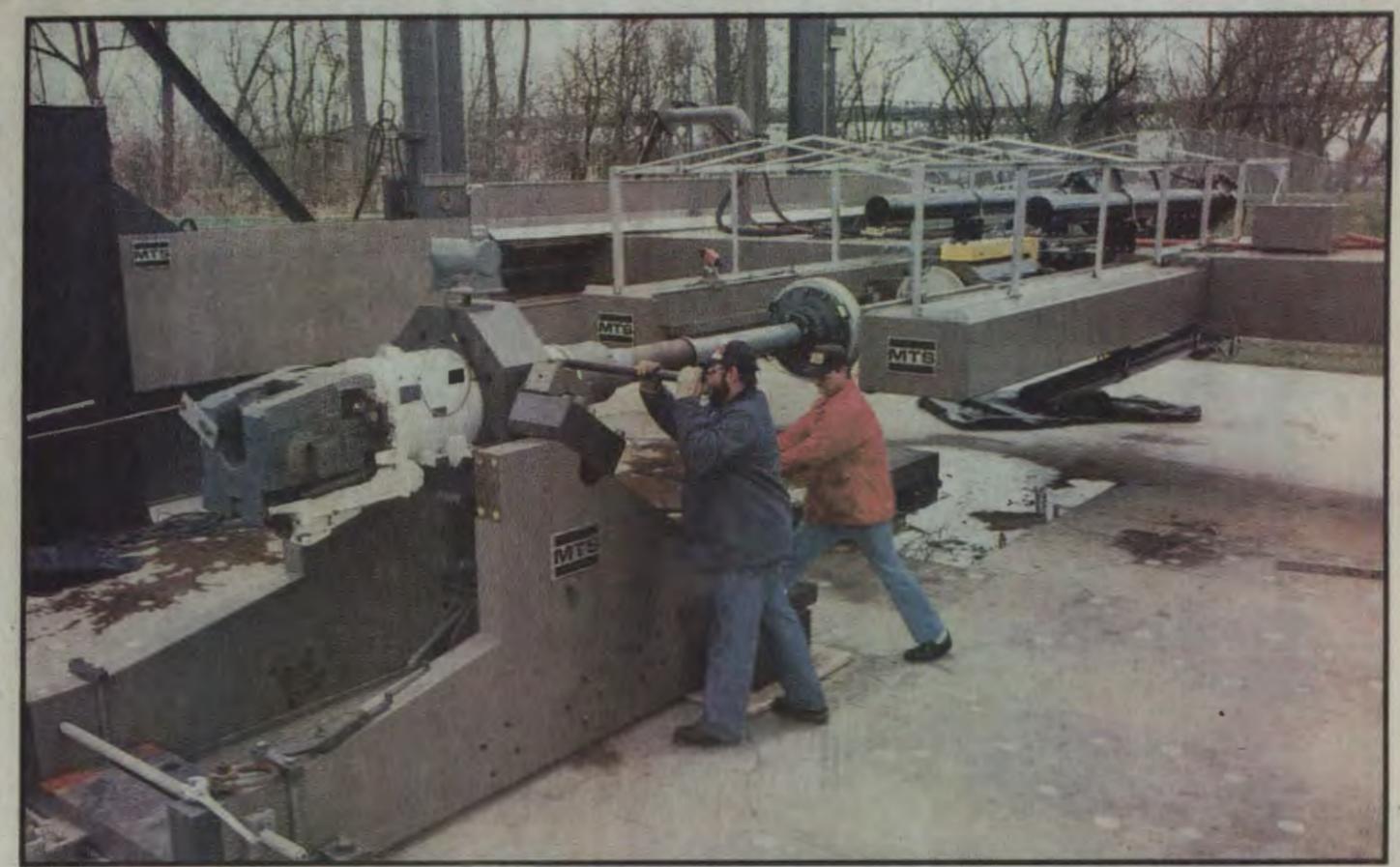
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THE **TARGET**
MAY 1995
"Arsenal Island's Community Newspaper"

Vol. 40, No. 10

Rock Island, Illinois



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The installation of a new piece of equipment known as the all-angle simulator has brought RIA's testing program to the brink of a new era. Look inside for information on the past, present and future of testing at the Arsenal.

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Arsenal Island responds to Oklahoma City tragedy

By PAUL LEVESQUE
Target Editor

The bombing of the Alfred P. Murrah Federal Building in Oklahoma City, Okla., sent shock waves throughout the nation, shock waves that were felt on Arsenal Island.

Employees have responded with an outpouring of financial, moral and spiritual support for the victims of the bombing and their family members.

The official death toll in the April 19 bombing has been set at 167 people. Most are either civilian or military employees of the federal government or their preschool children who were in a day care center located inside the building.

The day after the bombing, a lunch-time memorial service was held in the Post Chapel. Lt. Col. Mark Fritch, the AMCCOM command chaplain, described the service as "well attended" and said that the people who came, and the people he's talked to since, appeared "shocked, saddened and wounded by what seems to be a senseless act of violence."

"(The bombing) may have hit home because it was aimed at a government building and because its victims were our fellow workers in the federal government," Chaplain Fritch said. "And the fact that there were children involved makes it all the more tragic."

Chaplain Fritch urged employees to continue to remember the victims of Oklahoma City in their thoughts and their prayers.

"This was such a profound act of destruction that the people who survived, and the family members of those who were killed, may feel that they can never find healing for their pain," he said. "Yet through our faith, and through our love and support for one another, we can eventually restore comfort and hope."

Linda James, an Oklahoma native who works in AMCCOM's External Affairs Office, went to Oklahoma City less than a week after the bombing to visit her family. Ms. James said that she didn't personally know anyone killed in the bombing but quickly added, "You don't have to 'know' someone to be affected deeply by this."

"The devastation of life and property



The Arsenal's flag flew at half-mast in remembrance of bombing victims.



Photo by TONY LOPEZ

defies description," she said. "You couldn't be in Oklahoma City and not grieve for what the community had lost, or be touched by the outpouring of help and support that has come from across the country."

Ms. James noted that people throughout Oklahoma have driven with their lights on, day and night, to show their support for rescue and recovery efforts. Many Oklahomans are also wearing ribbons signifying different aspects of the tragedy — sky blue for Oklahoma; yellow for the rescuers; purple for the children who were killed or injured; white for those still missing; and green for prayer.

The nine-story building devastated by the blast served as a work site for a number of federal agencies, including the Department of Defense. The Army's Oklahoma City Recruiting Battalion was housed on the fourth floor, while the Marine Corps Recruiting Station at Oklahoma City was housed on the sixth floor.

As of press time, nine people associated with the Department of Defense were listed among the dead.

Those listed as dead from the Army recruiting battalion were identified as John Moss, 50, chief of advertising and public affairs; Wanda Watkins, 49, and Deloris Stratton, 51, who worked for the

operations office; SFC Lola Bolden, 40, a supply sergeant; and SFC Victoria John, 36, the battalion's operations NCO.

Two-year-old Kala Haddock, the step-daughter of Sgt. William Titsworth, was among the children killed in the explosion. Sgt. Titsworth, who was injured, had left Kala in the building's day care center as he processed in at the recruiting battalion.

The members of the Marine Corps who were killed were Capt. Randolph Guzman, 28, and Sgt. Benjamin Davis, 29. Sgt. Davis was an Oklahoma City native. Peter DeMaster, listed only as a Department of Defense employee, was also killed in the blast.

DoD responded to the blast by providing support in the form of medical personnel and equipment, bomb detection units, civil engineers and firefighters. Most of the support came from Fort Sill and Tinker Air Force Base.

Overall direction for DoD support to the rescue operation came from Secretary of the Army Togo West. By law, the secretary of the Army serves as director of military support and coordinates any use of active military assets in civil emergency operations.

Some information in this article from Army wire service reports.

HOW TO HELP

Numerous charitable and service organizations are collecting donations to benefit the people affected by the bombing of the federal building in Oklahoma City.

The following is a list of some of the organizations supporting relief and recovery operations, as provided to Combined Federal Campaign coordinators and compiled from other sources. The list is published as a service to Target readers; you may also wish to contact other organizations to see what they are doing to help.

Oklahoma City Federal Family Assistance Relief Fund: c/o Oklahoma Federal Credit Union, 517 N.E. 36th St., Oklahoma City, OK 73105. Designate for account number 16749.

United Way of Metro Oklahoma City: P.O. Box 837, Oklahoma City, OK 73101. Mark donations for "Disaster Response."

American Red Cross: Call (800) HELP-NOW (535-7669) for credit card donations or more information.

Salvation Army - Oklahoma City: P.O. Box 12600, Oklahoma City, OK 73157. Mark donations for "Disaster Response."

Federal Employee Education and Assistance Fund (FEEA): 8441 W. Bowles Ave., Suite 200, Littleton, CO 80123. Mark donations for "OK Fund."

American Federation of Government Employees (AFGE): c/o United Bank, Customer Service, 46000 SE 19th St., Del City, OK 73155. Mark donations for "Oklahoma Relief Fund."

New Army chief of staff nominated FORSCOM commander to succeed Gen. Sullivan

President Clinton has nominated Gen. Dennis Reimer to be the next Army chief of staff.

If the nomination is confirmed by the U.S. Senate, Gen. Reimer will replace Gen. Gordon R. Sullivan as the Army's top-ranking officer. He is expected to assume his new duties in June.

A native of Medford, Okla., Gen. Reimer is currently the commanding general of U.S. Army Forces Command, a position he has held since April 1993. He began his military career as a second lieutenant in the field artillery following his graduation from the U.S. Military Academy in 1962.

