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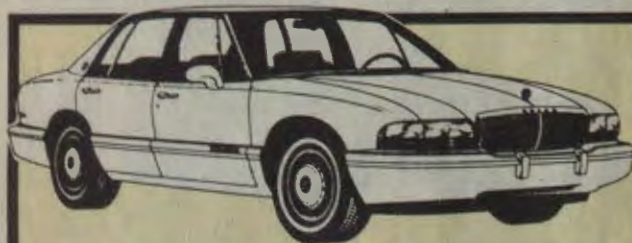
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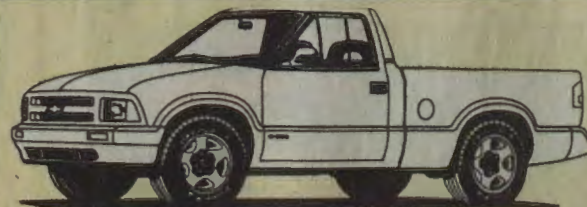
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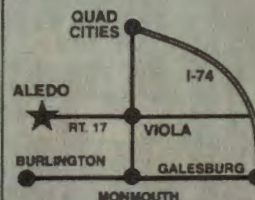
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A new forge hammer that combines power with precision is now in operation in Rock Island Arsenal's manufacturing area. To find out more about this unique piece of equipment, believed to be the largest of its kind in the nation, turn to the front page of Section A.

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- VERA/VSIP window opens Jan. 23 – page 3A
- HEARTS training pays off – page 7A

New forge hammer now in operation

A new forge hammer is now in operation in Rock Island Arsenal's manufacturing area.

The forge hammer is the centerpiece of a forging cell that includes other new equipment. It is believed to be the largest hammer of its kind in the nation, if not the world.

The operation of the hammer is programmed and controlled by a computer. Operators can set the hammer to strike down with a force of up to 197,000 foot-pounds.

The programmability of the hammer means that, even though the hammer strikes with incredible force, it can be made to strike with exactly the same force time after time. This greatly decreases variations in the manufacturing process, and makes it easier to prove out the quality of the products made in the forge.

While it increases accuracy, the computer is no substitute for the skill of the Arsenal's forge operators, who still must program the equipment properly to get the best quality possible. This places the new hammer squarely in the tradition of forging, a manufacturing skill which combines science with art.

The roots of forging can be traced to the earliest civilizations, when people first began to form heated metal. Forging evolved through blacksmith shops to large mechanical forge units, surviving the development of other metal parts production processes such as casting.

The forge is still with us, and is destined to remain with us into the foreseeable future, because it produces parts of unmatched strength and durability. Further, when proper controls are in place, forges can meet the exact tolerances now demanded in many parts.

Shaping heated metal through sheer force produces a grain flow that follows the contours of the part,

