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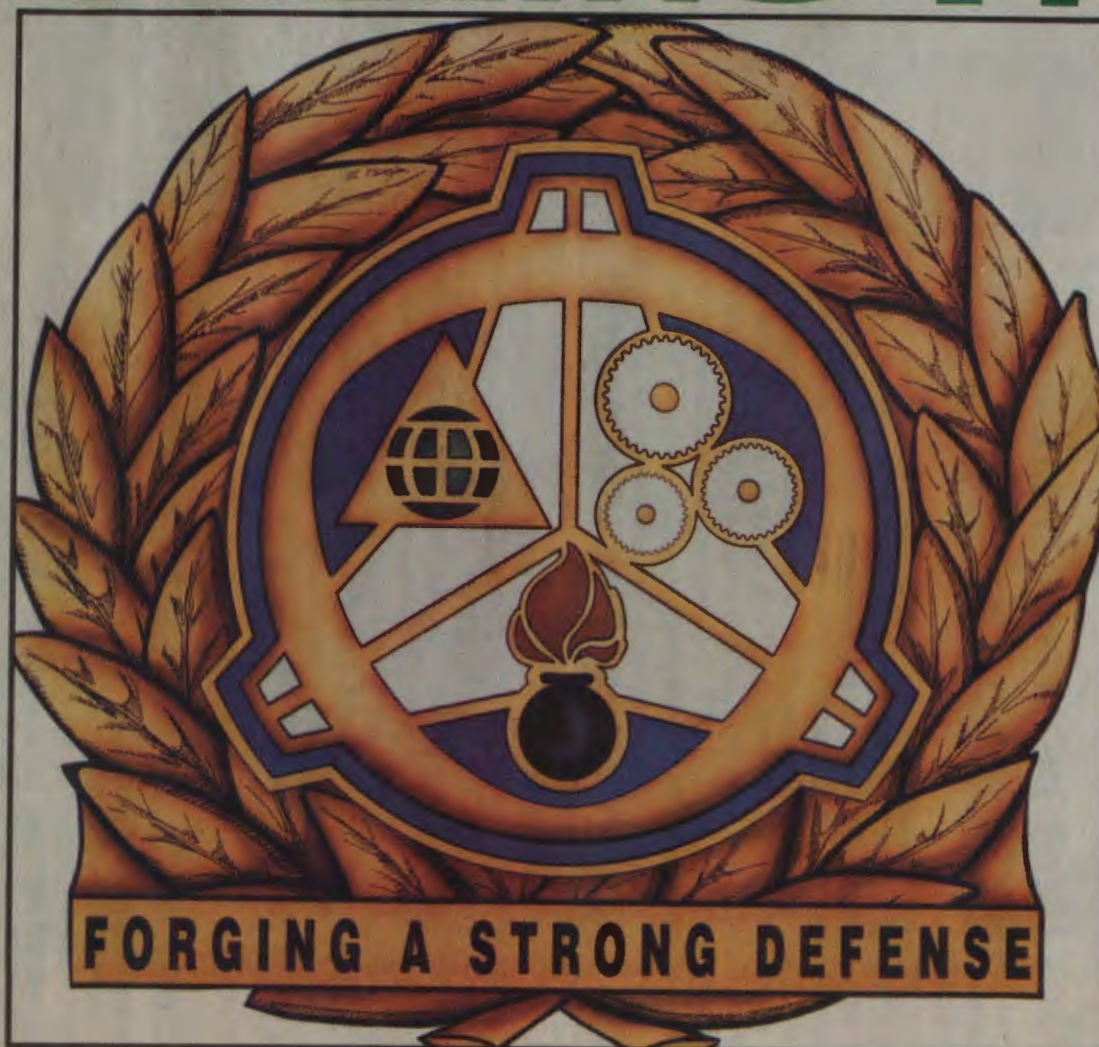
FEBRUARY  
1995

*"Arsenal Island's Community Newspaper"*

Vol. 40, No. 7

Rock Island, Illinois

## SELLING IT



A full-color brochure, a traveling display and a toll-free number  
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of the Industrial Operations Command



# VERA/VSIP totals posted

The VERA/VSIP window has just closed for AMCCOM Headquarters but remains open for Rock Island Arsenal. The window for Headquarters employees opened Jan. 23 and closed on Feb. 10. The RIA window opened Feb. 1 and is scheduled to close on March 17.

The purpose of VERA/VSIP is to get enough employees to separate voluntarily in order to avoid involuntary separations. The authority to offer VERA/VSIP was requested in light of funding shortfalls for fiscal year 1995 which made it necessary to reduce the number of employees in both RIA and AMCCOM Headquarters.

Both windows could close sooner if enough employees opt for voluntary separation through VERA/VSIP. For Headquarters, the "magic number" is 49; for the Arsenal, it's 150.

As of press time, 29 employees of

### DEFINITIONS

VERA, for Voluntary Early Retirement Authority, gives employees the opportunity to retire at an earlier age and with less service time than they normally would. (Retirement under normal circumstances is known as optional retirement.) Employees can take VERA if they are 50 years old with 20 years of service, or at any age with 25 years of service. VERA retirees have their annuities reduced by 2 percent for every year they are under age 55; thus, a 50-year-old employee who takes VERA would suffer an annuity reduction of 10 percent.

VSIP, for Voluntary Separation Incentive Pay, is a bonus payment available to all employees who choose to leave federal service voluntarily, either through optional or early retirement or resignation.

VSIP bonuses are based on the amount of severance pay employees would receive if they were involuntarily separated. By law, bonuses may be no more than \$25,000, even if an individual's severance pay would be higher.

VSIP bonuses are paid in a lump sum and are taxable. Those who take them are barred from returning to work for any federal agency for five years.



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# Free career guidance offered

All employees who work in Rock Island Arsenal organizations will be eligible to receive free career guidance throughout the period that the VERA/VSIP window is open within RIA.

The guidance will be offered through a career exploration team sponsored jointly by the Army Career and Alumni Program and the Army Community Services Office.

The Army Career and Alumni Program was established to aid soldiers, civilian employees and family members who are transitioning out of the Army as a result of downsizing. Under ACAP, the Transition Assistance Center in Bldg. 102 was opened in 1991.

Previously, ACAP services had only been available to civilian employees affected by an adverse personnel action. Until the VERA/VSIP window closes, however, ACAP, ACS and other career guidance services will be offered to all RIA employees and their family members. ACS will continue to offer career counseling after the window closes.

The intent is to allow employees who might be considering voluntary separation an opportunity to explore their career options in advance, with the assistance of trained professionals.

Since Feb. 1, all RIA employees have been given the opportunity to take part in career exploration sessions. The sessions are held on duty time. Employees must coordinate attendance at the sessions with their supervisors.



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# IOC personnel procedures are announced

The personnel procedures that will be used to fill jobs in the Headquarters and the Industrial Operations Command have been announced.

The procedures were outlined in a five-part broadcast on Feb. 6 led by Maj. Gen. Dennis Benchoff, commanding general of IOC. The one-hour broadcast was viewed by AMCCOM Headquarters employees on Arsenal Island and by employees of Depot 5771; employees in the DL area system Command Headquarters at Chambersburg, Pa.

Maj. Gen. Benchoff began the broadcast by announcing that he had signed the TDA for IOC Headquarters. The TDA lists by organization the jobs that will be available in IOC Headquarters by grade, series and title.

As outlined in the broadcast, here is a summary of how employees will fill the jobs on that TDA:

- The individuals who will compete for IOC Headquarters jobs will include all non-temporary employees of AMCCOM Headquarters at Rock Island, and all non-temporary employees of DESCOM Headquarters who have not declined transfer of function.
- Those DESCOM employees who have already declined a transfer to Rock Island will not be considered for IOC Headquarters jobs. To date, more than 100 have officially declined transfer.
- A small number of employees now working overseas who can exercise their return rights by Sept. 30 will also compete, as will some Army Materiel Command interns scheduled for assignment to AMCCOM or DESCOM Headquarters by the end of the fiscal year.
- A single retention register covering both AMCCOM and DESCOM employees will be created via the same method that would be used to create a retention register for a reduction in force. Employees will be ranked according to veteran's preference, tenure group, and service computation date as adjusted for performance credit. Ranking will be made according to an employee's permanent grade; temporary promotions will not be considered in either ranking or final placement.
- The competition for placement in jobs will be based on retention register standing. The retention register will be available for review.
- As reiterated by Maj. Gen. Benchoff during the broadcast, all permanent employees now working at AMCCOM Headquarters and DESCOM Headquarters will receive a job offer of some kind to work at IOC Headquarters.

The placement process will be geared toward making employees the best offer possible. When possible, employees will be offered a job in the same grade and series and within the same functional area. When not possible, employees may be offered a job in a different series and/or functional area.

Top priority will be given to offering a job at the same grade. In some cases, positions may be restructured or certain qualifications may be waived to make such an offer. Employees may then need additional training to fill the position.

In a few cases, employees may be made a same-grade offer in an alternate position, in order to fill a critical mission need or to avoid adverse impact to another employee.

- Job offers will be made in three rounds occurring in April, June and July (see accompanying article on milestone dates). The placement process will be reviewed at the end of each round.

MILESTONE DATES	
APRIL 3	• Job offers issued
MAY 3	• Response to job offers due
JUNE 1	• Second round of job offers issued
JUNE 23	• DESCOM relocations begin
JULY 1	• Response to second round of job offers due
JULY 17	• IOC functionally organized
JULY 29	• Termination notices issued to employees declining transfer
AUG. 18	• Third round of job offers
SEPT. 29	• Response to third round of job offers due
OCT. 1	• Separation of employees declining transfer
	• Deactivation of AMCCOM and DESCOM
	• All personnel actions effective
	• IOC activated.

and improved job offers will be sent out when possible.