Since then, Gen. Reimer has held a

variety of command and staff positions, including Army vice chief of staff, deputy chief of staff for operations and plans, and commanding general of the 4th Infantry Division (Mechanized) and Fort Carson. His awards and decorations include the Purple Heart, two Legions of Merit and six Bronze Stars, one with the "V" device for valor.

As Army chief of staff, Gen. Reimer will be the principal military advisor to the secretary of the Army, and be responsible for planning, developing, executing, reviewing and analyzing Army programs.

Army News Service

RIA commander to address workforce

RIA commander Col. John Storm will address the Arsenal workforce on Wednesday, May 24, beginning at 9 a.m.

During the address, Col. Storm will discuss current events of interest to employees, including personnel and workload issues and the implementation of Pavemover. His remarks will be followed by a question-and-answer session.

The event, which is expected to last about one hour, will take place at the east end of Bldg. 208. All employees of Rock Island Arsenal are invited to attend.

Those who attend should enter Bldg. 208 via the northeast door in

order to avoid the requirement to wear safety glasses. If you enter through the manufacturing area, you will need to wear safety glasses as well as your identification badge.

Col. Storm's address will be broadcast live via CCTV. It will be taped and repeated that day and on May 25, 26 and 30 at the following times: 10 a.m., 12 p.m., 2 p.m., 4 p.m., 6:30 p.m., 10:30 p.m., 2 a.m. and 4 a.m.

Contact the CCTV coordinator in your area for information on the availability of CCTV viewing rooms.

RIA employees have been granted administrative time to attend the address or to watch it on CCTV.

Veterans and service members are warned of potential life insurance scam

Veterans and current servicemembers are advised to beware of a potential life insurance scam.

Recently, many veterans and servicemembers have received an official-looking letter notifying them that they may be eligible for a dividend on their "GI insurance." The letter states that the Department of Veterans Affairs will not send the dividend automatically to you, but that you must request it.

Those receiving the letter are asked to send the request to the "Veteran's Center" and to include information such as their Social Security number, SGLI number, branch of service, service dates and a copy of

DD form 214.

In fact, the "Veteran's Center" is an organization which is not affiliated with the Department of Veterans Affairs or any other government agency. Furthermore, no dividends are currently being offered to those holding standard Servicemen's Group Life Insurance/Veteran's Group Life Insurance policies.

While no SGLI/VGLI dividends are being offered, VA did announce earlier this year that dividends were being paid to those veterans holding certain active policies originally issued between 1917 and 1956. Dividend payouts are automatically credited on the

anniversary dates of the policies, with no requests required.

Veterans, servicemembers and all others are advised not to give out information such as their Social Security number unless they are absolutely certain of the person or organization requesting it. When such information falls into the wrong hands, it can be misused to your detriment.

If you have any questions about your SGLI/VGLI policy or other veterans' life insurance policy, call the VA toll-free at (800) 669-8477. The local point of contact is the Legal Assistance Office at Ext. 2-5932.

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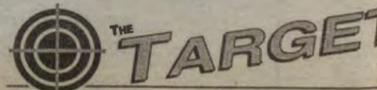
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Commander's Corner

By Col. John L. Storm

Oklahoma City

We all lost something on the morning of April 19, when a terrorist bombing destroyed the federal building in Oklahoma City, killing dozens of people and seriously injuring dozens more.

Of course, no one lost more than those who died in the awful explosion and the family members, friends and coworkers who were left to mourn them. All our hearts went out to these victims in the days following the tragic event, especially to the children who lost their own lives or who lost their parents. We should continue to remember the victims in our thoughts and our prayers, and continue to support the survivors as they attempt to recover from the sort of tragedy which few of us can comprehend.

Let us also remember those who were injured and those who suffered mental and emotional wounds in the bombing. Many will carry seen and unseen scars that will never truly heal, yet they will carry on in the knowledge that people who they don't even know are behind them all the way.

The Oklahoma City bombing was nothing more than a cowardly and senseless act of violence. It certainly cannot be justified; it cannot even be completely explained or understood. It cost all Americans a little bit of our sense of security by bringing terror right into our heartland.

Can any good emerge from such devastation? The courage and determination of those who were involved in the rescue and recovery effort, and the way

we have all pulled together as a nation in support of the victims, shows that it already has. Even more good can come by how we continue to remember and react to the bombing.

Most of those killed were our fellow civilian and military employees of the federal government. Like us, they were carrying out missions for the public good. Through their work, they made the nation a better place; through ours, we can continue to do the same.

Memorial Day

Memorial Day 1995 has taken on a special meaning, for it coincides with the 50th anniversary of the end of World War II.

The war was and still remains the most terrible in human history, imposing casualties in unprecedented numbers. Many of the people who fought the war or who otherwise lived through it are still with us, providing firsthand accounts of their experiences. The 50th anniversary commemoration may be our last chance to hear many of those accounts, as the World War II generation slowly fades away.

We should listen and remember, for the memory of those who fought and died in World War II, and in all our nation's battles before and since, must never fade away. Their sacrifices made it possible for us to live in freedom and to enjoy the peace and prosperity of a great nation.

You can help honor the memory of those who died



for us all by attending the Memorial Day observance at the National Cemetery on May 29 at 10:45 a.m. The annual event is a reminder of the true meaning of Memorial Day, which is about so much more than kicking off the summer vacation season. If you can't come to observance, at least take time on your Memorial Day weekend to pause and remember. The people commemorated on this day deserve no less.

Memorial Day observance scheduled

Rock Island National Cemetery will hold its annual Memorial Day observance on Monday, May 29, at 10:45 a.m.

Parking for the observance will be at the skeet and trap range at the eastern tip of Arsenal Island. Those planning to attend are asked to arrive early in order to get to the observance site on time.

The observance is sponsored by the Bi-County Memorial Association, chaired by Verl Carter. RIA commander Col. John Storm will serve as chairman of ceremonies, and cemetery director Mary Dill will deliver introductory remarks.

This year's keynote speaker will be Robert Dunlap of Monmouth, a World War II veteran who was awarded the Medal of Honor for his actions during the battle of Iwo Jima.

Music will be provided by the Rock Island High School Band under the direction of Cleve Mallon. The vocal duo of Heidi and Amber Pollock will sing "Amazing Grace" and "Sleep, Soldier Boy, Sleep."

A national salute will be fired by a Battery of the 2/123rd Field Artillery of the Illinois National Guard, while an honor salute will be fired by members of VFW Post 1303 of Rock Island and VFW Post 9128 of Bettendorf. The Iowa National Guard will provide a flower drop from a helicopter.

"Taps" will be played by Roy Gustafson of the Moline American Legion and by Joe Yarbrough, a Boy Scout from Monmouth. Rev. Lester Dumer of East Moline will deliver the invocation, and Rev. Steve Sisson of Rock Island will deliver the benediction.

Immediately following the National Cemetery observance, an observance will be held at the Confederate Cemetery. At that observance, the Pollock



"Taps" will be played during the Memorial Day observance.

Letters

"Daughter day" goes uncelebrated by Headquarters

Editor:
April 27 was "Take Your Daughter To Work Day," a day designated for parents to give their daughters a glimpse at a variety of careers. I'd like to know why AMCCOM Headquarters employees were not allowed to participate in this worthwhile event, while ACALA employees were. Because of AMCCOM, my daughter was unable to participate. I hope that next year all organizations support this wonderful opportunity for our children. My daughter is looking forward to it.

Name withheld by request

According to personnel officials, AMCCOM Headquarters decided not to participate in "Take Your Daughters To Work Day" due to the large number of personnel who would be absent from work occurring at this time, and the corresponding need to keep work disruptions to a minimum. Headquarters may choose to participate next year.

ACALA officials told the Target that decision to participate was based on guidelines received from the Tank-automotive and Armaments Command encouraging all its business centers to support the event. More than 100 children, including both daughters and sons, from 60 different schools participated.

Why is the mail distribution system so slow?

I would like to comment on the distribution of correspondence on Arsenal Island. On April 11, I received a memorandum for all RIA employees from the commander that carried a date of March 29. Why does it take 13 days for a letter to cross Rodman Avenue? There's a flaw somewhere in the system.

Marvin Steinhilber
SMCRI-AC

Memorandums such as the one you cited are dated on the day they are signed by the originators. They are then sent to the Defense Printing Service for reproduction. There, they are sent to the Mail Room for distribution to directorates and offices. For these organizations must make individual distribution to their employees.

Although this system appears slow, it can deliver information to employees in a timely manner if organizations originating correspondence allow for it. For example, a memorandum you specifically cited was intended to help prepare employees for an event that didn't take place until late April.

Norman Gagliardo Director
SMCRI-APP

The Target welcomes letters from its readers. Only those letters of general interest will be published; personal responses cannot be provided. Unsigned letters will not be used, though names will be withheld on request.

Letters should be short (one page or less) and to the point, and should contain a single subject. All letters may be edited for clarity, brevity, propriety, spelling and grammar. Decisions of the Target on what letters should and should not be used will be final.

Send your letters to SMCRI-APP-PA (Target) or to the e-mail address "target@smcri-app.pa.army.mil"

Annual savings bond campaign set for June

The annual savings bonds campaign will be held on Arsenal Island June 1 through June 30.

During the campaign, employees who serve as bond canvassers will contact their coworkers and provide information packets. Employees will also receive the forms needed to join the Payroll Savings Plan or to increase their present savings bond allotment.

The theme for the 1995 campaign will be "Invest In Your Future Today."



Native American culture will be celebrated, along with many others, during American Heritage '95.

American Heritage theme chosen

"One Nation — Many Cultures" has been chosen as the theme of American Heritage '95.

The annual celebration of Arsenal Island's cultural diversity and national unity takes place Wednesday, June 21 and Thursday, June 22. It will feature music, dance, food, activities and exhibits.