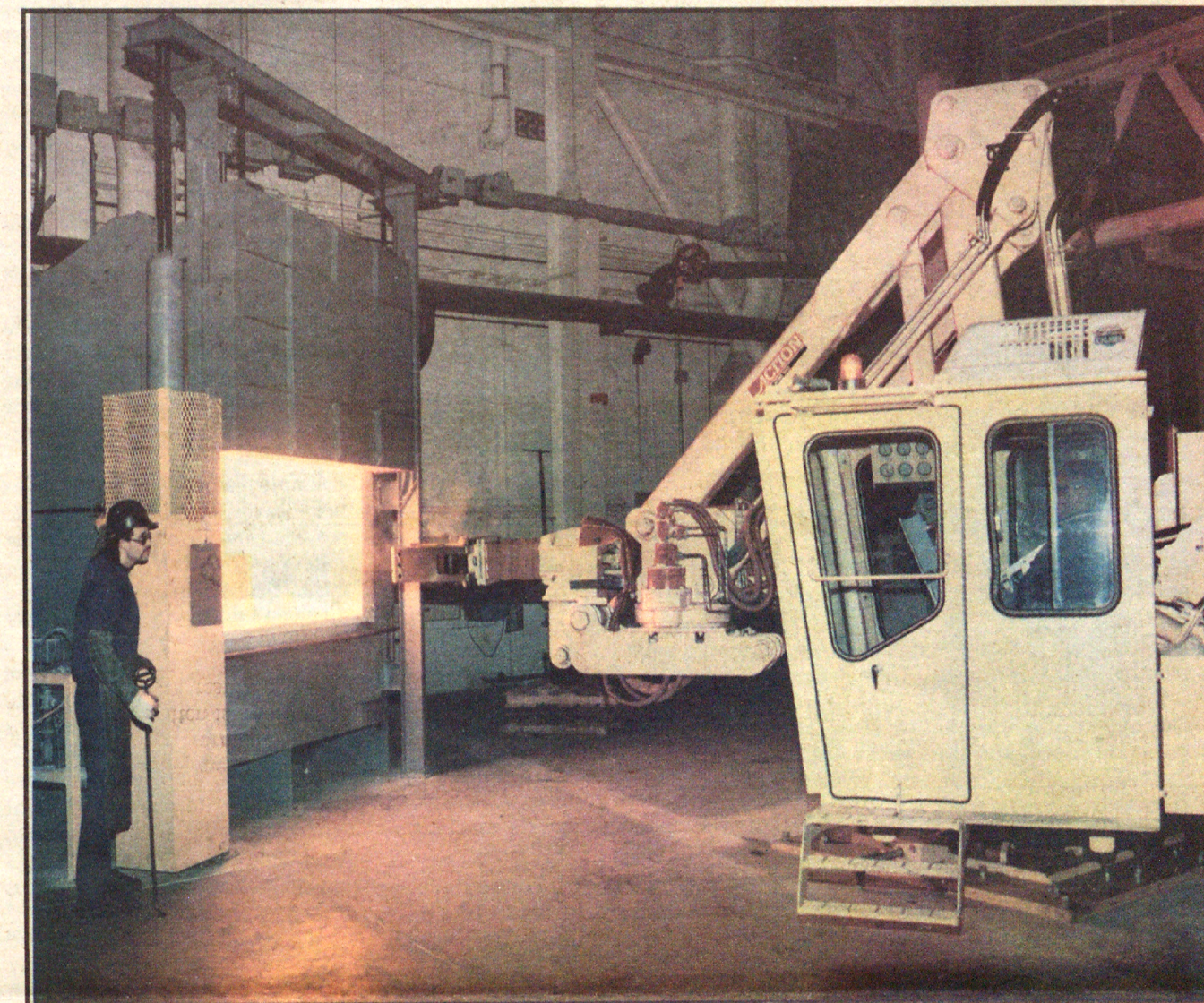


Photo by TONY LOPEZ

A hot piece of metal is removed from the forge guide the operation. The gas-powered furnace reaches temperatures exceeding 2,300 degrees.

making it stronger. A cross-section of a forged part shows that the internal grain of the metal has been compacted and formed, and not broken as it often is in other metal processes. As a result, parts made from forged metal can take a pounding and come back for more.

This makes forging an ideal process to produce certain parts

made at Rock Island Arsenal, especially those which go into tank gun mounts and howitzer recoil mechanisms.

Before the new forge equipment was installed, the Arsenal's best forge hammer was a steam-driven model that remains in operation. Its drop hammer weighs 8,000 pounds, and it is operated by foot controls.

The old forge hammer rests on oak timbers; when the hammer drops, windows rattle and vibrations are detected hundreds of feet away.

The new forge hammer is powered by compressed air. It draws its immense power from large air generators that provide compressed

Turn to "Forge hammer," page 2A

Environmental cleanup of Bldg. 64 begins soon



Bldg. 64 served as the site of RIA's metal plating shop for almost 50 years.

An environmental cleanup of the building which once housed Rock Island Arsenal's metal plating shop will begin soon.

The cleanup of Bldg. 64 will be performed under a \$1.9 million contract awarded to August Mack Environmental of Westmont, Ill. If all goes according to plan, cleanup work and follow-up testing and certification should be complete in about one year.

Contractor employees have already performed site surveys and other preliminary tasks. Depending on factors such as weather, actual cleanup work should begin sometime in late January or early February.

During the cleanup, the contractor will clear the inside of the building of everything that is and isn't tied down, including equipment, fixtures, interior walls and doors, and trim. At the completion of the project, all that will be left in Bldg. 64 will be four walls, a floor and a ceiling.

No decisions have been made on

what activities, if any, will eventually occupy Bldg. 64. However, the building will be cleaned to the extent that it could be converted to office space or made available for other daily use purposes.

Bldg. 64 is one of the original stone shops built in the late 19th century. Over the years, it was used for various manufacturing operations. In the 1940s, the building was converted to house RIA's metal plating operations.