Thus, employees who receive an initial job offer at a lower grade than their present job remain in the running to receive a same-grade job offer in a subsequent round.

- Employees who decline a job offer at their permanent grade of record remove themselves from any further consideration in the competition. Such a declination will result in separation at the end of fiscal year 1995.
- Employees who separate at DESCOM Headquarters under such circumstances will be entitled to discontinued service retirement or severance pay. However, those entitlements will not be available to those who separate at AMCCOM Headquarters because they declined a job offer within the same commuting area.
- Employees who decline a job offer at a lower grade remain in the competition for a better offer. However, if a better offer is never made, they will be separated. They will not be offered the opportunity to accept the same lower graded job they declined earlier.
- Employees who accept a job offer at a lower grade remain in the competition for a better offer. If a better offer is never made, those employees are not subject to separation; instead, they simply fill the lower graded job they already accepted.

Pay and grade retention rights will apply to employees who accept jobs at a lower grade than the permanent grade they now occupy.

• All employees will be detailed to their permanent IOC Headquarters jobs on July 1. While a few changes may be made after that date, it is expected that the reorganization will be mostly complete by then.


Employees will meet face-to-face with their new supervisors before July 1. Those at Chambersburg will either come to Rock Island for such a meeting or will have their new supervisors come to them, depending on what is most economical and feasible. Most permanent moves of DESCOM employees will take place this summer.

AMCCOM and DESCOM will be formally disestablished at separate ceremonies held in Rock Island and Chambersburg at the end of FY95.

- The procedures were developed by the IOC Transition Partnership, which is made up of the chiefs of staff from AMCCOM and DESCOM, and of civilian personnel officials and union representatives from the two commands.

Issues and disputes that arise during the placement process will be resolved by the IOC Transition Council, which is made up of personnel and union representatives. All disputes which cannot be resolved by the council will be referred to the IOC Transition Partnership and, if necessary, to the commanding general for final resolution.

- A hotline has been set up for employees with questions about the process. To connect with the hotline, dial Ext. 2-0815. A separate hotline is in place at DESCOM Headquarters.



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# Commander's Corner

By COL. JOHN L. STORM

## Heart and soul

As readers of this newspaper now know, an effort is being made to "market" the particular capabilities of Rock Island Arsenal, and the overall capabilities of the installations which will make up the Industrial Operations Command.

When the final establishment of IOC is complete, the Army's entire organic industrial base — its arsenals, depots and ammunition plants — will be brought under a single command for the first time. RIA will be an important building block in the industrial base, as it has been for over a century.

At this juncture, it is critical that we raise the awareness of our defense leaders so they know what the industrial base can do and why it is here. One of the ways we do that at RIA is by offering all key officials who come here the opportunity to tour our manufacturing and logistics facilities. Most of them take us up on our offer, and all who do come away duly impressed with what they have seen.

I firmly believe that maintaining a ready and capable industrial base is absolutely vital to assuring military preparedness. Our past experience, present needs and future projections all show that Army-owned manufacturing and maintenance facilities have an irreplaceable role to play in meeting peacetime requirements and filling the potential demands created by a mobilization.

That belief forms the basis for my philosophy, summed up by the following phrase: The heart and

soul of Arsenal Island lies "behind the fence," in our manufacturing and logistics facilities.

This is a wonderfully diverse installation. We are a center for command and control, administration, training, recreation, support services and much more. We proudly host more than two dozen tenant agencies, and we gladly welcome visitors and community groups.

But we can never lose sight of the fact that, at its very center, the Arsenal is an industrial facility. That's what makes us go. That's what makes us unique. That's why we are here.

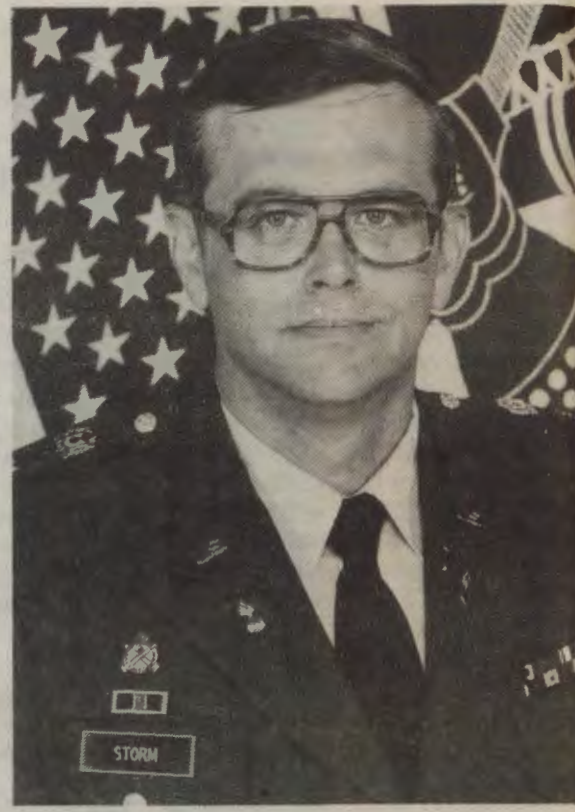
## Tough decisions

Separately and together, "VERA" and "VSIP" have become familiar acronyms of late. Both begin with the word "voluntary," and are designed to help forego the unpleasant task of performing involuntary reductions.

Some employees have gone out through VERA/VSIP. Others are probably contemplating it. Understandably, it's a tough decision, one that requires careful thought and planning.

Counseling is available to all employees who may be considering voluntary separation. I encourage all of you who are "on the fence" to take advantage of this counseling, to ask questions, and to become as fully informed as possible.

The unfortunate part of VERA/VSIP is that it will



cause us to lose some good people. To all those who have gone or who are soon to depart, thanks for you've done over the years.

To those who still haven't made a final decision VERA/VSIP, take your time to consider all your options and choose the one that's right for you.

To all employees, please approach this issue with compassion and understanding. This is not an easy time, but we can get through it together.

## The Inspector General really is here to help

By CAPT. MARK TALKINGTON  
Inspector General's Office

In 1777, George Washington determined that the Continental Army required the services of an inspector general. Washington knew that, in order to defeat the British, he needed intimate knowledge on the strength and limitations of his Army and its level of readiness.

Washington did not invent the inspector general system. Credit for that goes to King Louis XIV of France who, in 1668, appointed independent officers to inspect his army and report back to him. The idea soon spread throughout Europe.

Throughout the Revolutionary War, the inspector general served as the eyes and ears of Washington and other commanders. The Continental Army, once a ragtag collection of local militias, became a disciplined force capable of victory, thanks in part to the information and training provided through this early IG system.

The U.S. Army of today is far different from the Continental Army of two centuries ago. As the Army has evolved, so has the role of its inspector general.

In addition to conducting inspections, the modern IG also conducts investigations and provides assistance. While most of you are familiar with the IG's role as inspector and investigator, you may be surprised to learn of our assistance function. Yes, the IG really is here to help!

During our inspections and staff assistance visits, we take the time to let people know what they might be doing wrong and how they can correct it. We try to help commanders discover and attack problems in their early stages, to prevent bigger problems from occurring later on.



The Inspector General's emblem.

Our door is open to anyone with a problem or question. If we don't have the solution or the answer, we'll attempt to put you in touch with someone who does.

In our investigative capacity, the IG looks into allegations of waste, fraud, abuse or impropriety. All allegations which are reported to us are investigated.

Due to the official nature of the IG function, the confidentiality of those who come to us cannot be guaranteed.

However, all IGs are required to safeguard confidentiality to the greatest extent possible. Further, any act of reprisal against anyone who uses the IG system is a violation of the law.

The IG motto, "Droit et Avant," is a French phrase which translates roughly as "First be right, then go forward." The motto reflects the IG's proper role, which is to assure that the Army does the right things and maintains its integrity as an organization which follows the rules and treats people fairly.

Though not perfect, the IG system does work. We encourage anyone who needs the sort of assistance we provide to contact us.

You can contact us by phone at Ext. 2-4495, or in person by visiting our office on the second floor of Bldg. 390. You can also call the IG Hotline at Ext. 2-7481.

## Correction

In the January Target, it was reported that college scholarships offered through the American Defense Preparedness Association were available to high school seniors and current college students. In fact, ADPA scholarships are only offered to high school seniors. Call 797-3437 for more information.

## Letters

### Smoking in cafeteria 'stinks'

Editor:

Regarding smoking in the cafeteria: It stinks!

It seems foolish to relegate smoking to no closer than 50 feet from building entrances everywhere on the Arsenal, except the cafeteria. During inclement weather, it is used throughout the day by smokers who would otherwise go outside.

An exhaust fan is not the answer. Making the cafeteria a no smoking area, like the rest of the buildings on post, is.

Maybe if non-smokers filled the smoking section, it would force smokers to sit in the non-smoking section, where they can't smoke, or go outside.

Skip Cramond  
AMSMC-TA

### Super Bowl party is a success

Editor:

The soldiers of RIA's Headquarters Support Troops held a Super Bowl party at the Arsenal Club. More than 30 soldiers, family and friends attended and cheered their teams on.

Prize drawings were held after each quarter and during halftime. Our thanks to all those who donated the prizes, including Don Furan, manager of SatoTravel; David Booth, manager of the Post Exchange; and James Zagar, director of the Community and Family Services Directorate. Thanks also to the staff of the Arsenal Club for putting out a "super" spread, and to all others whose hard work made the party a success.

SFC Paul Jones

### 'Snow thanks' to firefighters

Editor:

Thanks to the two firefighters who helped many of us get out of the parking lot behind building 350 during last month's snowstorm. I believe they gave of their own time to help us dig out. Great job, guys, we appreciate your thoughtfulness.

Julie Clapp  
AMSMC-ABR-T

### RIA Fitness Center invites employees "Over the Edge"

Arsenal Island employees who'd like to test their level of physical fitness are invited to take part in a multi-event competition later this month.