An opening ceremony will take place in front of Bldg. 61 on June 21 at 9 a.m. During the ceremony, the employee who submitted the winning American Heritage theme will be named and will be presented with a \$100 savings bond.

The ceremony will also feature the presentation of the EEO Person of the Year Award. Nominations for the award will be accepted through May 19. Information on making a nomination is available from Brenda Bates at Ext. 2-1263.

American Heritage '95 will include

a display of cultural artifacts loaned by employees. The display will be set up in the Caisson Room and will be open for extended hours this year. If you have an item you'd like to include in the display, contact Kathy Fitzpatrick at Ext. 2-4165 or Rosie Clark at Ext. 2-4150.

A "Show Me The Ropes" booth will be set up during American Heritage '95. Employees can visit the booth to find out about the mentoring program and to pick up applications to participate in next year's program.

A videotape on American Heritage activities will be broadcast on the CCTV system, at dates and times to be announced.

Look for more information on American Heritage '95 in the next Target. The overall point of contact is RIA's Equal Employment Opportunity Office at Ext. 2-2548.



Photos by TONY LOPEZ

Armed Forces Day celebrated

Arsenal Island's Armed Forces Day Open House on May 6 featured a number of live events, including a reenactment of a Civil War battle. Later in the day, veterans of World War II and homefront workers received commemorative pins from Jesse Brown, head of the U.S. Department of Veterans Affairs.



THE TARGET

RIA Commander: COL. JOHN L. STORM
 Editor: PAUL LEVESQUE
 Advertising Manager: MARTY KENNEY

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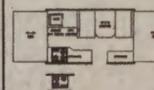
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Arsenal volunteers give their time to needy children

If you think time is important, just talk to Clarice Williams, president of Save Our Children. Time is just one service the organization provides.

Founded in 1993, Save Our Children is an organization committed to helping children in the Quad Cities, particularly children from the Arsenal Courts and Valley Homes areas in Rock Island. The organization, which has 11 active members and 15 auxiliary members, is supported 90 percent by Arsenal Island employees.

"Bonnie Jacobs, vice president of the organization, several other people and I determined there are a lot of children who have potential but are not being given a chance," Ms. Williams said. "Our goal is to take away the attitude of helplessness and make them feel that they are somebody."

According to Ms. Williams, the organization helps children stay focused on education and the religious aspects of life. "We encourage getting good grades and having a good attitude," she explained.

The children associated with Save Our Children first became involved when they participated in a bowling league sponsored by the members. The function was attended by 62 children and members of the organization maintained contact with those who showed the most need for support.

"The children currently range from

third grade on up, but if younger ones show an interest, they are never turned away," Ms. Jacobs said.

In less than two years, Save Our Children has made its mark in the community. Last November, a Bowl-A-Thon sponsored by the group raised \$1,500 which was used to buy 45 new

cation to Washington, D.C. Other awards came from the city of Rock Island and Rock Island Arsenal; an official Save Our Children Day was observed.

Save Our Children competed again in the showdown this year. They repeated as champions and will receive a one-week vacation.

Williams, many people who work on the island have extra time but often do not know where to give it. The kids need a chance to experience cultural and intellectual activities, she said; Save Our Children needs people who are willing to help achieve that goal.

Ms. Williams dedicates her personal time to helping children. She invited a 12-year-old boy into her home after his grandmother requested a big brother for him. Ms. Williams decided that, instead of a big brother, he needed family stability. Now, she is treating him as one of her own.

"In six weeks, his attitude, grades and perspective on life have changed, all because we gave him a chance by providing family rules and structure," she said.

"The environment does not change," Ms. Williams added. "They spend hundreds of thousands of dollars putting our kids in incarceration when they should take preventive measures by finding them jobs or giving them something positive to do."

Save Our Children has made great strides in shaping the children whose lives they touch for the future. To these children, time is worth everything.

Save Our Children is presently a parent group housed in the Martin Luther King Center in Rock Island. Call 793-3450 for more information.

"Our goal is to take away the attitude of helplessness and make (the children) feel that they are somebody."

— Clarice Williams



coats, hats and gloves for the kids. Clothing is collected from Arsenal employees and donated to a resale shop at Arsenal Courts.

One noteworthy accomplishment was coaching the 1994 Black History Showdown champions. The showdown is a contest with a game show format in which participants answer questions about black history.

Ms. Williams and Victoria Logan coached the 1994 team, the Save Our Children Pioneers, to victory. The six children were awarded a one-week va-

There are still many goals Save Our Children is trying to achieve, Ms. Williams said.

"One thing we will be doing is co-sponsoring the Quad City Track Club, which competes in Sterling, Peoria and Galesburg," she said. "We need transportation for these events so no one will be left behind."

Members currently transport the children in their own vehicles, but are looking for a van.

The group wants to expand its number of volunteers. According to Ms.

Series of parenting workshops continues

A series of lunchtime parenting workshops will continue on each Tuesday remaining in May.

The workshops, sponsored by Army Community Services, will take place from noon to 1 p.m. in the training auditorium on the second floor of Bldg. 102. Admission is free and all employees are welcome to attend.

Leading the workshops will be local professionals provided by the Child Abuse Council. On May 16, prevention

services manager Sue Swisher will lead a workshop entitled "Love Messages: Communicating With Children." The May 23 session, entitled "Time Out For Parents: Taking Good Care of Yourself," will be led by speaker's bureau member Julie Gerich. The series wraps up on May 30 with "Surviving the Terrible Teens," led by treatment services manager Jeff Anderson.

For more information, contact the ACS Office at Ext. 2-0829.

CCTV Schedule

Broadcast times: 8 a.m., 9 a.m., 10 a.m., 11 a.m., 12 p.m., 1 p.m., 4 p.m., 6:30 p.m., 10:30 p.m., 2 a.m., and 4 a.m., except as indicated.

May 17-19: ARMAMENT ENHANCEMENT INITIATIVE PROGRAM: Witness RIA's process for overhauling the M1A1 Abrams tank to the M1A1E1 configuration. (10 minutes)

May 22-23: ALCOHOL AND COCAINE: THE SECRET OF ADDICTION: The latest medical findings on the effects of alcohol and cocaine. (30 minutes)

May 24-30: Col. John Storm, commander of Rock Island, updates the Arsenal workforce. (Live at 9 a.m. on May 24; 60 minutes)

June 12-13: AMERICAN HERITAGE '95: A look at the upcoming celebration of cultural diversity. (15 minutes)

June 14-16: LIVE AT ELEVEN: Milt Bossch hosts Personnel Roundup 20. (Live at 11 a.m. on June 14; 30 minutes)

Schedule subject to change

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John Golob 359-7313
(Mary's Father)

In Partnership with Crow Valley Development Group II

Testing at RIA Continued from page 1A

assembly, which in turn is hooked up to a combustion chamber. The chamber contains a cartridge case loaded with propellant. All these parts of the gymnasticator are mounted on rails onto which they can move back and forth.

When the propellant is activated, pressure builds up inside the combustion chamber and forces the cannon back toward the component being tested, much as the internal combustion in an auto engine pushes pistons into cylinders. The time the gymnasticator takes to complete this motion is measured in thousandths of a second.

During that split second of time, forces measured at over one million pounds are sent through the component being tested. This replicates the sort of pounding it would take in actual field use.

The powder gymnasticator was housed inside Bldg. 39, which remains part of the testing center. When the propellant was fired and the gymnasticator was activated, smoke, noise and an invisible shock wave were produced.

Obviously, no one could stay in the room during the test. Operators would (and still do) set off the test from a separate room where they could remain safe but still view the test in progress.

To exhaust the smoke and relieve the pressure, the building's garage doors would be opened. The stress placed on the building caused it to be repaired several times.

Using the powder gymnasticator presented other challenges. The powder which propelled it was sensitive to changes in temperature and humidity, causing it to perform in subtly different ways at different times of year. This affected a factor known as repeatability, defined as the ability to perform a test in exactly the same way time after time.

Despite all that, the powder gymnasticator was fully compatible with certain Arsenal-made components, which accounts for why it wasn't fully phased out until June 1994.

The beginning of the end for the powder gymnasticator came in 1974, when the Arsenal installed its first hydraulic-powered gymnasticator. A second hydraulic gymnasticator came on line in 1978.

The hydraulic gymnasticator was far quieter, produced no smoke, didn't stress the building as much and was cheaper to operate. It could be set and readjusted to accurately produce specific forces over a particular period of time. Yet it, too, encountered skeptics who preferred powder gymnasticators: After all, isn't artillery

tors could measure peak forces and determine when in the cycle they occurred. Slide rules and pencils were then employed to complete the calculations needed for the test report. The component undergoing the test would be inspected and measured, using micrometers and other hand-held instruments.

In 1977, the testing center entered the information age when it acquired its first computer. About six feet high and 20 inches wide, the computer had 8K of memory, which is what you'll find today in a pocket calculator. Still,

being tested survived the test.

With the increase in the level of knowledge about testing, and in the knowledge that can be derived from testing, the volume of testing at RIA has gone up.

The volume may increase even further with the installation of the all-angle simulator. Installed early this year and still not fully accepted by the Arsenal, the all-angle simulator stands on the cutting edge of testing technology.

The new simulator can be used to test components while they are still in the gun carriage or tank or on the vehicle. Gun mounts and other components can also be tested independently.

As its name implies, the all-angle simulator can be moved into virtually any position. It's also flexible in the sense that it can be used to test almost all types of artillery weapons and components.

The advanced diagnostic equipment on the all-angle simulator can enable testers to pinpoint the exact source of any problems which are noted. Better diagnostics are also being integrated into the testing center's gymnasticators.

The all-angle simulator is presently on an outdoor platform. Operators run it from a computer console inside a concrete block building. When the budget allows, a building will be constructed around the all-angle simulator, opening it up to all-weather operations.