Metal parts were plated in the building by dipping them into tanks containing liquid solutions. Blended into these solutions were metals and chemicals such as cadmium, copper, chromium, lead, nickel, zinc, phosphates, various acid and alkaline mixtures, and cyanide. (By 1980, the use of cyanide had ended.) Wastewater was drained from the tanks through pipes and into a treatment facility located in the

Turn to "Bldg. 64 cleanup," page 8A



Eddie Fowler programs the forge hammer at a computer console. The hammer can be set to strike with a force of up to 197,000 pounds.

Forge hammer

air for other manufacturing and maintenance operations as well as the forge.

The drop hammer on the forge weighs 16,000 pounds. Using the computer controls, this eight-ton hammer can be directed to drop at the same speed, and thus strike with the same force, for up to 45 consecutive blows.

Despite all this power, vibrations from the forge hammer can barely be felt when standing 20 feet away. This is due to a shock absorbing system that reaches 14 feet into the floor below the forge and that draws its dampening ability from large springs.

Before metal is placed into the forge hammer, it is heated in a gas-powered furnace capable of temperatures in excess of 2,300 degrees. Heated parts are moved by a mechanical arm, by an operator who remains safely in the cab.

The hot metal is placed on a die directly beneath the drop hammer, which is then programmed. The

part is completed when it is moved to a 500-ton trim press, where excess metal around the edges of the now-formed part is sheered off.

Using the new equipment, the forging process can be applied to all types of metal, including stainless steel, titanium, aluminum and various alloys, and can be used to produce forged parts weighing up to 500 pounds.

The forging cell, consisting of the forge hammer, furnace, trim press, mechanical arm and related controls, was installed at a cost of \$4.5 million. The total cost of the forge annex, including the equipment and a building addition constructed to house it, was \$10 million. The forge hammer itself was manufactured by Chambersburg Engineering of Chambersburg, Pa.

The investment in new forging equipment is expected to pay off in increased quality and productivity, and gives the Arsenal an improved capability that makes it better able to compete for workload.

New law broadens sick leave usage

A law which went into effect last month broadens the purposes for which federal employees may use their sick leave.

Under the Federal Employees Family Friendly Leave Act, those who work for U.S. government agencies may use their sick leave to care for an ill family member, or to make funeral and other arrangements necessitated by the death of a family member.

The act was signed by President Clinton on Oct. 22 and went into effect on Dec. 2. Provisions of the act are retroactive to the effective date.

The act essentially allows federal employees to use sick leave to care for their family members under any conditions which would justify the use of sick leave by the employees themselves.

Employees may now use their sick leave to take time off to provide care for a family member suffering from a physical or mental illness or injury; to attend to a pregnant spouse or be present at childbirth; and to accompany a family member on a visit to a health care provider for a medical, dental or optical examination or treatment.

In addition, employees may use sick leave to make funeral arrangements for a family member, to attend a family member's funeral service, or for other purposes related to the death.

The act allows for a very broad definition of the term "family member." Included in the definition are an employee's spouse, parents, siblings, in-laws, and natural and adopted children, and any other individual related by blood or affinity whose close association with an employee is the equivalent of a family relationship.

Restrictions are placed on the amount of sick leave employees can use for family purposes. All full-time employees may use a total of up to 40 hours of sick leave a year to care for family members. Full-time employees who maintain a sick leave balance of at least 80 hours may use up to 104 hours of sick leave a year for family purposes.

All full-time employees, regardless of tenure, accumulate four hours of sick leave per pay period, for a total of 104 hours a year.

The restrictions are pro-rated for part-time employees. For example, a part-time employee working 20 hours a week who has a sick leave balance of over 40 hours may use 52 hours of sick leave a year for family care purposes.

The act does not require employees to use sick leave when they need time off to care for an ill family member or attend a family member's funeral. Under those circumstances, employees can still opt to save their sick leave and use other forms of approved leave instead, such as annual leave, compensatory time or leave without pay.

Provisions of the present sick leave regulation and of negotiated agreements will apply to the use of sick leave for family purposes. Thus, employees who must be off for an extended period to care for an ill family member may need to provide a doctor's certification.

Employees who request sick leave due to the death of a family member may be asked for information, such as the location and date of the funeral, to help determine how much sick leave can be reasonably approved.

The act called on the U.S. Office of Personnel Management to implement family-friendly leave by running a three-year pilot program, evaluating its success, and then reporting back to Congress. In order to perform this evaluation, OPM will be collecting data from federal agencies on the use of sick leave for family purposes.