The first "Over the Edge" competition will be held on Wednesday, Feb. 22, and Thursday, Feb. 23, at the Fitness Center beginning at 4 p.m. on both days. Feb. 15 has been set as the sign-up deadline.

Over the Edge consists of both individual and relay events. It is based in part on the military PT tests taken by active soldiers.

All civilian and military Over the Edge participants whose scores would have "maxed" the PT test will have their names engraved on a plaque that will be displayed at the Fitness Center.

The individual portion of Over the Edge will be made up of the following events: A 1.5 mile run, number of sit-ups per one minute, number of push-ups per one minute, a 400 yard run, a rope climb and a Universal bench press.

The relay portion of Over the Edge will consist of a medley relay run at distances of 200 yards, 400 yards and 800 yards, and a one mile relay run. Each team participating in the relay event should have six members.

The cost to participate in the individual events is \$1 per event, or \$3.50 for all six events. The entry fee for the relay events is \$6 per team.

Participants may form their own relay teams. The Fitness Center will attempt to place individuals who are not members of a team but who'd like to take part in a relay.

All those who participate in Over the Edge will receive an honorary award. A trophy and ribbon will be awarded to all first-place relay teams, and second-place teams will receive plaques. T-shirts and medals will go to the first and second place finishers in



the individual events.

To sign up for the Over the Edge competition, and for more information, call the Fitness Center at Ext. 2-6787.

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### Scholarship competition begins

The Federal Employees Education and Assistance Fund has begun its ninth annual scholarship competition.

Applications for FEEA scholarships must be postmarked no later than June 2. FEEA hopes to award nearly \$200,000 in scholarships in 1995, up from \$175,000 in 1994.

FEEA is a non-profit organization which benefits federal and postal employees and their families and which is financed primarily through Combined Federal Campaign contributions.

Last year's FEEA scholarship awardees included two students who are the children of Arsenal Island employees: Amanda Childers, daughter of Geoffrey Childers, and Angelica Williams, daughter of Ellea Williams.

Scholarship awards will range from \$300 to \$1,500 and will be made based on merit. Eligible applicants must be either graduating high school seniors

or continuing college students with a grade-point average of at least 3.0. Either they or their federal employee sponsors must have at least three years of civilian federal service.

Selection criteria for the scholarships include academic achievement, community service, a recommendation, and an essay based on the following theme: "What do you think is the greatest social challenge facing America today? What would you do to solve it?"

In addition to the scholarship program, FEEA offers low-interest education loans. For a copy of the scholarship application and loan information, send a self-addressed stamped envelope to: FEEA Scholarship Program, 8441 Bowles Ave., Suite 200, Littleton, CO 80123-3245. More information is available by calling FEEA at (800) 323-4140.

### Reminder: Gizzards will freeze on Feb. 15

A reminder that the annual Freeze Yer Gizzard Blizzard Fun Race and Walk takes place Wednesday, Feb. 15, at 4 p.m.

The two-mile course begins and ends at the parking lot of the RIA Country Club. No entry fee is charged, but

participants are asked to fill out entry forms available at the Fitness Center.

All runners and walkers are invited to the Arsenal Club after the race for free hot chocolate. More information is available by calling the Fitness Center at Ext. 2-6787.

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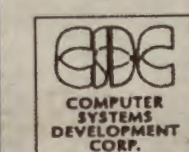
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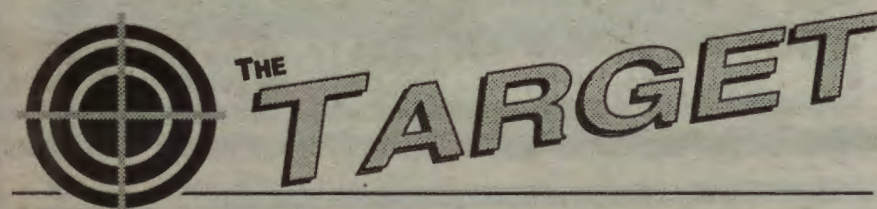
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## RIA personnel director is a community leader

As the Mississippi River reached its peak in 1993, the need for the Quad City Chapter of American Red Cross was great. While many had other priorities, Pat Broderick stepped up to become the board chairman of the local Red Cross, at a time when leadership was essential.

Mr. Broderick is director of the Civilian Personnel Office at Rock Island Arsenal. It is not unusual for him to accept leadership roles. He has spent the past 30 years volunteering and helping others in many different ways.

"I began by providing support to my kids with their activities, and it eventually transferred into community activities," Mr. Broderick said. "In college, I majored in psychology and sociology, so I knew my career path would be people-oriented."

Mr. Broderick's positive views on AIDS education have helped the Red Cross provide information to schools to educate the young. "Since the feedback was so positive in the schools, there is now a peer education program in which students are trained to serve as facilitators to teach their peers about AIDS awareness," he said.

It takes time and dedication to stay focused on giving of oneself, and for many people that may be difficult. Mr. Broderick's motivation came from a quote he heard several years ago.

"For the longest time, I did not know what motivated me to volunteer and become involved in the community," he remarked, "and then I heard someone say: 'We make a living by what we get and we make a life by what we give.'"

The Quad City Merit Employment Council is an organization whose goal is to enhance and foster equal employment opportunities in the Quad City community. Mr. Broderick actively participates in the council and its scholarship committee.

Mr. Broderick is the past chair of the Commission on Aging for Senior Iowans, and recently served on the board of and remains active



PAT BRODERICK

in the Bix Beiderbecke Jazz Society. For the past three years, he has served on the Alumni Board of Creighton University, his alma mater in Omaha, Neb.

Mr. Broderick has been involved in the running community for a number of years. He is a past board member of the Cornbelt Running Club and founder of the St. Patty's Day Run and the Jingle Bell Run, two runs which started as fundraisers for worthy organizations and have grown into annual events.

Several years ago, Mr. Broderick was given an award for his support to the Arsenal's Committee for the Disabled.

"That was the most meaningful award I have ever received because of the committee's interests and initiatives in making Arsenal Island a better place to work for everyone," he said.

As for his career in personnel, Mr. Broderick has had the good fortune to be assigned to a number of different personnel offices in the U.S. and Europe.

"But there is no place like Rock Island," Mr. Broderick said. "I have the best job on the island because I work with great people who have a real sense of why they are here."



## BLACK HISTORY MONTH

"Reflections on 1895: Frederick Douglass, Booker T. Washington and W.E.B. DuBois"

This year's celebration of Black History Month highlights the accomplishments of three great African-American leaders of one century ago. For more information, contact the EEO Office at Ext. 2-2356.

## Family symposium slated

Rock Island Arsenal will host the sixth annual Army Family Action Plan symposium on Tuesday, March 7. Symposium sessions will take place from 8 a.m. to 3:30 p.m. at two locations: The Baylor Conference Room in Bldg. 103, and the training area on the second floor of Bldg. 102.

The purpose of the symposium is to address quality of life issues affecting the Total Army, including active and reserve soldiers, family members, and civilian employees. The issues that could be raised during the symposium include, but are not limited to, entitlements and benefits, child care, youth services, and family support during a deployment.

Recommendations made by symposium participants will either be forwarded to local officials or, as appropriate, forwarded for consideration

at symposiums that will take place later this year at the Army Materiel Command and Department of the Army levels.

Some employees who will serve as active participants in the symposium have been granted administrative leave for that purpose. While other employees are welcome to attend, they must do so on their own time.

Questionnaires were sent out to Arsenal Island employees and residents last month asking for their input for the symposium. Results of the questionnaires will be compiled and used in setting the symposium's agenda.

For more information on the Army Family Action Plan symposium, or to obtain a copy of a questionnaire, contact RIA's Family Support Division at Ext. 2-0833.

## Survey asks: Easter egg hunt, anyone?

A questionnaire has gone out to the entire Arsenal Island community to determine whether or not enough interest exists to hold an Easter egg hunt on the island.

The event would take place on Saturday, April 8, and would feature breakfast at either the Arsenal Club or the Post Restaurant and an appearance by the Easter Bunny. All civilian and military employees and their families would be invited to attend.

Responses to the questionnaire are



due by Feb. 24. If you need a copy of the questionnaire, or would like to indicate your interest in such an event, contact the Army Communities of Excellence Office at Ext. 2-5890.

## RIA marketing *Continued from page 1A*

The Arsenal's factory is supported by modern science and engineering laboratories, computerized design centers, and test and measurement facilities. RIA's Directorate of Logistics offers advanced packing and shipping technology, along with the ability to assemble tool kits and perform other logistics-related missions.

"The fact is that you won't find many facilities in private industry that can do it all like the Arsenal can," he concluded.

Hopefully, that message is carried forward by all who see for themselves what RIA has to offer. To further assure that the word gets out, Mr. Sikorski and other Arsenal employees have taken to the road with what he describes as a "first-class" brochure and display.

RIA's marketers have traveled to many of the same places that the team marketing the Industrial Operations Command has gone, including the top annual military trade shows. The intent is to reach defense decision makers with the Arsenal's message.

"As with our tours, we find a lot of

potential customers who don't know what we can do or how well we can do it," Mr. Sikorski remarked. "People are usually pretty impressed by what we have to show them at these shows."

The search for tomorrow's customers hasn't caused Mr. Sikorski or anyone else involved in marketing to lose sight of the importance of serving today's customers.

"The best marketing tool you can possibly have is a satisfied customer," he stated. "The outstanding work we do every day creates good word of mouth, builds the Arsenal's reputation, and helps us develop new business opportunities."

According to Mr. Sikorski, marketing isn't just the responsibility of one person or one team.

"Every employee is a marketer, because everything we do and we say reflects on the Arsenal," he said. "It's the skill, the experience, the pride and the dedication that we bring to our jobs that really make a difference because, in the end, that's what we have to offer."