Equipment like the all-angle simulator, combined with the skills and experience of the people who do the testing, have made Rock Island Arsenal one of the premier test sites within the Department of Defense. As a result, RIA no longer just tests what is made here.

The Arsenal now has the capability and the capacity to test weapons and components brought in from elsewhere. This could make the testing center a magnet for new workload and future missions.

In conclusion, a boom in testing could be good for us all.

SIMULATION SAVES MONEY

Performing a live-fire test on an artillery weapon or component involves a lot of people, not to mention a lot of room.

In contrast, a test on a gymnasticator or other simulator can be done on a test stand in a single building with a small crew of operators.

As a result, simulation testing is quite a bit cheaper than live fire testing. According to one report done in 1991, the use of hydraulic gymnasticators at Rock Island Arsenal had saved about \$18.5 million when compared to the cost of performing live-fire tests.

Those savings have continued to mount up. Current estimates show that it costs \$12,000 to conduct a series of live-fire tests on the recoil mechanism for the M119 howitzer, as opposed to \$2,500 for simulation testing. The costs for testing the gun mount on the Abrams tanks are estimated at \$6,000 for live-fire testing vs. \$1,500 for simulation.

Despite the costs, some live-fire testing is still conducted, and probably always will be. That's because live-fire testing closely replicates actual combat conditions, and yields data that simply can't be obtained through simulation.

supposed to make noise? The two hydraulic simulators mentioned above were designed to withstand 500,000 test cycles over a 20-year period. Today, they both remain in use.

Over the years, both have been extensively modified and upgraded. The main improvements which have been made have been in the way they measure and display data.

In their early days, gymnasticators used analog gauges and dials for data readout. Later, they were fitted with equipment that enabled data to be printed out on a paper strip sheet, similar to the way such a technique is used in a seismograph or an EKG heart test.

Using the paper strips, test opera-

the computer speeded the data collection and calculation process.

Many leaps forward later, the testing center has become almost totally computerized. Before a test is even run on the gymnasticator, it is run on a computer using mathematical models that simulate the simulation. When the actual test takes place, it is set up and controlled by computer.

Sophisticated instrumentation flashes data into the computer immediately after firing. Calculations can be run on the data in an instant.

As a result, you can now learn more through testing, and apply those lessons in manufacturing and field use. In contrast, about all you could tell from tests done in the early days was whether or not the component

Nominees are needed for high-level honorary awards

Do you know a coworker who's done something truly outstanding? Setting modesty aside for a moment, have you done something outstanding yourself?

If so, you or your coworker could be an excellent candidate to be nominated for a high level honorary award. The following is just a partial list of high level awards, along with the nomination due dates for 1995:

Federal Civilian Service: The highest honorary award for federal career employees, in recognition for any outstanding achievement that had a significant impact on government operations. Due date: Sept. 18.

Decoration for Exceptional Civilian Service: Presented for accomplishments of great significance to the Department of Army. (Nominations accepted year-round; winners are automatically

nominated for the DoD Distinguished Service Award.)

National Public Service Award: Recognizes the highest standard of dedication, excellence and accomplishment. Due date: July 10.

Secretary of Army Award for Outstanding Achievement in Materiel Acquisition: Recognizes individual or team contributions to the timely, efficient and economical acquisition of quality sup-

plies and services. Due date: Sept. 5.

Arthur S. Fleming Award: Given by the Jaycees of Washington, D.C., to ten individuals age 40 and under who've performed outstanding work in scientific, technical, administrative or executive fields. Due date: Sept. 11.

To find out how to nominate someone for these and other high-level honorary awards, contact Kathy Hughes at Ext. 2-1222.

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Executive order reforms classification procedures

President Clinton has signed an executive order that will reform the U.S. government's system of classifying and declassifying information.

The order, which was signed on April 17, is intended to make it easier to declassify existing documents, and to restrict the number of documents which can be classified in the future.

Officials with AMCCOM's Directorate of Security and Intelligence stated that the regulatory guidance needed to implement the order locally had not yet been issued by higher headquarters. They advised Arsenal Island employees to follow the existing guidance on what should and should not be recommended for classification until further notice.

Security officials also pointed out that the order would make no changes in the way that classified documents and information are handled. Employees must continue to follow procedures such as storing classified documents in an approved containers and not discussing classified information over unsecured phone and computer lines.

In his statement announcing the executive order, President Clinton said that it would "bring the system for classifying, safeguarding and declassifying national security information in line with our vision of American democracy in the post-Cold War world."

According to the President's statement, the new classification system will "strike an appropriate balance" by granting new access to documents of historical and current value while continuing to protect information vital to national security. The statements specified war plans and the identities of clandestine agents as two categories of information which would continue to be classified.

By declassifying existing documents and making it more difficult to classify future documents, the statement read, the new system will "reduce the sizable costs of secrecy—both the tangible costs of needlessly guarding documents, and

the intangible costs of depriving ourselves of the fullest possible flow of information."

The statement noted that the new system would establish several "firsts." "Classifiers will have to justify what they classify; employees will be encouraged and expected to challenge improper classification and protected from retribution for doing so; and large-scale declassification won't be dependent on the availability of individuals to conduct a line-by-line review. Rather, we will automatically declassify hundreds of millions of pages of information classified in the past 50 years."

Here are some other highlights of the executive order:

- The order discourages unnecessary classification by instructing classifiers to keep information unclassified when in doubt, and to choose the lower level of classification when in doubt about which level is appropriate.

- The order limits the duration of classification of most newly classified information to ten years, and mandates the automatic declassification of information classified more than 25 years ago, unless the information falls within an exemption such as the identity of a human source.

- In deciding whether or not to declassify information that otherwise meets the standards for classification, agency officials will be authorized to determine whether the public interest in disclosure outweighs the national security interest in maintaining classification.

- The order eliminates the presumption that any category of information is automatically classified.

- A number of management improvements will be implemented to better safeguard classified information and reduce the overall cost of protecting such information.

- A government-wide declassification database will be established.



Photo by TONY LOPEZ

Here's how

Fixing a toilet is one of those minor household repairs that really is easy when you know how. Just ask the residents of RIA's family housing area who took part in a self-help day during which they learned about repairs such as fixing screens, caulking tubs and unstopping drains. Most of the stations were staffed by volunteer residents such as Maj. Michael Duffy, who shows SSG Jennie Adams (right) and SFC Ernestine Dixon how to fix a toilet. The day also featured a segment on fire safety. All residents who participated received free bedding plants and landscaping items.

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- Golf tournament set for June 12 - page 6B

Making a DEAF-inite difference

Quality circle works to improve conditions for the hearing impaired

By PAUL LEVESQUE
Target Editor

An RIA quality circle wants everyone on Arsenal Island to hear about its efforts to improve conditions for hearing impaired employees.

The DEAF Quality Circle—for "Deaf Employees Accessibility Faction"—was first formed about four years ago. After getting past its growing pains and a period of relative inactivity, the circle has really kicked into gear in 1995.

Earlier this year, the DEAF Quality Circle briefed RIA commander Col. John Storm and other key staff members on some recommendations which the circle developed. Several of the recommendations have already been implemented, and others may be in the future.

Gretchen Derrick of RIA's Quality Assurance Directorate serves as facilitator for the DEAF Quality Circle. She noted that while circle membership is open only to employees from RIA organizations, its actions were intended to benefit all hearing impaired employees.

"Most of the issues we deal with have an impact on all organizations, not just RIA," Ms. Derrick said. "In addition, we maintain contact with the deaf subcommittee of the Committee for the Disabled, which is open to everyone."

Jim Dallman, team leader of the DEAF Quality Circle, said that the primary goals of the group included bridging the communication gap between deaf and hearing people; improving channels of communication for the deaf; raising awareness and understanding of deaf people and their needs; and improving career opportunities for employees with hearing impairments.

"For me, working with this team has been a real pleasure," Mr. Dallman said. "Each member is genuinely concerned about our goals and about becoming more effective as employees."

Though the quality circle has encountered a number of obstacles along the way, Mr. Dallman said, members managed to overcome most of them by working together.



Photo by TED CAVANAUGH

Jim Dallman (left), leader of the DEAF Quality Circle, uses sign language to speak with circle member Scott Warhurst. Improving the way sign language interpreters are requested has been among the circle's accomplishments.

"Just as we've become a cohesive unit," Mr. Dallman said, "we'd like to build cohesiveness between ourselves and our hearing coworkers. By doing that, we can increase the overall effectiveness of the Arsenal."

Along with Mr. Dallman, members of the DEAF Quality Circle are Rosemary Hendriks, Denise Hollister, Patty Warhurst and Scott Warhurst.

Here are some of the accomplishments of the DEAF Quality Circle. For more information, contact Gretchen Derrick at Ext. 2-7709 (TDD), e-mail "gderrick."

- A form for requesting a sign language interpreter has been developed. The form assures two-way communication between employees requesting the service and their supervisors. The employee making the request receives a return copy of the form, thus providing

feedback on the status of the request.

In the past, many requests for interpreters simply went unanswered, and requesters were usually not told why.

- A class designed to teach some basic sign language to hearing supervisors and employees is now being offered.

In addition, a workshop entitled "Working Together" will be offered beginning this month. The workshop includes some instruction in work-related sign language, along with some exercises designed to increase understanding and show how deaf employees can be better integrated into the workplace.

- A policy has been issued requiring that TDDs (for "telephone devices for the deaf") be made available in publicly accessible locations on the Arsenal. The public TDDs will be secured using cable

locks available through the Self-Service Supply Store. Hearing supervisors and employees will be given instructions on the use of TDDs by their deaf coworkers.

- All future videotapes purchased by RIA will be closed-captioned. (By law, all televisions sold in the United States since 1992 have been capable of decoding closed captioning.)