Individual supervisors and timekeepers on Arsenal Island may need to report on the use of family-friendly sick leave in their areas. Local personnel officials asked for the cooperation of supervisors and employees in this reporting effort, and stressed that the privacy of individuals would be respected.

While the act liberalized the usage of sick leave, it did not increase the rate at which sick leave is accumulated. Thus, personnel officials cautioned employees to use their sick leave wisely, pointing out that it remains your best insurance in the event of long term illness.

In addition, saved sick leave can boost annuity payments for retiring employees covered by the Civil Service Retirement System.

DRMO plans first "mega-sale"

The Defense Reutilization and Marketing Office at Rock Island will hold its first "mega-sale" later this month.

DRMO will conduct the three-day sale at the Rock Island Armory Feb. 16 - 18. Hours will be 10 a.m. to 7 p.m. on Thursday and Friday; and 9 a.m. to 3 p.m. on Saturday.

The sale will be open to the public. All Arsenal Island employees, with the exception of those who work for DRMO, are welcome to shop at the sale and to make purchases at other DRMO events.

Hundreds of different items will be offered at the sale, including computer equipment, hand tools, furniture and clothing. All items will be sold "as is" and must be removed on the day of the sale.

Each item offered will be marked with a firm price. Because DRMO is a federal agency, no sales tax will be

charged. The only type of payment accepted will be cash in the form of U.S. currency; checks, credit cards, money orders and other forms of payment may not be used by purchasers.

DRMO has also expanded the hours of its cash and carry store. The store, once open only on Monday, is now open Monday and Wednesday from 10 a.m. to 2 p.m. It is closed on federal holidays.

The same rules which apply to the DRMO "mega-sale" are in force at the cash and carry store.

DRMO's mission is to dispose of excess military property, either through reutilization within the government or via sales to the general public. The revenue realized from DRMO sales is returned to the U.S. Treasury.

For more information, call DRMO at Ext. 2-1619.

VERA/VSIP window for Headquarters opens Jan. 23

Employees of AMCCOM Headquarters who voluntarily leave government service between Jan. 23 and March 3 will be able to exit through a VERA/VSIP window.

During those six weeks, Headquarters employees will be offered "early out" retirement under Voluntary Early Retirement Authority. Employees who retire, either under VERA or optional retirement, or who resign from their jobs will receive a cash bonus under the Voluntary Separation Incentive Pay program.

VERA/VSIP will be available on a first-come, first-served basis, and all those who opt to take it must be off the rolls by the March 3 closing date.

The number of employees who may take VERA/VSIP during the window is limited to 49. The window may close before March 3 if 49 voluntary separations occur before that date.

A request to offer VERA/VSIP to employees of AMCCOM

Rock Island Arsenal awaits word

As of press time, Rock Island Arsenal had received no response to its request to offer VERA/VSIP to RIA employees.

The request was made last month in response to budget cuts that leaves the Arsenal short by about 150 funded work-years. If the request is granted, RIA will also receive approval to conduct a reduction in force if voluntary separations are inadequate to meet the shortfall.

RIA employees will be informed through every available channel as soon as final word is received on the request.

Headquarters was forwarded to higher headquarters in December.

That request was made in light of a funding shortfall for fiscal year 1995 which made it necessary to reduce the number of Headquarters employees.

Approval of the VERA/VSIP request was received earlier this month.

Procedures for the current VERA/VSIP window were coordinated through the Industrial

Operations Command Labor-Management Partnership Council and through the unions representing Headquarters employees.

In announcing the approval of VERA/VSIP, Maj. Gen. Dennis Benchoff, commanding general of AMCCOM, stated that this VERA/VSIP request would be the last made during his tenure, which is scheduled to run through June of 1997. This is based on the

expectation that no reduction in force within IOC Headquarters will be required during this period of time.

VERA/VSIP applications will be available in the reception area in Bldg. 350. They will be accepted by the commanding general's secretary, who will number them in the order they were received. No applications will be available prior to the Jan. 23 opening date.

All employees who apply for VERA/VSIP, or who are considering doing so, are encouraged to get retirement counseling.

Counseling appointments are scheduled to begin on Jan. 17.

Employees will be allowed to withdraw their VERA/VSIP applications after they receive the counseling, or after their application is approved, provided that they make this withdrawal prior to the date they are officially removed from the rolls.

To make a retirement counseling appointment, call the Civilian Personnel Office at Ext. 2-1215.