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## IOC marketing Continued from page 1A

and Congressional staffers.

Plans also call for the display to be exhibited later this year at the Main Cafeteria in Bldg. 60, and at the Armed Forces Day Open House.

When you add up the costs of display and brochure production, travel, and employee time, it's clear that IOC is sinking a pretty penny into marketing. But, in Mr. Larsen's view, it's money that is wisely spent.

"I look at it as an investment, not an expense," Mr. Larsen said. "These days, you need to get the attention of people and make them aware of what you do and how well you do it, or you risk being overlooked."

Indeed, as Mr. Larsen pointed out, given the high dollar value of some defense orders, the marketing effort could pay for itself with one order.

Mr. Larsen stressed that the IOC marketing effort was not intended to put the command into competition with private industry, or to create superfluous demand for IOC products.

"Privately owned companies and facilities have their traditional role to play in defense production, and we have no intention of infringing on that role," he said. "But the Army industrial base also has a role to play, and has capabilities which just aren't found in the private sector."

Army-owned facilities are often used to manufacture spare parts and other products which can't be produced economically in the private sector, or which can only be produced on equipment found within the industrial base.

"Companies simply aren't interested in bidding on contracts if doing so would require them to make a large capital investment," Mr. Larsen said. "So, in our marketing efforts, our focus



Aerial bombs are produced at McAlester Army Ammunition Plant, Okla. IOC's installations can produce items as large or larger than these bombs while meeting tolerances measured in thousandths of an inch.

is on what is unique about IOC and on our specialized skills."

Marketing also plays a role in assuring that the industrial base remains "warm," i.e. uses enough of its capacity to assure that it will be ready to gear up production swiftly in the event of a mobilization.

"The Department of Defense knows that it has to retain the critical skill base found in IOC in order to support readiness," Mr. Larsen said.

According to Mr. Larsen, the marketing effort has been almost exclusively "government to government," and has largely been concentrated within DoD. However, it does support efforts, such as facility contracting, which open up DoD facilities for non-DoD work.

Ms. Leptien remarked that, by reaching out to customers through marketing, IOC is carrying out an important customer service.

"There may be organizations who have needs and requirements that they haven't filled, simply because they don't know where to go to fill them," she explained. "When we raise awareness among those potential customers, and let them know that IOC can meet their requirements, we create a 'win-win' situation."

In talking to potential customers, members of the Business Development Team have found that there really

## THE TARGET FEBRUARY 1995

is a need to raise awareness of IOC's capabilities.

"Often, we act as educators," Ms. Leptien said. "We get the message out to people within DoD or the defense industry who previously didn't understand the scope or the purpose of the industrial base."

One of the team's main messages is that IOC has facilities to support a full range of requirements, including manufacturing, assembly, rebuild, repair, storage, demilitarization and disposal.

"Even people who know something about arsenals, plants and depots aren't fully informed about the many different things we can do," Mr. Larsen said.

Ms. Leptien noted that even people within the IOC structure itself, or within IOC's fellow commodity commands, aren't totally aware of what IOC does and how it can be used to meet acquisition requirements.

Though it spends much of its time sending information out, the team knows that marketing also involves taking information in.

"We need to be good listeners and learn what our potential customers need," Ms. Leptien said. She added that this was especially important in regard to the research and development community.

"By keeping in contact with R&D people and finding out what their needs are," Mr. Larsen said, "we can help IOC plan for what its capabilities might be used for five years or more down the road."

Given the nature of marketing, it may take that long or longer before IOC can fully evaluate the success of the Business Development Team's efforts. The team can lay claim to some achievements: For example, the toll-free number has yielded some leads which may generate future workload.

"To the outside world, I think that the important thing about the team is that we serve as a single focal point that can help bring together the buyers and the sellers," Mr. Larsen stated.

Ultimately, any marketing effort relies on the value of what is being marketed, and the Business Development Team feels that IOC has plenty to offer.

"This command has the capability to turn out high-quality products on or ahead of schedule in a cost-effective manner," Mr. Larsen said. "In the long run, the fact that we can say that truthfully is our best marketing tool."

## THE TARGET FEBRUARY 1995 SECTION B 8 PAGES

# New machinist apprentice program established

By PAUL LEVESQUE  
Target Editor

For more than eight decades, Rock Island Arsenal has served as a training site for machinists.

This month, the RIA machinist apprentice program will be formally discontinued. Yet the tradition of training machinists at the Arsenal will carry on, under a program that should benefit both RIA and the Quad Cities community at large.

The new machinist apprentice program will be managed by the Manufacturing Technology Consortium, an organization designed to assist small and medium sized manufacturers in eastern Iowa and western Illinois. (For more information on MTC, see the story on this page.)

Training will take place in the same location which served as RIA's machinist apprentice center, on the fourth floor of Bldg. 220. Classes will be led by instructors hired by Black Hawk College and Scott Community College. The first session is scheduled to begin on Feb. 27.

According to MTC director Daniel Wayne, a new community-based machinist training program is needed now for a reason that would have seemed incomprehensible ten years ago.

"There's a shortage of qualified machinists, both in this area and in the Midwest as a whole," Mr. Wayne said. "We need to train new machinists in order to keep existing plants going and to attract new industry to the area."

That's quite a contrast from the dark days of the early to middle 1980s, when machinists with high levels of skill and experience were standing in the unemployment line in the wake of a series of plant shutdowns and relocations.

Mr. Wayne noted that the machinist shortage which exists today is a lingering effect of the machinist surplus of one decade ago.

"Many of the skilled machinists who lost their jobs either retired, relocated or retrained," he said. "Meanwhile, parents and school counselors weren't encouraging kids to go into machining or other skilled industrial trades."

"There was a widespread perception that manufacturing work was hard, dull and dirty," he added, "and that factory jobs weren't available anyway."

That perception became outdated as the Midwest's manufacturing sector began to rebound. An improving national economy, the opening of new global markets, and restructuring and retooling in industry all combined to



Chris Baltzer (left) and Del Moore of RIA's Arsenal Operations Directorate work on a lathe in the machinist apprentice training area. By the end of this month, the area will be occupied by machinist apprentices participating in a new community-based program.

drive up demand for the products turned out by machinists.

Today, companies of all types and sizes are having a difficult time finding new machinists for the new jobs created by the growth in manufacturing. Solving this problem is critical to assuring future economic growth, Mr. Wayne noted.

"When a company seeks a location for a new plant, one of the most important factors it considers in making its decision is the availability of skilled labor," he said. "By starting a machinist apprentice program now, this area will be in a better position in the future to compete for new industry and to meet the demands of the companies which are already here."

## INSIDE THIS SECTION

- Meet the new DCG - page 2B
- Team improves customer service - page 4B
- Arsenal upgrades Abrams tank - page 5B

gram go," he said, "but it's exciting to see this new program take its place."

According to Mr. McCartney, having the machinist apprentice program based here offers several advantages for the Arsenal.

For one, the machinist apprentice program keeps an RIA facility active doing what it was originally designed to do. For another, the program represents a potential savings for RIA, since it shifts most of the expense of training any machinists which the Arsenal may need in the future.

"Rock Island Arsenal may not be hiring machinists today," Mr. McCartney remarked, "but we might need new machinists someday. Like a private company, we have to plan for our future needs, and having a training program in place right on the installation will help us meet those needs."

The curriculum of the new machinist apprentice program is based on that followed by RIA's old program. While RIA's program took four years to complete, apprentices will pass through the new program in 15 months.

"Apprentices who were in the RIA program worked for the Arsenal, so they spent time doing production work, especially as they became proficient," Mr. McCartney explained. "But apprentices who go through this program will be full-time trainees and will not be involved in actual production."

By using the RIA facility, apprentices will have the opportunity to get hands-on training using more than 70 different machines. The equipment available in the facility can perform a full range of machining functions, including milling, boring, grinding and lathing. Some of the machines feature modern numerical controls and computerized automation.

"Having the Arsenal's facility available to us is what made the new apprentice program possible," Mr. Wayne said. "There's nothing else like it anywhere in the community."

According to Mr. Wayne, the apprentices will not just learn how to operate machines, but will also be taught some of the "soft skills" needed for success in the real world of work.

"They'll have to come in on time and put in a full day," he said. "They'll need to work in teams and communicate with another. They'll have to follow certain procedures and observe all safety rules, but they'll also be shown how to make their own decisions. In other words, they'll train just as they might work in a factory setting."

Turn to 'Apprentice,' page 2B

## THE MANUFACTURING TECHNOLOGY CONSTORTIUM: AN OVERVIEW

MTC was founded in 1990 to assist small and medium sized manufacturers in the area, and to help retain and develop the manufacturing base found in the Quad Cities and the surrounding region. Its office is located on Arsenal Island, on the second floor of Bldg. 90.

Rock Island Arsenal is a founding member of the consortium, along with Western Illinois University, Black Hawk College, Eastern Iowa Community College, and the Quad City Development Group. RIA civilian executive Fred Dearborn is a member of MTC's board of directors.

A federal statute that opened up Army industrial facilities for non-military uses made RIA's participation in MTC possible.

One of RIA's main roles in MTC is to serve as its technology transfer center. As such, the Arsenal's world class manufacturing facility serves as a classroom for other manufacturers in the region, who can use it to learn new production processes and new techniques in areas such as testing, automation and total quality.

Seminars are held within the technology transfer center on a regular basis. In 1994, the Arsenal served as the host site for eight MTC seminars, on topics

such as laser technology, robotics, environmental management and industrial safety.

Through MTC, private manufacturers can rent the use of the Arsenal's facilities. Sometimes, manufacturers bring in their own people to run the Arsenal's equipment; in other cases, they pay for the time of an Arsenal employee.