- The pamphlet, "Tips for Communicating with the Deaf," has been reprinted, and copies are available on request.

- Policies and procedures regarding hearing impairments have been more widely publicized in the island's deaf community. In part, this has been done through publication of a quarterly newsletter known as the "Silent Target."

The quality circle also plans to raise awareness and understanding of deaf culture by producing a videotape.

Forging a new organization

Strategic planners tell how IOC Headquarters was built

It all began back in 1991, when the Defense Base Closure and Realignment Commission approved a plan to disestablish two commands and merge all of one and part of another into a new command headquartered on Arsenal Island.

It all officially ends on Oct. 1, 1995, when AMCCOM and the Depot System Command will fade into history and the flag will go up on the U.S. Army Industrial Operations Command.

Meanwhile, on July 1, IOC Headquarters will be functionally established and will, for all intents and purposes, be up and running.

Within two months, the vast majority of IOC Headquarters employees will be working within the organizations that will be a permanent feature of the new command. Headquarters organizations will, for the most part, have new names; more importantly, they will have a new "look" and new functions performed in a new way, all based on the command's philosophy and very reason for being.

The process of planning, creating and finalizing IOC Headquarters has in-

involved thousands of hours of effort by dozens of different people. Some of the strategic planners involved in the process recently sat down with the *Target* to describe how IOC Headquarters was built, and why it was built the way it was.

The process of building IOC went through several stages. Initial direction was received from Maj. Gen. Paul Greenberg, AMCCOM commanding general, and Maj. Gen. Harry Karageannes, DESCOM commanding general. The two CGs established joint process action teams to work on business processes and a combined IOC structure.

The final streamlined structure, however, is a product of Maj. Gen. Dennis Benchoff, IOC's first commanding general. Gen. Benchoff set up a "red team" to look at streamlining the IOC structure which had been previously envisioned. That team's plan went through an "omigastudy," which produced a model for the Headquarters staff to reply to and revise.

At each stage, staff elements built

their own internal organizational structures, following planners' guidance and staying within resource restraints.

Gen. Benchoff became directly involved in the planning process; he settled "boundary disputes" (i.e. what functions should go where), sent guidance at each stage, and sketched his concepts and philosophies for the planners. The final product which emerged, and which goes into operation on July 1, carries his signature, both literally and figuratively.

From the very start, the planners who helped design IOC Headquarters operated under criteria that remained valid throughout.

They were told to build a "flatter" organization, i.e. one with fewer supervisors and fewer layers of management. They were told to reduce oversight functions, eliminate redundancies, and merge like operations. In short, they were told to build an organization where employees would be empowered to do their jobs, without constant double- and triple-checking; would theoretically be in the right places to be most effective; and could cross organizational lines if

necessary to get things done.

At first, planners had no specific employee-to-supervisor ratio to aim for; they were simply told to increase it from the level of about 8 to 1 then in place at AMCCOM and DESCOM Headquarters.

With the advent of the Clinton Administration, organizational flattening became part of the effort to "reinvent government." Federal agencies were told to build organizations with an employee-to-supervisor ratio of 15 to 1. That ratio then became the goal for IOC Headquarters.

In the end, the ratio that emerged landed somewhere between 12 and 13 to 1. One reason was the reduction in sheer numbers of people that occurred throughout the planning process.

At first, planners were told to build a headquarters organization with 2,187 personnel spaces. Due to budget restraints, that number was whittled down several times. When IOC Headquarters becomes functional on July 1, it will do so with about 1,900 personnel spaces.

Turn to 'IOC Headquarters,' page 2B

Talk of the Town

Arsenal Island's recent community speakers included:

- William Bradley of the Office of Counsel, who spoke to a local Masonic group about the role of the Special Forces in Vietnam.

- Alan Wilson of AMCCOM's Plans, Analysis and Evaluation Office, who discussed the future of IOC at a meeting of the Institute of Internal Auditors.

- Daryl Mear of ACALA, who spoke about the life of a Civil War soldier at Alan Shephard School and at Central Middle School.

- Dave Block of the Arsenal Programs and Control Office, who talked about opportunities in manufacturing at Wood Intermediate School.

If you'd like to become a member of the Speaker's Bureau, or would like more information about the Arsenal's community relations program, contact Vicki Stapes at Ext. 2-4786.



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IOC Headquarters Continued from page 1B

Fewer supervisors and fewer people inevitably equates to fewer layers of management. Planners worked under guidance that told them to create no more than three layers of management between IOC's command group and its non-supervisory employees.

What finally emerged was an organization where most non-supervisory employees will have only two layers between themselves and the commanding general. A third layer is in place in a few organizations mainly due to special circumstances.

AMCCOM's old "deputy for" titles will be retired, replaced by "deputy chief of staff" or DCS organizations. Below the DCS level will be the division level. That's where it will end for most employees; the exceptions will be those in a few organizations working in a third management layer known as the branch level.

All deputy and assistant positions will be eliminated. IOC Headquarters will have a deputy commanding general, who will be dual-hatted as the

executive director for industrial operations; in the latter position, he will rate IOC installation commanders.

IOC Headquarters will feature one more concept which has been planned but has yet to be approved by IOC's own higher headquarters.

If approved, the command group in IOC Headquarters will include four industrial executives who will concentrate on four mission areas — ground combat, air combat, munitions and communications electronics.

The industrial executives will report directly to the commanding general, but will have no supervisory authority or responsibilities. Their responsibilities will revolve around future planning, maintaining contact with officials representing Congress and other federal agencies, and working with executives from private companies to support the overall industrial base.

The planners who described the process praised the IOC staff for their efforts, and noted that staff input was ultimately the key to the success of the process.

Disbursing operations go 'cashless'

The era of receiving or paying cash through disbursing operations at Arsenal Island has come to an end.

As part of its effort to go "cashless," the DFAS Disbursing Office no longer hands out money for travel advances and other individual employee payments. Instead, all such payments are now made either by check or electronic fund transfer, or through individual use of the American Express government charge card.

Conversely, employees may no longer pay cash to the Disbursing Office for any settlement which they may owe, such as payments received for jury duty. These payments must be made either by check or money order.

The cashless system has been instituted throughout the Defense Finance and Accounting Service in order to make DFAS operations more modern and efficient. Call Ext. 2-4312 for more information.

DoD nixes ads on violent TV shows

The Department of Defense has pledged not to purchase advertising during television programs that graphically depict violence.

DoD joins Amtrak and the U.S. Postal Service in reaffirming a commitment to responsible television advertising. DoD is also supporting a government-wide policy that will de-

fine television violence and establish common goals toward ad spending. Last year, DoD spent \$37.3 million on TV ads out of a total advertising budget of \$109 million. The ads are used in recruiting, and so are generally run on shows that are viewed by young adults.

American Forces Information Service

Here is a brief look at the missions of the various organizational elements of IOC Headquarters and the missions of those elements:

Command Group: Will be made up of the commanding general, deputy commanding general, chief of staff, command sergeant major and, if approved, four industrial executives.

Executive Director for Industrial Operations: Second "hat" of the deputy commanding general; will provide direct support and guidance to IOC installations.

DCS for Acquisition / PARC: Will serve as the Principle Assistant Responsible for Contracting and direct and execute acquisition actions.

DCS for Environmental Management: Will manage the environmental program with emphasis on compliance, restoration and pollution prevention.

DCS for Human Resource Management: Will plan, manage, administer and evaluate the civilian personnel, military personnel, career development and training programs, and oversee operations related to morale, welfare and recreation, employee assistance and alcohol and drug prevention and control.

DCS for Industrial Readiness: Will be responsible for industrial base planning and support, and will provide support to commercial producers and product line managers.

DCS for Industrial Risk Management: Will provide centralized policy and direction for programs related to safety, surety, surgeon, provost marshal, emergency operations center and radioactive waste disposal programs.

DCS for Information Management: Will lead the effort to integrate information technology throughout the command and serve as interface with higher levels on information management issues.

DCS for Installation Support: Will plan and execute programs related to construction, maintenance and use of IOC installations and property.

DCS for Resource Management: Will manage and control business management processes and support and integrate the actions of IOC elements in areas such as finance, manpower, value engineering and cost analysis.

DCS for Security Assistance Management: Will manage the overall security assistance program, including foreign military sales.

DCS for Single Manager for Conventional Ammunition: Will execute the SMCA mission, which includes procurement, supply, maintenance, transportation, demilitarization and customer support.

DCS for Traffic and Transportation Management: Will develop, manage and direct transportation policies and programs to meet customer delivery requirements, and manage the IOC aviation program.

DCS for War Reserve: Will establish policies and procedures governing the receipt, storage, inspection and maintenance of war reserve materiel, maintenance records of such materiel, and manage programs such as prepositioned ships afloat.

Plans, Analysis and Evaluation Office: Will prepare, coordinate and integrate overall strategic and business planning, provide an independent analysis and study capability, and facilitate the assimilation of Total Army Quality principles in command operations.

Special Staff: Will support command elements in functions such as equal employment opportunity, external affairs, inspector general, legal, small business, audit, competition management and ombudsman.



FORGING A STRONG DEFENSE

ACALA team aims at acquisition lead time reduction

A process action team within the Acquisition and Chemical Acquisition and Logistics Activity is now at work on an issue that will have a significant impact on ACALA's future.

The ALT/PLT (for Administration Lead Time / Production Lead Time) team was formed in February and given the task of reducing the time it takes ACALA to acquire items, from the day the need for an item is identified to the day the item is delivered to a depot.

As of the beginning fiscal year 1995, ACALA completed that process in an average of 762 days. In contrast, the activity's parent headquarters, the Tank Automotive and Armament Command, had an average lead time of 506 days, while the Defense Logistics Agency averaged 293 days.