VERA / VSIP AT A GLANCE

• **Voluntary Early Retirement Authority (VERA)** gives employees the opportunity to retire at an earlier age and with less service time than they normally would. You may retire under VERA if you are at least 50 years old with 20 years or more of creditable service, or at any age with 25 years or more of service.

VERA retirees who are covered by the Civil Service Retirement System have their annuity payments permanently reduced by 2 percent for every year they are under age 55. For example, a 50 year-old VERA retiree would suffer an annuity reduction of 10 percent.

Retirement payments are also reduced for employees covered by the Federal Employees Retirement System, and for those who've been covered both by CSRS and FERS during their careers. Individual circumstances determine the amount of such a reduction.

• **Voluntary Separation Incentive Pay (VSIP)** is available to all permanent employees who voluntarily end their federal careers, including those who retire under VERA or optional retirement and those who are short of retirement eligibility but opt to resign from their jobs.

Under VSIP, those who leave voluntarily receive bonuses of up to \$25,000. An individual's bonus is the

same as the amount of severance pay he or she would receive in an involuntary separation. Severance pay is determined by a formula based on pay, age and service time. Since the maximum VSIP bonus is \$25,000, that is the amount paid to individuals whose severance pay would be higher.

VSIP bonuses are paid in a lump sum and are fully taxable. Those who take them give up certain rights they might enjoy in a reduction in force and are also barred from returning to work for any federal agency for five years.

The above limits are set by federal law and so are not subject to change. The law does authorize agencies to deny VERA/VSIP to any individual who is in a hard-to-fill position or whose contributions to mission are deemed vital.

However, it is expected that all AMCCOM Headquarters employees who apply for VERA/VSIP during the current window will be allowed to go. The disapproval of an individual's application can only be made by the commanding general, who also has sole approval authority for any extensions beyond the March 3 closing date.

To find out how you can apply for VERA/VSIP, and for more information, contact the Civilian Personnel Office at Ext. 2-1334 or 2-1275.

Pentium replacement procedure outlined

Arsenal Island organizations which already possess, or have on order, personal computers containing Pentium processor chips should not contact the Intel Corporation directly about getting replacements.

Instead, organizations should go through RIA's Directorate of Contracting and Directorate of Information Management. The two directorates have worked out a procedure with Intel, manufacturer of the Pentium, for replacing the processor chips.

Intel agreed to provide Pentium replacements to all users last month in the wake of reports that the chip produced erroneous answers for certain mathematical calculations.

All organizations have been asked to survey their areas to find out if they have any personal computers containing Pentiums, on hand or on order. A PC powered by the Pentium will usually have "P5," "XPS," or "90" somewhere in its model number.

Organizations should then contact the IM Information Center and furnish the information needed to provide a Pentium replacement.

Any attempt to contact Intel directly, or to contact the vendor who sold to Commercial Specifications and Standards. The workshop will take place at the Moline Holiday Inn.

On Thursday, March 7, NCMA will sponsor a seminar entitled "Contract Costs." The seminar begins at 8 a.m. at the Plaza One Hotel in Rock Island.

For more information on these and other NCMA activities, contact Sue Ahrens at Ext. 2-7247 or Capt. Damon Walsh at Ext. 2-6438.

the computer, will complicate and delay the replacement procedure.

For more information, contact Jeff Cochuyt in the Information Center at Ext. 2-0818.

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Commander's Corner

By COL. JOHN L. STORM

Wanted: Feedback

If you are reading this, you are my customer. As commander of Rock Island Arsenal, I consider everyone who works at, lives on, has retired from, orders a product or service from, visits, calls, or otherwise comes into contact with this installation to be my customer.

That's an awful lot of people. Yet, given the resources available at Arsenal Island, it's possible to provide excellent service to each and every one of them.

It all begins by recognizing our customers. In fact, we all have more customers than we think we do. Without knowing who you are or what you do, I'll guarantee you that you have hundreds, if not thousands, of customers.

Customers aren't just people on the outside, or other people to whom we provide direct services. They're the people we work with every day. They're the people down the line who we never know, yet who are affected by our performance.

In an interdependent world, a world in which instantaneous communication has battered down many of the old barriers, our customers are everywhere. Each of us is at the center of our own giant web of customers. Sometimes we serve them, and sometimes they serve us.

Identifying our customers isn't enough, though. We need to find out from them what we are doing right, what we are doing wrong, and what we aren't doing at all that they need or want us to do. That's where feedback comes in.