Arsenal facilities are used to produce prototypes or to develop parts and processes. On occasion, RIA may be used on an emergency basis by a manufacturer whose own facility is incapacitated or who has received an unexpected high-volume, short-deadline order. To prevent competition with the private industry, the Arsenal is not opened to manufacturers for production on a long-term basis.

Finding other sources for parts is one of the functions of MTC, which serves as an information clearinghouse and central focus for local manufacturers. MTC can assist companies in finding skilled workers, setting up training programs, and acquiring and integrating new technology.

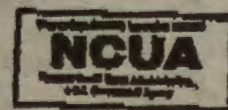
In sum, MTC is a regional resource for manufacturing and for overall economic development. More information is available by calling the Manufacturing Technology Consortium at 786-8204.

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## Command has new DCG

Brig. Gen. Thomas Dickinson reported to Arsenal Island recently as the new deputy commanding general of the Industrial Operations Command. Brig. Gen. Dickinson will also serve as IOC's executive director for industrial operations.

In that newly created position, Brig. Gen. Dickinson will concentrate on the manufacturing, maintenance, repair, supply and storage operations that take place at the installations which make up IOC. He will work closely with installation commanders to assist them and assure that they have the resources needed to carry out their missions.

Brig. Gen. Dickinson came to IOC from the U.S. Army Ordnance Center and School at Aberdeen Proving Ground, Md., where he served as assistant commandant and deputy commander.

A native of Charleston, S.C., Brig. Gen. Dickinson was commissioned as a second lieutenant in that city through the ROTC program at The Citadel, where he earned a bachelor of science degree in business administration. He also holds a master's degree in both business administration and logistics management from the Florida Institute of Technology.

Brig. Gen. Dickinson's military education includes graduation from the Armor Officer Basic Course, Ordnance Officer Advanced Course, Logistics Executive Development Course, Command and General Staff College, and the Air War College.

During his career, Brig. Gen.



BG THOMAS DICKINSON

Dickinson has served overseas assignments in Vietnam, Korea and Germany, and has been assigned to domestic installations such as Fort Meade, Md., Fort Lee, Va., and Aberdeen Proving Ground, Md. He has held a number of key staff and command positions, including director of readiness at the Tank-Automotive Command in Warren, Mich., commander of the 4th Training Brigade at Fort Jackson, S.C., and commander of the 704th Maintenance Support Battalion at Fort Carson, Colo.

Brig. Gen. Dickinson's military awards and decorations include the Legion of Merit with Oak Leaf Cluster, the Bronze Star, and the Meritorious Service Medal with three Oak Leaf Clusters.

Brig. Gen. Dickinson and his wife, Nancy, have two sons, Todd and Matthew.

## Law allows the use of sick leave for purposes related to adoption

A new law allows federal employees to use sick leave for purposes related to the adoption of a child.

The law also provides seven days of paid leave per calendar year for employees who serve as bone marrow or organ donors.

Under the provision, employees can take time off with pay for up to seven days for any testing or medical appointments related to a donation procedure, and for the procedure itself. A doctor's certification is required.

Any time off required beyond seven days must be charged against an employee's sick or annual leave or taken as leave without pay.

The law also allows employees to use their sick leave for all purposes related to adopting a child. These purposes include but are not limited to appointments with adoption agencies, social workers and attorneys; court appearances; and any travel required to secure an adoption.

Sick leave can also be granted for any period of time during which a parent is required by a court or adoption agency to care for the adopted child. Generally, such requirements are designed to give the child time to adjust to a new home.

If no requirement exists, but an employee would like to stay home with the adopted child anyway, that employee must use annual leave or leave without pay.

Use of sick leave for adoption will follow the guidelines set in leave regulations and negotiated agreements. Thus, employees will need to provide evidence to support leave requests for absences of long duration.

Employees should request leave for adoption purposes as far in advance as possible. If their leave balance is insufficient, they may request advanced leave.

The law permits employees to substitute sick leave for any or all annual leave used for adoption purposes between Sept. 30, 1991, and Sept. 30, 1994. The retroactive clause of the law does not apply to the bone marrow and organ donation provision.

The law does not permit employees to retroactively substitute sick leave for leave without pay taken for adoption purposes. In addition, sick leave cannot be advanced for this substitution.

A request for substitution must be made in writing to an employee's immediate supervisor by Sept. 30, 1996. Such requests must specify the amount and time of annual leave involved, and the amount of sick leave to be substituted, and should include any available documentation. If the documentation is insufficient, the requester will be informed in writing.

When a substitution is made, the recovered annual leave will be credited to an employee's current annual leave balance. Like all annual leave, it will be subject to the "use or lose" maximum carryover limit of 240 hours.

To avoid losing recovered annual leave, employees should monitor their individual leave balances and should time requests for substitution so they do not occur at the end of the leave year.

For more information, contact the RIA Civilian Personnel Office at Ext. 2-1256.



## Army's second-ranking civilian schedules local appearance

The Army's second ranking civilian official will appear in the Quad Cities later this month.

Undersecretary of the Army Joe Reeder is scheduled to serve as the guest speaker at a dinner that will be held at the Plaza One Hotel in downtown Rock Island on Wednesday, Feb. 22.

The dinner is jointly sponsored by the local chapters of the American Defense Preparedness Association and the Association of the United States Army. All Arsenal Island employees, and all members of the general public, are invited to attend.

The event begins with a social time at 6:30 p.m., followed by dinner at 7:15 p.m. Tickets for the dinner are \$30 per person, a price which includes a full-course meal featuring a choice of either filet mignon or salmon as an entree. Reservations should be made no later than Feb. 17.

As undersecretary of the Army, Mr. Reeder serves as the principal deputy and civilian assistant to the secretary of the Army. He is the Army's focal point for international affairs, especially those concerning NATO, and also has responsibilities in areas such as long-range planning, acquisition reform and financial management.

Mr. Reeder serves as the Army's representative on the Panama Canal Commission's Board of Directors and oversees military support to federal, state and local agencies in regard to law enforcement, disaster relief and emergency planning.

Mr. Reeder was commissioned as an Army officer in 1970 following his graduation from the U.S. Military Academy at West Point. After an assignment with the 82nd Airborne Division, Mr. Reeder entered law school at the University of Texas.

While in law school, Mr. Reeder

served as a prosecutor at Fort Sam Houston, Texas. He later served as a trial attorney for the Army's Litigation and Contract Appeals divisions.

After leaving the Army, Mr. Reeder became an associate and later a partner in the Washington-based firm of Patton, Boggs and Blow.

In his speech, Mr. Reeder is expected to mark the local commemoration of the 50th anniversary of the end of World War II by discussing Rock Island Arsenal's contributions to victory in that conflict. He will then discuss the Army of today and tomorrow.

Mr. Reeder's visit is expected to be one of a series of high-level visits related to the World War II commemoration.

To make a reservation, and for more information, call Art Heyderman at Ext. 2-6812 or at 359-4186.



JOE REEDER

## Direct deposit now available for travel settlement payments

The check is no longer in the mail for some Arsenal Island employees awaiting travel settlement payments.

Instead, these travelers have opted to receive their settlements via direct deposit. The direct deposit option is now available to all employees who go on official travel.

Direct deposit for travel payments is basically the same as direct deposit for pay. Instead of being issued in the form of a check, funds are electronically transferred to a financial institution into an employee's account.

For the government, direct deposit is a more efficient and economical way to issue travel payments. For employees, direct deposit eliminates the need to handle and cash a check, and thus eliminates the risk of that check being lost, stolen or otherwise mishandled.

Direct deposit of travel payments is not mandatory, and employees may continue to receive their payments as checks if they wish.

Those who prefer direct deposit need only fill out a form, similar to the

form used to start direct deposit of pay. Employees can designate that their payments be sent to virtually any financial institution, into either a checking or a savings account.

Once the direct deposit form is on file, all future travel settlement payments will be paid through electronic transfer rather than check. Employees are responsible for filling out a new form when they change financial institutions or accounts. They can also choose to cancel direct deposit if they wish.

Travelers who use direct deposit will continue to receive a final settlement voucher in the mail. Receipt of the voucher is a sure sign that the payment has been posted, though it may have been posted even earlier.

On average, it takes about one week after a travel voucher is filed for a payment to be issued.

Direct deposit forms are available at the travel disbursing cage in the basement of Bldg. 390. For more information, call the Defense Finance and Accounting Service at Ext. 2-5164.

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## Apprentice

Once they do get a job in an actual factory, the new machinists may find that it doesn't fit the assembly line stereotype of the past.

"In the modern manufacturing setting, good machinists are highly skilled, well-paid employees who are regarded as valuable assets by their companies," Mr. Wayne said. "They usually work

Continued from page 1B

in cells rather than on production lines, they often inspect their own parts, they decide for themselves how a part should be produced, and they communicate with all types of people within their organization."

While machining itself is a good career, it can also serve as a springboard

for careers in other areas such as engineering and management.

"Starting out as a machinist apprentice got my career and my life going in the right direction," Mr. McCartney said. "It's great that the young people in the Quad Cities will continue to get this opportunity."

## What apprentices will learn

To qualify for the machinist apprentice program, all you need is a high school diploma or an equivalent understanding of math, reading and writing skills. You should come equipped with some mechanical aptitude and a willingness to learn and work in an industrial setting.

Applicants must be accepted by Black Hawk College or Scott Community College, which are providing instructors for the program. Tuition is charged and financial aid is available. Space is available for about 25 students per session.

Apprentices must start at the beginning of the program; no late entries will be accepted. During the following 15 months, training will take place 30 hours a week.

The traditional breaks enjoyed by college students will not be observed by the machinist apprentices, who will basically follow Rock Island Arsenal's schedule. Thus, classes will not be held on federal holidays.

In all, apprentices will be given about 1,800 hours of training. About 600 of those hours will be spent in the classroom, where apprentices will learn math and science subjects such as trigonometry, algebra, metallurgy and physics, and how they apply to machining.