A closer comparison of DLA and ACALA shows that much of the gap can be accounted for by vast differences in the types of items the two organizations procure. But Peg Rowe, leader of the ALT/PLT team, pointed out that such arguments don't carry as much weight today's competitive environment.

"In an era of downsizing, you can expect to be evaluated according to your performance," she explained. "Acquisition is the second 'A' in ACALA, but we know that we could lose that mission if we don't cut our lead time."

It's clear that ACALA is approaching this issue with a sense of urgency by looking at the goals set for the ALT/PLT team. The team is expected to lead the effort to reduce ACALA's average lead time by 146 days by the end of FY95, and to cut it in half by the year 2000.

Though the numbers appear daunting, Ms. Rowe said that the team had already made considerable progress toward the goal and felt it could be reached in time. Other team members echoed her confidence.

Megacenter wins labor award

The Defense Megacenter at Rock Island, and the union local representing Megacenter employees, have jointly won an award honoring their efforts to work together.

The Outstanding Labor-Management Cooperation Award for 1994 was presented to Megacenter management and union officials by the Quad City Area Labor-Management Council.

The council cited the Megacenter for its use of techniques such as process control teams and Total Quality Management to increase cooperation and break down barriers between managers and employees. The two groups worked together to reduce overtime, create a



The ALT/PLT Process Action Team discusses a point during a recent meeting. The 17 members of the team come from various functional areas involved in the acquisition process within ACALA.

"One of the main reasons we feel we can succeed is the support we've received from ACALA's top management," Ms. Rowe said. "They're actively allowing and encouraging change. Basically, we've got permission to re-engineer the entire acquisition process."

Because the team is dealing with the whole process, its 17 members are drawn from all ACALA functional areas, including representatives from Materiel Management, Maintenance, Quality Assurance and Engineering.

Some members of the ALT/PLT team are also members of other teams within ACALA. For example, Al Hutson of ALT/PLT is the leader of Team Enterprise, which is also an acquisition team.

"As a result, we've created an interface among teams and among different functional areas," Mr. Hutson noted. "This has enabled us to communicate better than ever, relieved some of the frustration we all feel when we try to get

things done, and given us an opportunity to make some major improvements."

Along with strengthening ACALA's internal ties, the ALT/PLT team helps link the activity to higher levels. Both Ms. Rowe and Anna Morris, another ALT/PLT team members, belong to teams with similar lead time reduction objectives at TACOM and at the Army Materiel Command.

The success that the ALT/PLT team has had to date can be traced to a number of specific initiatives. One of the most significant was an effort to rank the more than 26,000 items managed by ACALA by acquisition dollar value, and to then concentrate on the top 250 items on that list.

Materiel Management employees "scrubbed" the lead times of the top 250, and achieved a lead time reduction of 24 days.

Working closely with people throughout ACALA, the ALT/PLT team has

suggested and implemented a number of other improvements. Policies and procedures are being changed, and new ways of doing business are being put into practice.

Amidst all the progress, the ALT/PLT team has taken steps to assure that speeding up the acquisition process won't degrade readiness.

"It's important to do it fast, but it's critical to do it right," Ms. Rowe said.

"We know that ACALA's ultimate mission is to support the soldier in the field, and that our ultimate goal is to advance that mission."

Along with Ms. Rowe, Ms. Morris and Mr. Hutson, the members of the ALT/PLT team are Judy Bechtler-Holzer, Mike Boedeker, Bob Brown, Frank Cromer, Becky Horst, Lynn Hultman, Steve McNinch, Dave Myers, Dick Pence, Caridad Ramos, Joe Siefers, Becky Stouffer, Sally Turke and Gail Wilwerding. For more information, contact Ms. Rowe at Ext. 2-6406.

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A \$5.00 deposit will be made into each new account opened during the week of May 15th. (Must remain on deposit for 90 days)

Direct deposit made easier

Getting your paycheck via direct deposit has just been made easier, thanks to a new form.

The form, known as FMS 2231, does not require a signature from the financial institution where an employee's check is being deposited. It replaces an old form which required such a signature.

This means that employees can now set up direct deposit with one trip to the Civilian Payroll Office. To complete the form, you'll need to provide the name of your financial institution and the number of the account to which your check should be deposited. Sign the form, and the payroll office will do the rest.

If you don't have direct deposit already, now may be the time to get it. By this time next year, civilian payroll functions will not be performed on Arsenal Island, and employees will be paid through another operating location of the Defense Finance and Accounting Service.

DFAS sends hard-copy paychecks via first-class mail; like anything else placed in the mail, they can be delayed, misrouted, lost or stolen. In contrast, using direct deposit assures that your paycheck will be credited to your account on time, and eliminates the risk of it being lost in mail or stolen from a mailbox.

The direct deposit system isn't limited to paychecks. By filling out FMS 2231, you can designate that payments you receive, such as tax settlements and cash awards, be paid directly in your account via electronic fund transfer.

To avoid problems with direct deposit, employees should inform Civilian Payroll Office if their financial institution undergoes a change in name and/or ownership, or if their account number changes. Banks and credit unions generally do not inform payroll offices of such changes, leaving it up to the individual customer to do so.

The forms needed to start direct deposit or electronic fund transfer are available in the Civilian Payroll Office located on the second floor of Bldg. 68. If you need more information, call Ext. 4312.

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Leave act implemented

Two years after it was signed into law, the Family and Medical Leave Act has been implemented locally.

Implementing guidelines have been received from higher headquarters, the process of briefing the unions has been completed, employees and supervisors have been notified of the act's provisions, and a chapter covering the act has been written for the next revision of the local leave regulation.

The Family and Medical Leave Act legally entitles federal and most private sector employees to unpaid time off that can be used to attend to specific family situations. Employees covered by the act must then be returned to their old jobs or to equivalent positions.

Local personnel officials noted that government agencies have generally been liberal in granting leave without pay to employees facing situations such as those covered by the act. The key difference, the officials noted, was that the act makes such leave without pay a legal entitlement.

This means that an employee's request for leave without pay cannot be refused if it is covered by the specific provisions of the act.

Another important point made by personnel officials was that the Family and Medical Leave Act creates a leave entitlement that is *in addition* to all forms of paid leave, including sick and annual leave. Employees are not required to invoke the act, and may choose to do so only after they have exhausted all paid leave; further, those who have invoked the act remain eligible to receive leave donated under the leave transfer program.

The Family and Medical Leave Act should not be confused with the Family Friendly Leave Act, which allows employees to use sick leave to cover time taken for situations such as accompanying a family member on a medical appointment or arranging a family member's funeral.

According to personnel officials, the Family Friendly Leave Act covers sick

leave, a form of paid leave, while the Family and Medical Leave Act only addresses unpaid leave. The Family and Medical Leave Act also contains a stricter definition of who is and isn't a "family member" and what situations it covers.

Nevertheless, there is an overlap between the two laws and, under some circumstances, they can be used in conjunction.

Here are some of the broad guidelines of the Family and Medical Leave Act. Employees who need more specific information should contact their supervisors.

•Federal employees and others covered by the act are entitled to 12 work weeks of unpaid time off during any 12-month period, provided that the time off is taken for any of the specific purposes listed in the act. The act only addresses unpaid leave and creates no new entitlement to paid leave.

To be eligible for coverage under the act, employees must have completed 12 months of service. The service does not need to be continuous or recent.

•The specific purposes for which unpaid leave taken under the Family and Medical Leave Act may be used are the birth of a son or daughter of the employee and the care of such a newborn; the placement of a son or daughter with an employee for adoption or foster care; the care of a spouse, son, daughter or parent of the employee who has a serious health condition; or a serious health condition of the employee that makes the employee unable to perform the essential functions of his or her position.

Employees may not invoke the Family and Medical Leave Act for any other situations, though they may still request leave without pay to cover situations outside the scope of the act.

•Under the Family and Medical Leave Act, sons or daughters are defined as an employee's biological, adopted, foster or step children, or anyone else who is a legal ward. Also included are minors for whom an employee stands "in loco parentis," i.e. for whom the employee is responsible for daily care and financial support.

A spouse is defined as a husband or wife as recognized by state law; this includes common law marriages in states where they are recognized. A parent is defined as an employee's biological, adoptive, foster or step father or mother, or any person who stood "in loco parentis" for the employee when he or she was a child.

All others, including domestic partners and ex-spouses, are excluded from coverage by the act.

•The act defines a "serious health condition" as any illness, injury, or physical or mental condition or impairment which incapacitates an individual. Employees will be required to provide documentation of the condition.

•Unpaid leave taken under the Family and Medical Leave Act does not to be used consecutively. Employees may take such leave intermittently, or work under a schedule that is reduced by the number of hours taken as unpaid leave.

For example, an employee invoking the act can take one week off, return to work for two weeks, then take the following week off. He could also work under a schedule which allows him four hours off every day for a specified period of time. The approval of such a schedule will depend on the medical documentation provided and on whether or not specific provisions of the act have been met.

Once the total number of hours taken off is equal to 12 weeks, and it's been 12

Turn to 'Leave Act,' page 5b

FEGLI open season begins May 22

A Federal Employees Group Life Insurance open season will begin May 22 and end July 21.

Eligibility for the FEGLI open season extends only to current employees who previously waived or canceled all group life insurance coverage.

Those who enroll during the open season may only elect basic coverage. An open season enrollment can enable employees to carry FEGLI into retirement, provided that they maintain coverage for five consecutive years immediately preceding retirement.

The upcoming open season comes less than a year after the enactment of a federal law adding a "living benefit" option to FEGLI.

The living benefit option enables FEGLI enrollees with nine months or less to live to immediately collect their basic life insurance benefits. Those who do so must provide medical certification documenting that they have a

terminal illness. Active employees who aren't currently covered by FEGLI, and who are suffering from a terminal illness, sign up for life insurance during the open season in order to collect living benefit.