The other 1,200 hours of training

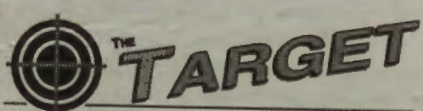
will be spent performing hands-on training. Apprentices will run lathes, grinders, mills and other machine tools under the watchful eyes of their instructors. The ratio of instructors to students will be less than 10 to 1. All instructors will have credentials and experience as machinists in a manufacturing setting.

Apprentices will learn other skills such as how to read blueprints and receive production instructions, and how to measure and inspect parts.

When they graduate from the program, apprentices will receive a certificate of completion. During the training, they will accumulate college credits which can be transferred if they choose to continue their education.

Graduating apprentices who decide to enter the workforce straight from the program will be qualified for the journeyman programs run by most industries. Pay at the entry level is now about \$9 to \$10 per hour.

As they receive more advanced training and acquire new skills and experiences, the apprentice program graduates can expect to see their salaries rise. The employment outlook for skilled industrial workers such as machinists is expected to remain bright into the foreseeable future.



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(We have been looking for a small acreage to build on for some time. Since we haven't found one, we are taking a different approach. We are purchasing 23 acres, keeping three acres to build on and must sell the rest. We now live on a busy intersection and with young children, we look forward to moving to our new neighborhood.)

**For information call:**  
**Mary O'Sell 359-9322**  
**John Golob 359-7313**  
(Mary's Father)





## TSP withdrawal options expanded

A new law has extended the various Thrift Savings Plan withdrawal options to all employees who leave federal service, regardless of their status at the time of separation.

Previously, all withdrawal options were open only to those employees who were eligible for retirement benefits at the time they separated from federal service. Those options had been restricted for employees who were not eligible for retirement at the time of separation.

A number of factors should be considered in choosing a TSP withdrawal option, including your financial posture and goals, age, and tax situation. Because of the complexity of the subject, employees are urged to do some research, and to consider consulting a financial planner, before making a final decision.

Here is an outline of TSP withdrawal options, and some of the rules and restrictions on withdrawing your account:

- Your TSP account can be transferred into an Individual Retirement Account or other eligible retirement plan, including the 401(k) plan of a new employer. You can transfer your entire account or only a portion of it.

**CAUTION:** Due to a change in the tax law, such a transfer must be made directly from your TSP account into the new account in order to avoid income tax withholding. If the account is paid out to you, it is subject to a mandatory tax withholding of 20 percent of the total in the account. That percentage is withheld even if you intend to roll your TSP account over into an IRA or other eligible plan.

To make a direct transfer, you must file a form known as the TSP-70-T. The

Thrift Savings Plan will not accept forms provided by your financial institution, new employer or plan administrator.

- You can receive your entire TSP account in the form of a single, lump sum payment. The payment is taxable as income in the year in which it is received.

As noted above, lump sum payments are subject to mandatory withholding. Some of the amount withheld may be returned to you after you file your taxes, or you may need to pay additional tax, depending on your individual situation. Techniques such as income averaging can help ease your tax burden.

- You can use your account to purchase a TSP life annuity. The annuity will provide monthly payments to you, and to any joint annuitant you designate, for the remainder of your life and/or the life of your joint annuitant.

Annuity payments, and other forms of monthly payments as outlined below, are taxable in the year in which they are received.

- You can have your TSP account paid to you in a series of substantially equal monthly payments. If you choose, you can have a portion of these payments transferred into an IRA or other tax-eligible plan.

Three options are available to those who choose monthly payments. You can designate the number of monthly payments you will receive; thus, if you ask for 120 payments, your account balance will be paid out to you in ten years.

You can ask that your payments be a specific dollar amount, provided that the amount is \$25 or more. Your

Turn to "TSP withdrawal," page 5B

## TOP 10 REASONS WHY PEOPLE SHOP AT AUDIO ODYSSEY

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Photo by TONY LOPEZ

The member of the Customer Service Team in the Ammunition Production Management Division include (from left) Mary Dalmasso, Barry Highsmith, Patti Camasse, Kenn Keyes, Jay Sloat and Michelle Vetter. Team member Ross Hailey is not shown.

## Survey forms basis for improving customer service

If you'd like to improve customer service, the best way to do it might be to ask your customers what they want.

The survey revealed that many customers wanted a single point of contact to handle questions, comments, suggestions and criticisms. Thus, the position of customer service representative for the division was created.

The position has been filled by Mary Dalmasso, who was chosen both for her knowledge and her dedication to customer service. Ms. Dalmasso invited any of the division's customers to call her at Ext. 2-3876, or to write her at AMSMC-PDM or the email address "mdalmass."

"Our customers have a right to expect excellence from our division," Ms. Dalmasso said, "and they should call me if we don't live up to that promise, or if we've done something that they like and want to see happen again."

The Customer Service Team has taken steps to improve the division internally, in order to enable it to better serve its external customers. As a result of the team's recommendations, the division now holds regular town hall meetings, and has an "ideas" box where employees can write in with suggestions, complaints, ideas and comments.

All employees in the Ammunition Management Division took an eight-hour class in customer service, based on a curriculum suggested by the Customer Service Team. The class was conducted at the Army Management Engineering College.

As part of its benchmarking effort, the team has researched customer service procedures used by a variety of private companies, ranging from Iowa-Illinois Gas and Electric to Olin Inc.

Later this year, the Customer Service Team plans to send out a follow-up survey to customers, to see if and how service has improved.

Along with Ms. Dalmasso, the members of the Customer Service Team are Patricia Camasse, Ross Hailey, Barry Highsmith, Kenn Keyes, Jay Sloat and Michelle Vetter.

## Insurance representatives plan visit

Representatives of Blue Cross / Blue Shield will visit Arsenal Island on Thursday, March 2, from 9 a.m. to noon to assist employees with questions and problems related to their health insurance.

Employees who would like to see the representatives must make an appointment. No walk-ins will be taken. Meetings will take place in the Retirement Office in Bldg. 102 and should be no longer than 15 minutes.

To make an appointment, and for more information, call RIA's Civilian Personnel Office at Ext. 2-1299.

## Arsenal teams hit the road to upgrade Abrams tanks

By VICKI STAPES  
RIA Public Affairs

Infantry soldiers who have come to depend on the sure-fire capability of the M1A1 Abrams tank can look forward to a more powerful weapon, thanks to a project being performed by Rock Island Arsenal.

During the "upgunning" project, about 1,600 existing Abrams tanks are expected to be upgraded by teams of RIA employees. To date, about 500 have been completed.

Mike Dahms, a program equipment specialist with the Armament and Chemical Acquisition and Logistics Activity, stated that the purpose of the upgrade was to enable the Abrams to accommodate the new 120mm round.

"The tank's gun mount and cradle are being modified to accommodate the round, which is more powerful and so will greatly enhance the force and power of the Abrams," Mr. Dahms said.

Since the project began in 1993, RIA upgrade teams have upgunned tanks

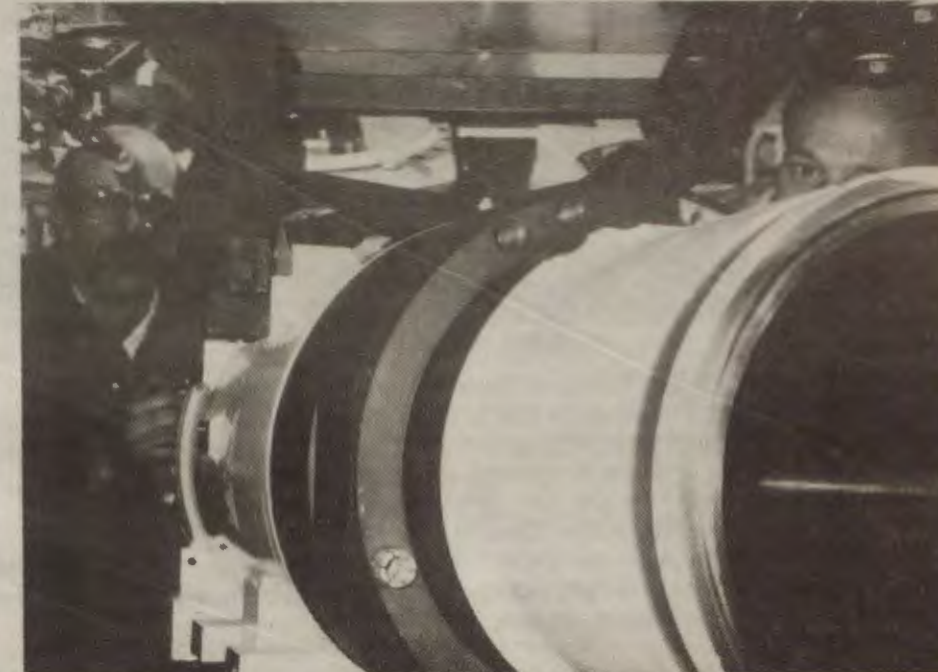
at military bases and National Guard sites throughout the United States and overseas. Teams have been sent to places ranging from Fort McClellan, Ala., to Camp Doha, Kuwait. The project is scheduled for completion in 1996.

Upgrades are performed by four Arsenal teams of three machinists each.

"These teams are required to meet very aggressive schedules," Mr. Dahms said. "They work 10 hours a day, six days a week, to complete an average of one tank upgrade a day."

Teams remove the 2,000-pound gun mount, pull out the old recoil mechanism, install a new one, and assemble the parts. The old recoil mechanism is then shipped back to RIA for modification.

"Adding more firepower and lethality to the Abrams is a rewarding job," Mr. Dahms said, "but the real bottom line is that we're building weapons that will give our soldiers a competitive edge on the battlefield. And we're proud of that."