Active employees have the option of taking a partial living benefit, leaving the rest for their beneficiaries. No further living benefits may be paid after such an election. Retirees covered by FEGLI cannot opt for a partial benefit and must take the entire amount if they choose a living benefit.

Information booklets and the forms needed to enroll in FEGLI are available in RIA's Civilian Personnel Office. Call Jim Tack at Ext. 2-1299 for more information.

Retirees who'd like to apply for a living benefit, or who need more information, should call the NARFE Service Center at Ext. 2-0187.

Cash withdrawal limit lowered

The Department of Army has lowered the amount which its employees can withdraw from ATM cash machines with the American Express government charge card.

The withdrawal limit is now set at \$500 per seven-day period. Before the new limit was imposed, employees could withdraw \$500 in a single day and \$1,000 over the course of a week.

When the new weekly limit was first announced, it was coupled with a daily limit of \$150. In its latest announcement, DA has waived the \$150 daily limit.

Employees now may withdraw the full \$500 in a single trip to an ATM. Be aware, however, that some financial institutions place separate limits on the amount that can be withdrawn from an ATM in a single transaction.

According to DA officials, \$500 is sufficient to cover nearly two weeks worth of meals and incidental expenses for travel to most sites within the continental United States. Travelers who require an advance of more than \$550 will automatically receive payment in the form of a check or an electronic fund transfer.

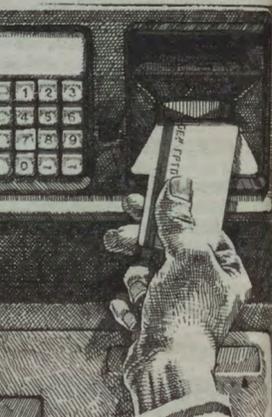
In some circumstances, travelers may have a valid need to have the ATM withdrawal limit raised. The weekly limit can be raised as high as \$1,000 on a case-by-case basis for specific trips, but travelers must contact their local American Express charge card coordinator in advance.

The new withdrawal limits were imposed because some DA employees were abusing their charge card privileges. Cash withdrawals with the card are only supposed to be made in connection with official travel; however, some withdrawals were being made by employees who had no travel orders.

In addition, a few employees were apparently making retail purchases and completing other transactions unrelated to travel by charging them to their American Express cards.

To prevent these problems from recurring, American Express has strengthened its internal controls over government charge cards. A retail block has been applied which prevents employees from using the card to make purchases from mail order catalogs or home television shopping channels.

American Express closely monitors ATM use by individual government charge card holders and will "flag" indicators of abuse. For example, an employee who consistently makes withdrawals from ATMs near his duty station, but rarely if ever goes on official travel, can expect to be contacted by American Express.



The American Express government charge card can now be used to withdraw no more than \$500 in any seven-day period.

Finally, all DA agencies now require employees to cancel their cards immediately upon leaving government service, a policy which has always been enforced at Arsenal Island.

Employees holding an American Express government charge card are reminded that it can only be used for services related to official travel (traveling, meals, etc.), and to withdraw money from ATMs in lieu of traditional cash advances.

Any other use of a government charge card is considered abuse. Disciplinary actions, up to and including removal, can be taken against employees for misusing their American Express cards.

Employees are also reminded that American Express issues them a charge card, not a credit card. This means that payment in full is due whenever a bill is received. Card holders are personally responsible for paying their bills, and they may face cancellation of their American Express accounts and collection actions if they fail to do so in a timely manner.

To avoid problems, employees should file for travel settlements immediately after completing their trips, and should report disputed charges as soon as possible.

The local point of contact for American Express charge card programs is RIA's Transportation Division at Ext. 2-1359. To reach a customer service representative at American Express, call (800) 492-4922.

You can change your ATM personal identification number by calling (800) CASH-NOW (227-4669).

Thrift Savings Plan open season begins on May 15

May 15 marks the first day of the semiannual Thrift Savings Plan open season.

The open season runs through July 31. During that time, employees on Arsenal Island and throughout the federal government can open a new thrift plan; terminate contributions to an existing plan; change the amount contributed to an existing plan; or change the way that contributions are distributed in an existing plan.

Changes made during the current open season will not take effect until the first full pay period in July.

Thrift Savings Plan open seasons are held twice a year, with the next scheduled to begin on Nov. 15.

During an open season, employees may direct changes in their individual thrift plans by completing and submitting a form known as the TSP-1. You may submit only one TSP-1 during the open season, since employees are limited to one "election" per open season.

The only exception to this rule is an election to terminate an existing plan, which can be made during the same open season in which an employee opened a new plan or made changes to an existing one.

When deciding what if any changes to make during this open season, please

THRIFT FUND PERFORMANCE CHART			
IN THE 1990s...			
	C FUND	F FUND	G FUND
1990	-3.15%	8.00%	8.90%
1991	30.77%	5.75%	8.15%
1992	7.70%	7.20%	7.23%
1993	10.13%	9.52%	6.14%
1994	1.33%	-2.96%	7.22%
AND TO DATE IN 1995			
	C FUND	F FUND	G FUND
JAN	2.58%	1.98%	0.67%
FEB	3.87%	2.38%	0.59%
MAR	2.94%	0.60%	0.62%

Source: Federal Thrift Investment Board

keep these guidelines in mind:

•Employee contributions may be made to the Thrift Savings Plan only through payroll deduction. All TSP contributions are taken out before income taxes are calculated.

•Contributions may be made either as a whole dollar amount or as a whole percentage of base pay. Fractional amounts or percentages are forbidden.

For example, you can designate 2 percent of base pay for your thrift plan, but not 2.5 percent. You can designate \$19 per pay period, but not \$19.50.

•If you are covered by the Civil Service Retirement System, you may contribute no more than 5 percent of base pay to your thrift plan. If you are covered by the Federal Employees Retirement System, the contribution limit is 10 percent.

FERS employees receive a matching contribution from the government of up to 5 percent of base pay; CSRS employees receive no matching contribution.

•During an open season, you may change the way that contributions are designated among the three Thrift Sav-

ings Plan funds. Those funds are the C Fund, made up of common stocks such as those traded on Wall Street; the F Fund, made up of high-quality bonds traded on the open market; and the G Fund, made up of government securities issued by the U.S. Treasury.

You can place your entire contribution in one of the funds, or divide it among two or all three. Any breakdown must be by percentage, and those percentages must be multiples of five.

For example, you could designate 50 percent to the C Fund, 30 percent to the F Fund and 20 percent to the G Fund. But you cannot request a breakdown such as 51 percent, 28 percent and 21 percent, nor may you request a breakdown by dollar amount.

•Transfers of money among the three funds in an existing plan may be requested up to four times per year, either in or out of an open season. No more than one interfund transfer can be made in any given month.

Interfund transfers are *not* instantaneous, and may take up to four weeks to take effect. Thus, they should not be done merely in response to a short-term change in the market.

TSP-1 forms are available through the Civilian Personnel Office in Bldg. 102. More information is available from Jim Tack at Ext. 2-1299.

Law allows employees called on active duty to make up TSP contributions

A new law has made it possible for civilian employees who were called into active military service to make up contributions to the Thrift Savings Plan that were lost during the time they were on duty.

The Uniformed Services Employment and Reemployment Rights Act is retroactive to Aug. 2, 1990, the start date of Operation Desert Shield. While the law is specifically designed to benefit the

17,000 federal employees who were called from the military reserves into active duty during Desert Shield and Desert Storm, its provisions will apply to employees affected by any future deployments.

Under the law, employees can pay in all or part of the contributions to their individual TSP accounts that they would have made had they not been placed on active duty. They need not make such

contributions if they choose.

TSP make-up contributions cannot exceed the amount that would have been contributed at the level set at the time an employee went on active duty. For example, an employee who was contributing \$25 per pay period at the time he was activated, and who was absent from civilian employment for 12 weeks, can pay make-up contributions totaling no more than \$150.

Make-up contributions can be made as a lump sum or as a series of payments, but must be made via payroll deduction.

Employees covered by the Federal Employees Retirement System will receive make-up payments of any government matching contributions, plus lost earnings.

More information is available from Jim Tack at Ext. 2-1299.

Leave act Continued from page 4B

months or less since the act was first invoked, the legal entitlement to more unpaid leave is exhausted. Management can choose to grant additional leave without pay if requested.

•The act requires employees to inform management of an intention to take unpaid leave at least 30 days in advance or "as soon as is practicable." Approximate dates may be given, as when an employee plans to take leave for childbirth and newborn care. Allow-

ances will be made for emergencies.

•Under the act, employees who return to work after an extended absence must be returned to the same position, or to "an equivalent position with equivalent benefits, pay status and other terms and conditions of employment." Management is given latitude in deciding what constitutes an "equivalent position."

Employees who are absent from work after invoking the act remain subject to

normal personnel actions, including those taken during a reduction in force. Thus, an employee on unpaid leave can be promoted, downgraded, reassigned or removed if such an action would have been taken anyway if he was present for duty.

The requirement to return an employee to an "equivalent position" may also be waived for employees who invoke the act due to their own serious health conditions. Employees who re-

turn to work but are unable to perform the duties of their past positions, even after accommodations are made, can be reassigned. If all attempts fail, returning employees can be separated for disability or apply for disability retirement.

•Like others on leave without pay, employees taking unpaid leave under the Family and Medical Leave Act can continue their health insurance by paying their share of the premium directly to their insurance provider.



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Golf tournament takes place June 21

The annual Rock Island Arsenal Golf Tournament will take place at Golfmohr in Hampton on Monday, June 12.

All active and retired civilian and military employees of Arsenal Island and their family members are invited to compete in the tournament. En-

tries will be limited to the first 144 golfers with paid reservations.

Golfers may enter their own foursomes, or may enter individually and be assigned to a foursome.

The tournament will begin at 8 a.m. with a shotgun start, meaning that golfers will tee off from all 18 holes. Trophies will be awarded to the first and second place finishers in nine flights. In addition, cash awards will be given to the golfers who hit the longest drive in the fairway on the 6th and 13th holes; the first shot closest to the pin on the 5th, 8th, 12th and 15th holes; and the longest putt from on the green on the 9th and 18th holes.

The cost to enter is \$22.50, a price that includes a steak dinner that will be served following the tournament. All payments must be received by June 2. Carts are available for rent for \$11 for one rider and \$17 for two riders.

More information is available from any of these tournament committee members: Mike Brown, Ext. 2-6419; Dick Burns, Ext. 2-4597; Bob Matesevac, Ext. 2-6432.



Two Wrigley Field trips announced

The Community Events Office has announced two weekend trips to Wrigley Field for Chicago Cubs games.

The first trip takes place on Sunday, June 18, for the game between the Cubs and the Los Angeles Dodgers. The second is on Saturday, July 1, when the Cubs take on their longtime rivals, the St. Louis Cardinals.

Both games are scheduled to begin at 1:20 p.m. The bus departs the Arsenal at 8 a.m.

Tickets are \$35 per person, a price which includes terrace reserved seats and transportation.

Contact Sandi Blodgett at Ext. 2-6959 for reservations and for more information.

POW/MIA stamp will be issued

The U.S. Postal Service will issue a first-class stamp later this month honoring Americans who have been taken as prisoners of war or who are still missing in action.

The POW/MIA stamp will be officially unveiled at a first day of issue ceremony in Washington, D.C., on Memorial Day. It features a pair of military identification tags embossed with "POW/MIA — Never Forgotten," displayed in front of the American flag.

A limited-edition print of the new stamp is available for \$7.95, plus \$3.20 shipping and handling. To order, call (800) STAMP-24 (782-6724).

A stamp honoring POW/MIAs was last issued in 1970, when first-class postage cost 6 cents.

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Around The Arsenal



Fidel Martinez (right) and Tim Dugan tear into the mountain of mulch at the Recycling Center.

Free mulch available at Recycling Center

Do-it-yourself gardeners and landscapers who are in need of mulch can take all they need for free from the RIA Recycling Center.

The center has piled up a mountain of mulch created from scrap boxes, pallets, board ends and other sources of excess untreated wood. Patrons of the center are responsible for loading and hauling off the mulch themselves.

Mulch can be picked up during the center's hours, which are Monday, Wednesday and Friday from 6 to 8 a.m., Wednesday from 11 a.m. to 1 p.m., and Tuesday and Thursday from 2:15 to 4:15 p.m. In addition, the Recycling Center will be open on the following Saturdays from 8 to 11 a.m.: May 20, June 17, July 15, Aug. 19, Sept. 16 and Oct. 21.

Those eligible to use the RIA Recycling Center include all Arsenal Island employees and their family members. More information is available from Tim Dugan at Ext. 2-4752.

"Army Celebration" set for June 14

The Industrial Operations Command will host an "Army Celebration" at Jumer's Castle Lodge on Wednesday, June 14, beginning at 6:30 p.m.

The event, which will honor the Army on its 220th birthday, is open to all Arsenal Island civilian and military employees and their family members.

Retired Lt. Gen. Lawrence Skibbie, a past commander of Rock Island Arsenal who now serves as president of the American Defense Preparedness Association, will be the guest speaker. The celebration will include a cake cutting ceremony, and a strolling string band will perform during dinner.

Reservations must be made no later than June 6. To make a reservation, and for more information, contact the AMCCOM Protocol Office at Ext. 2-5510.

Preschoolers offered part-day program

RIA's Child Development Services will offer a part-day program for preschoolers beginning in September.

The program is open to children age 3 to 5. It will feature a creative curriculum that includes hands-on activities and field trips.

Hours for the program will be Tuesday, Wednesday and Thursday from 9 to 11:30 a.m. Eligible participants include the children of Arsenal Island civilian and military employees. The cost is \$65 per child, plus the \$20 annual Child Development Services fee.

The group size is limited to 10, so those interested should register soon. Call Nancy Reeves at Ext. 2-2828 for more information.

Visitor Center hosts open house

The Rock Island District of the U.S. Army Corps of Engineers will host an open house at the Mississippi River Visitor Center at Lock and Dam 15 on Saturday, May 20, from 10 a.m. to 4 p.m.

The open house will feature guided tours of the lock and dam, where a rehabilitation project was completed recently. Open house participants will also be welcome aboard a Corps of Engineers towboat.

Other features of the open house will include children's activities; a presentation by "Mark Twain"; water safety demonstrations; and information on zebra mussels. The day after the open house, the Mississippi River Visitor Center will go on its summer schedule. The center will be open daily from 9 a.m. to 9 p.m.

More information is available by calling the center at 794-5338.

DRMO store now welcomes credit card

Customers at the cash and carry store operated by the Defense Reutilization and Marketing Office can now use their Master Card and Visa credit cards as well as cash to pay for their purchases. However, no personal checks will be accepted.

The store, located in Bldg. 145, is normally open on Monday and Wednesday from 10 a.m. to 2 p.m., excluding holidays. But the store will also be open on Saturday, May 20, from 8 a.m. to 3 p.m., and on Tuesday, May 23, from 10 a.m. to 2 p.m.

During those special hours, customers will be welcome to inspect items and submit bids for a sealed bid sale being conducted by DRMO. More information is available by contacting DRMO at Ext. 2-1619.

3rd Avenue ramp reopens May 22

The 3rd Avenue ramp off the Moline Bridge is scheduled to reopen on Monday, May 22.

The ramp was closed on May 8 in order to allow the city of Moline to repave the intersection of 3rd Avenue and 15th Street. All other exits and entrances to the bridge have remained open.

In The Spotlight

• A team of four engineers from RIA's Public Works Directorate has won the Army Materiel Command's annual Energy Conservation Award in the Small Group Category. The award went to David Osborn, Jay Richter, Charles Swynenberg and James Thompson. The team will now go on to compete for awards given by the Department of Energy.

• Sgt. David Raphael has been selected as Rock Island Arsenal's NCO of the Quarter, and SPC James Thompson has been chosen as RIA's Soldier of the Quarter. Both are assigned to the Illinois Detachment of the Operational Support Airlift Command.

• AMCCOM's Transportation and Traffic Management Directorate has honored Shirley Davis, Sue Ellis and Yvonne Leemans for their accomplishments in the "110% Club." The peer program recognizes employees in the directorate who excel both on the job and in the community. Ms. Davis is active in WVIK, the local public radio station; Ms. Ellis coordinates help for the directorate's needy family services; and Ms. Leemans is a volunteer with Trinity Hospital's hospice program.

If you know of an employee or group of employees who belong in the spotlight, send your information to the Target at SMCRI-APP-PA or to the e-mail address "target."

Arsenal Island People

Suggestion Awards

- | | | |
|-------------------|-------------------|------------------|
| Bonnie Behncke | Terry Jurisic | Jeff Schueller |
| Teresa Benischek | Lori Leebold | Dawn Sherwin |
| Michael Boyle | Martin Leon | Louis Sommer |
| Randall Brekke | Waltmore McDonald | Debra Viren |
| Jimmy Campbell | Todd McGraw | Judith Weeks |
| Janice Clark | Robert Meeker | Jacqueline White |
| Virginia Cline | Allan Mehrens | Robert Wild |
| Eddie Fowler | Gerri Murdock | Robert Wright |
| Raymond Gordon | William Nixon | Suzanne Yackley |
| Constance Guthrie | David Presto | Judith Weeks |
| Jay Hughes | Michael Richard | Kathy Zingre |
| James Hunter | | |

Special Commendations

These employees were commended by the RIA commander for their Junior Achievement volunteer activities:

- | | | |
|------------------|-------------------|--------------------|
| Sandra Blodgett | Venita Holmes | Janice Orsborn SGM |
| SC James Chapman | Robert Kalantari | Bruce Parsell |
| Wendy Cole | Hollie Kensingler | Carolyn Peterson |
| Alberto Craff | Kenneth Keyes | Hung Pham |
| Donna Davis | Michael Kinnamom | Caridad Ramos |
| Chuck Denny | Lauri Larson | Paul Rosenthal |
| Betty Dickson | Kevin Lee | John Ruble |
| Mike Downes | Alice Lopez | Geralyn Ruggles |
| Donald Duff | Gena McDaniel | Mary Sanders |
| Eugene Duncanson | Kay McIntyre | Gail Satterwhite |
| Ann Fennelly | Stanley Moore | Becky Schoenig |
| Deborah Fore | Carlos Moreno | Rosie Schwartz |
| Brenda Hall | Jack Morris | Paul Sundberg |
| Steve Hayes | Mary Ann Naert | Kim Wheat CPT |
| Carolyn Herbst | Ignacio Nevarez | Tracy Wickham |
| Paul Herrera | Angie Norton | Stephanie Wilson |

JA volunteers receive Commander's Coins

Arsenal Island employees who served as Junior Achievement volunteers during the 1994-95 school year were honored during a ceremony held recently.

The JA volunteers received Commander's Coins in recognition of their efforts. Also present at the ceremony to pass along her thanks was Susan Ploeger, local JA president.

The 48 volunteers who were honored are listed above in "Arsenal Island People." All were involved either with the JA company at Arrowhead Ranch or with efforts to teach the principles of business and economics at local schools.

If you'd like to volunteer for the 1995-96 school year, contact Stephanie Wilson at Ext. 2-1832.



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