Machinists Steve Stroyan (left) and James Barber of RIA's Arsenal Operations Directorate are among the employees who have gone on the road to upgrade Abrams tanks.

## TSP withdrawal Continued from page 4B

account will then be paid to you at that rate every month until it is exhausted.

Finally, you can ask that your monthly payments be computed by TSP administrators, who will base them on a life expectancy table provided by the Internal Revenue Service.

Though you cannot change the number or the dollar amount of payments after they have begun, you can opt at any time to discontinue monthly payments by receiving the balance of your account as a single payment.

- You must be separated from federal service for at least 31 days before your account can be withdrawn. All withdrawal decisions, including the designation of a joint annuitant, are final.

- If the balance of your TSP account is \$3,500 or less at the time of separation, you must either withdraw it as a lump sum or keep it in the Thrift Savings Plan. A lump sum payment will be sent to you automatically if you do not file to keep the account in TSP.

- No matter what size your TSP account is, you need not withdraw it at

the time of separation. If you choose to leave your money in TSP, you can make no additional contributions to your account, nor can you borrow against it. However, you can continue to transfer money among the three funds which make up the Thrift Savings Plan.

Under IRS minimum distribution rules, you will be required to begin receiving payments from your TSP account by April 1 of the year following the year in which you turn 70 and one-half years of age.

- TSP withdrawal is available only to employees who separate from fed-

eral service. You cannot withdraw any portion of your account while you are still employed by the government.

Active employees can borrow against their accounts when they are facing financial emergencies, or for other specific reasons, through the TSP loan program. Such loans must be paid back in full by the time you withdraw your TSP account.

Booklets containing more information on TSP withdrawal options, and TSP withdrawal forms, are available in the Civilian Personnel Office in Bldg. 102. To find out more, call CPO at Ext. 2-1299.

## CSRS voluntary contributions explained

In the past few months, RIA's Civilian Personnel Office has received numerous calls from employees about voluntary contributions to the Civil Service Retirement System.

CSRS voluntary contributions may have become a hot topic because, during 1995, they will pay interest at a respectable rate of 7 percent. That's up from 6.25 percent in 1994.

The provision that allows federal employees to voluntarily contribute to CSRS is a little-known federal benefit that has been available for years. From time to time, CSRS voluntary contributions surge in popularity, as they have lately.

As a service to employees, here are some key facts on CSRS voluntary contributions:

- CSRS voluntary contributions may only be made by employees who are covered by CSRS. You cannot make such contributions if you are covered by the newer FERS retirement system.

- CSRS voluntary contributions are in no way connected with the Thrift Savings Plan. Important differences exist between the two programs.

- By definition, CSRS voluntary contributions are payments made by employees over and above the amount already deducted from their paychecks for CSRS retirement. There are restrictions on how such payments are made.

The payments cannot be made through payroll deduction. Employees must send their CSRS voluntary contributions directly to OPM.

The minimum payment which may be made is \$25, and all payments must be in multiples of \$25. Thus, a payment of \$100 would be acceptable, but a payment of \$110 would not.

- CSRS voluntary contributions are made with after tax dollars. In contrast, contributions to the Thrift Savings Plan are taken from gross earnings, before income taxes are deducted.

The interest earned on CSRS volun-

tary contributions is taxable. Taxes are deferred until the year in which the voluntary contributions are withdrawn. If you make such a withdrawal before you reach age 59 and one-half, you may be charged an additional 10 percent early distribution penalty.

- The amount that an individual can voluntarily contribute to CSRS is limited to 10 percent of his or her career earnings, as measured by basic pay.

- Upon retirement or separation from federal service, employees who made CSRS voluntary contributions must decide how to withdraw them. Two options are available.

Employees can choose to keep the voluntary contributions in CSRS and use the accumulated contributions and interest to increase the amount of their monthly annuity checks.

The other choice is to withdraw the contributions and accrued interest in a lump sum. The interest portion of the lump sum payment may then be rolled over into an IRA or other approved tax-deferred fund. Otherwise, the interest is fully taxable and is subject to mandatory withholding.

- CSRS voluntary contributions can only be made by active federal employees and must cease upon retirement or separation.

- Would investing your money in a CSRS voluntary contribution be right for you? The only way to answer that question is to analyze your personal financial posture and goals. Consider consulting a professional financial planner before making any final decisions.

The forms needed to make voluntary CSRS contributions are available in the Civilian Personnel Office in Bldg. 102. To find out more, call CPO at Ext. 2-1299.

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## HI-PRO AWARD WINNERS



Winners listed left to right

### Lawrence Boeckmann, Defense Ammunition Directorate

Served as representative on the Louisiana Maneuvers Task Force and participated in several worldwide exercises. These and other projects demonstrated his "can-do" attitude, leadership ability and team spirit.

### Patricia Camasse, Production Directorate

As facilitator of the Customer Service Team, developed a newsletter and a new employees' handbook. Her professionalism enhanced benchmarking sessions with government and private industry.

### Suzanne Ketner, Maintenance Directorate

Quickly accomplished several difficult, complex tasks and took action on critical requests which affected many offices. She conveyed a positive attitude and willingly shared her expertise with coworkers.

### Joan Muskeyvalley, Cost and Economic Analysis Directorate

Demonstrated excellent analytic and technical abilities and shared her knowledge of computer programming. She voluntarily tackled and resolved problems associated with complex systems and helped coworkers complete their projects.

### Janice Persinger, Materiel Management Directorate

Improved office processes and enhanced customer service by streamlining the correspondence flow and instructing action officers on the new process. She is known for being personable and professional under all conditions.

Hi-Pro (for Highly Productive Achievement) awards are given on a quarterly basis to employees within AMCCOM and IOC Headquarters who are nominated by their peers for either a single outstanding effort or for day-to-day excellence on the job. The next due date for nominations is March 22. For more information, contact AMCCOM's Human Resources Directorate at EXT. 2-4432.

## Arsenal Island People

### Suggestion Awards

Jacqueline Golden	Kris Jansen	Robert Nicewanner
Robert Golden	Pamela Krup	Michael Passmore
Terry Hackett	Susan Larson	Donna Randall
Terry Herum	David Martin	Gregory Skahill
Karen Jackson		

### Special Commendations

These employees were commended for their participation in RIA's Math and Science program:

Daryoush Assadi	Thomas Gregorich	Steven Rose
Jim Behrend	Michael Hipschen	Paul Rosenthal
Gary Benson	Sgt. David Horvath	Steve Slininger
Ted Cavanaugh	Steve Larson	Kenneth Soedt
Robert Connors	Bruce Leedham	Vicki Staples
Steve Countryman	Julie Lesage	Ronald Terrell
Dennis DeSmet	Tony Lopez	Norm Uhde
Ronald Fersch	Ron Lund	Sgt. Wheeler Vowell
David Foss	Tim Maehr	Benjamin Woolley
John Fourdyce	Brian Pastorski	Albert Yao
Earl Fox	Richard Perry	Kathy Zingre

These employees were recognized by the AMCCOM commanding general for their support of the ammunition demilitarization program in 1994:

Roger Borkovec	Jackie Golden	William McKenna
Diane Brown	Larry Gullede	John McCoy
Debbie Carstens	Cathy Howard	Tyrone Nordquist
Kathy Donaldson	LTC James Humphrey	Gary Radicic
Sandra Easter	Pam Krup	Nancy Summers
Rich Fuller	Raymond Liebersperger	Ron Summers
Kathy George-Reading	Steve Mapley	Kevin Tiemeier
Bob Golden		

## In The Spotlight

• Five employees of the Defense Finance and Accounting Service were personally commended by RIA commander Col. John Storm last month for their efforts in assuring that wage grade employees at the Arsenal would receive their pay raise on time.

Commander's coins were presented to Roger Bell, Mary Ellen Blette, Bonnie Manchester, Nancy Verschoore and Donna Willers, all of whom instituted the W raise on short notice. The raise took effect in the middle of pay period and just one week before Christmas, further complicating the employees' task.

• Arsenal Island's sign language interpreter received a certificate of appreciation from AMCCOM's Transportation and Traffic Management Directorate for his service to hearing impaired employees in the directorate.

Pete Dommer was cited for his professionalism, dedication, experience and availability. The latter was exemplified recently when Mr. Dommer took part in HEARTS training with the directorate and climbed "the Wall" with a hearing impaired employee while signing all the way up.

• The Army Management and Engineering College has expressed its appreciation to a group of RIA employees who arranged for a quick delivery of 17 personal computers to the AMEC Regional Training Center in Huntsville, Ala.

The computers, which were originally scheduled for delivery in December, were needed for a class that started in early February. By mid-January, the computers had still not been shipped from the manufacturer. AMEC requested assistance, and the computers were in place in the Huntsville classroom in less than two weeks.

Those cited for efficiency in customer service included Mary Diem, Raenette Glas Ruth Naber, George Shreves and Jan Stinemman.

• Blue Grass Army Depot, Ky., has commended Linda Miller of AMCCOM's Business Management Directorate for her work in helping the depot retain the 25mm ammunition maintenance program.

Ms. Miller expedited funding for the program and assured that it got to Blue Grass on time. Ms. Miller's work prevented the depot from losing 13 funded work-years.

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 email address "target."

## 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.

Feb. 13-14: Soldiers TV Service hosts a series of stories on issues and events of interest to soldiers. (30 minutes)

Feb. 15-21: AMERICA'S ARMY: The 21st century warrior. (20 minutes)

Feb. 22-24: Combined arms in a nuclear/chemical environment. (11 minutes)

Feb. 27-28: Before, during and after checks for the M109A6. (35 minutes.)

March 1-3: THE TOTAL ARMY PERFORMANCE EVALUATION SYSTEM. A close-up look at TAPES. (45 minutes)

March 6-7: HALON HAZARDS: The truth and the myths. (8 minutes)

March 8-10: LIVE AT ELEVEN: Milt Bossch hosts Personnel Roundup. (Live at 11 a.m. on March 8; 30 minutes)

Schedule subject to change

## Military wages may be garnished

U.S. military personnel are now subject to having their wages garnished under a regulatory change that took effect Jan. 1.

The change was driven by Congressional legislation passed in 1993 which reformed the Hatch Act, the law restricting political activity by civilian and military employees of the federal government. The law contained a provision allowing the garnishment of the wages of federal workers and servicemembers for the payment of commercial and personal debts.

Civilian employees became subject to garnishment on Feb. 3, 1994, and are now joined by their military counterparts. Before the changes were made, the only involuntary allotments that could be taken from civilian and military federal paychecks were for child

or spouse support.

Garnishment procedures and restrictions are about the same for both civilian employees and servicemembers. Creditors must file through the Defense Finance and Accounting Service and may take no more than 25 percent of a servicemembers' take-home pay.

In the case of military personnel, the request for garnishment is forwarded through a servicemember's commander. The servicemember then has an opportunity to respond before involuntary pay allotments begin.

The response time may be extended to cover circumstances unique to military service, such as overseas deployment and classified duty.

American Forces Information Service

## News Briefs

### Black Hawk program honors RIA

Rock Island Arsenal, and a former student aide at RIA, were both honored last month when they received awards from the Women's Resource Program at Black Hawk College.

The Arsenal was named as winner of the fifth annual "Partners in Change" award. The award recognizes the local employer who has best supported the efforts of homemakers, single mothers, and other women in transition who are entering or reentering the paid workforce.

Robin Galvin, a former student aide in the EEO Office, was presented the Certificate of Success for exemplifying a successful transition from homemaker to employment and for displaying unusual integrity, hard work and commitment to change. Ms. Galvin is now employed as a customer service representative at Westlink Paging in Davenport.

### "Good Idea Challenge" winner named

The winners of the AMCCOM Army Ideas for Excellence program "Good Ideas Challenge" for fiscal year 1994 have been named.

Selection of the winners was based on suggestion adoption rate, average suggestion evaluation time, and rate of participation in AIEP among employees.

The winners among Headquarters organizations were the Corporate Information Office, for those with 100 or fewer employees; the Security Assistance Management Office, for those with between 101 and 200 employees; and the Logistics Engineering and Maintenance Directorate, for those with 201 or more employees.

Also named as installation winners in the "Good Ideas Challenge" were Iowa Army Ammunition Plant and the Armament Research, Development and Engineering Center.

### Presidents Day special offered

The Outdoor Recreation Equipment Center will offer a special rental discount on the Presidents Day weekend.

Customers who rent outdoor equipment on Sunday, Feb. 19 and return it on Thursday, Feb. 23, will only be charged for one day's use.

Under the special, customers can rent equipment for four full days at these one-day prices: Downhill ski packages, \$8.50; cross-country ski packages, \$6; ice skates, \$1; sleds, \$1; bicycles, \$5; binoculars, \$1.

Customers with their own winter gear are reminded that the Outdoor Recreation Equipment Center provides ski waxing for \$3 per pair, and skate sharpening for \$2.50 per pair.

If you have a party planned, the center can rent you banquet tables at \$3.50 per day, with matching chairs available at 40 cents per day.

For more information, call the Outdoor Recreation Equipment Center at Ext. 2-8630.

### One-buck casino trips offered

What can you get for a buck anymore? Well, if you take a single dollar bill to the Community Events Office, you can get a place aboard a trip to a riverboat casino.

The destination of the \$1 casino trips will be the Silver Eagle in East Dubuque on the following dates: Feb. 17, Feb. 24, March 4, March 11 and March 18. The destination will be the Mississippi Belle II in Clinton on these dates: Feb. 18, March 3, March 10 and March 17.

Those who take the trips will receive round-trip transportation and a buffet dinner, all for \$1. Late afternoon departure times are planned.

The Community Events Office also has 100 free tickets for the Funny Bone Comedy Club in Davenport for the performance on Thursday, March 9.

On the stage that evening will be Mac King, who combines comedy with magic. All customers should be seated by 7 p.m., and the show begins at 8 p.m.

For reservations, and more information, call Sandi Blodgett at Ext. 2-6959.

### Monday night golfers sought

Golfers are needed for a "just for fun" Monday night golf league. Play will take place between May 1 and Sept. 18 at Olathea Golf Course in LeClaire. Tee time will be 4:30 p.m. every Monday evening. The cost to play for the 18-week season is \$130, which covers all greens fees.

The league will follow a two-person best ball format. However, the emphasis will be on enjoying the game and the view of the river, not on handicaps and position.

If you'd like to join the league, or want more information, contact Pat Broderick at Ext. 2-1221 or at 324-4056.

### PX opens "Class 6" store

A "Class 6" package beverage store is now open within the RIA Post Exchange.

Prior to the opening of the Class 6 store in late December, the closest facility of this kind was located about 200 miles away at Fort McCoy, Wis.

Eligible PX patrons can shop at the store for alcoholic and non-alcoholic beverages, including distilled liquors, wines and beers. Though selection is limited due to the size of the store, orders can be taken for items not in stock.

For more information, contact the PX at 788-4940.

## Car Pools



• Ride wanted from Muscatine to Arsenal. Hours: 8 a.m. to 4:30 p.m., flexitime. Contact Linda Reiling, Ext. 2-0238.

To place your free car pool notice, send the required information to SMCRI-APP-PA (Target), or via email to the address "target". Include your name, telephone extension, work hours (indicate flexitime and/or AWS), home address or location, and work location. Specify if you need a ride, or riders and/or drivers for an existing car pool.



## Classified Section

**FOR SALE:** 1989 Ford Probe LX, 5 speed, phone, CD, cassette, sunroof, PL, cruise, air, spoiler, security system, 67,000 miles. Call 788-4834 evenings asking \$6,500.00, excellent condition. Debby Norton.

3 11

**FOR SALE:** Selling rabbits, bred dairy goats, horses, ponies, saddles, tack, used Western/English clothes, All/Part Stable/Orchard Farm, 33 acres, Buffalo, Iowa (319)381-3245, leave message. Dana Jo Smith

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**FOR SALE:** Sony 32" TV one year old PIP Surround Stereo \$850; Pioneer CLD M301 Laser Disc Player / 5 CD Changer \$300; Yamaha Dolby Cassette Tape Deck \$40; Call 309-792-8288. Stephen Chan

3 11

**FOR RENT:** Beverage Cooler Rental, excellent for Parties, Receptions and Reunions, 2 Tappers, 12 Keg capacity. \$75 a day or \$125 for 2 days, delivered to your location. Reserve well in advance. Call Bill, 386-1530 William Blinks

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**FOR SALE:** Coleman Utility Trailer. Great for DITY moves or hauling. \$250. Player Piano with Rolls. \$350. 5 string Regal Bango \$100.00 Call 359-8167 LTC David Miller

3 11

**FOR SALE:** 1962 Willys Jeep CJ3A fiberglass body V6 engine, four speed transmission, new tires, radiator and heater excellent running condition \$3500. Dennis Stone 332-0638.

3 11

**FOR SALE:** Red Leer topper, short bed Chevy truck—like new, excellent cond. Call after 5 p.m. 582-5715 E. Morgan

3 11

**FOR SALE:** Kennedy Tool box and machinist tools 0-4" depth misc, combination square magnetic base, 0-1" and 1-2" misc, XXIII Edition machinist hand book and much more \$350. Phone 1-319-785-4476.

3 11

**FOR SALE:** Bedroom set, queen size/oak shelved headboard plus twelve drawers below bed. Matching six drawer dresser with night stand. Perfect condition \$850. Phone 359-6486. John Klein

3 11

**CHILD CARE:** high quality child care provided in my own home. Have opening for infants beginning in June. Located near QC Airport. Experienced, reliable, caring. State licensed. References available from Arsenal employees. Call 797-8059.

3 11

**CHILD CARE:** Opening for one infant in my licensed day care home. Prefer baby six weeks to six months old. Loving, dependable, experienced. Excellent references, some from Arsenal employees. Conveniently located. Call 786-5237.

3 11

**FOR SALE:** '90 GEO Storm, automatic, hatchback, AM/FM/Cassette, cruise, A/C, Low miles \$6,100 call 332-1081. Jill Waetke

3 11

**FOR SALE:** Panasonic Super VHS Hi-Fi Stereo VCR \$400; Panasonic Hi-Fi Stereo VCR \$300; both are one year old. Call 309-792-8288.

3 11

**FOR SALE:** Piano, older upright good condition, walnut finish. Includes bench \$300/or best offer. Sharon Jack 764-3781 after 5 pm.

3 11

**LOT FOR SALE BY OWNER IN DIAMOND CITY, ARKANSAS:** 60x120 wooded flat lot, nice quiet neighbors. Close to Bull Shoals Lake, Campground sites, and Golf Course with 18 holes. One Hour to Branson, MO. Call for lot info: 787-0213 Voice or TDD/TTY.

3 11

**FOR SALE:** Spinnet piano. Walnut finish. Asking \$600. Phone 323-8966 after 4 pm. Marilyn J. Taylor

3 11

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All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968, which makes it illegal to advertise "any preference, limitation or discrimination based on race, color, religion or national origin, or an intention to make such preference, limitation or discrimination." The Target will not knowingly accept any advertisement for real estate which is in violation of the law. All dwellings advertised in this newspaper are available on an equal opportunity basis.

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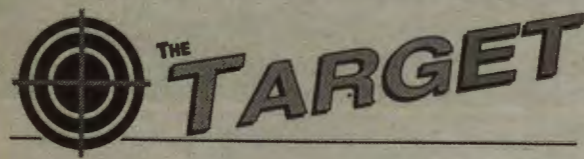
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