You may have noticed that the Arsenal now has some new customer service centers. The centers give you an opportunity to comment upon the customer

service you've received, and to nominate individuals who've provided excellent customer service. All of the customer service comments are forwarded to me, and I in turn send them out to the appropriate people for information or action.

I encourage you to use the customer service centers. I want your feedback. Let me know how the Arsenal is doing. After all, you are my customer.

A place in history

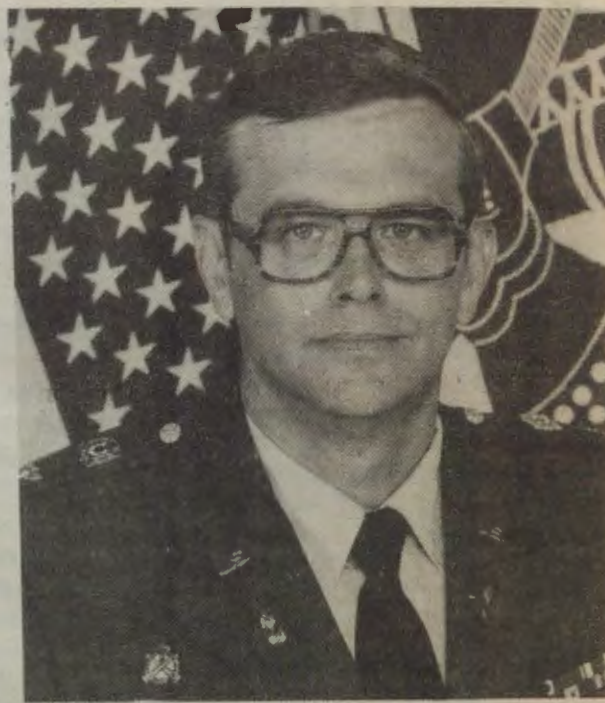
Rosa Parks didn't want a place in history. She just wanted a place to sit down. It turned out that she got both.

In case you don't recognize the name, Rosa Parks was a seamstress living in Montgomery, Ala., who took a fateful ride on a city bus on Dec. 1, 1955. On that day, Ms. Parks, a black woman, refused to give up her seat to a white man. At the time, in the South and in many other parts of the country, African-Americans were expected to move to the back of the bus and to endure countless other daily acts of discrimination.

For her act of defiance, Ms. Parks was arrested and fined \$14. But when word of what she did got out, blacks in Montgomery organized a one-day boycott of the city bus system. The boycott was so successful that it was extended.

A young Montgomery minister named Dr. Martin Luther King Jr. was among those who supported the boycott. Through the force of his character and the eloquence of his speech, Dr. King soon became the leader of the boycott and was made a national figure.

A fervent believer in non-violent social change, Dr. King told the nation that the bus boycott was not a conflict between blacks and whites. "This is only



a conflict between justice and injustice," he said. "We are not just trying to improve Negro Montgomery; we are trying to improve the whole of Montgomery."

The Montgomery bus boycott ended on Dec. 21, 1956, when the city transit system was officially integrated. It began a civil rights movement that eventually ended many of the more visible and insidious forms of racial segregation.

Today, our society is far from perfect. Yet, as Dr. King predicted, it has improved, due in large part to his work and to the work of lesser-known individuals such as Rosa Parks. On the holiday marking Dr. King's birthday, let us vow to carry his work forward and to be among the people working to make this nation a better place for all.

BRAC is back

Base closure and realignment process begins anew in 1995

Because we've just entered an odd-numbered year, we've also entered a year in which the BRAC process will work its way forward.

The BRAC process is based on a piece of Congressional legislation known as the Defense Base Closure and Realignment Act of 1990. The law states that the purpose of BRAC is "to provide a fair process that will result in the timely closure and realignment of military installations inside the United States."

Under the law, separate rounds of base closures and realignments were

scheduled for 1991, 1993 and 1995. During the last session of Congress, some legislators called for extending the 1995 round into 1997, but that effort fell short of passage.

Taken together, the 1991 and 1993 BRAC rounds led to the shutdown of 156 installations and to realignments of mission and personnel affecting 64 others. Since this is the last year in which installations may be closed or realigned under the current law, many expect BRAC '95 to be as large as, or possibly larger than, the first two rounds combined.

Alan Wilson, who is chief of AMCCOM's Performance Evaluation Division, led the command's effort to coordinate BRAC actions stemming from the 1991 and 1993 rounds and will do so again this year. He noted that, while rumors and speculation about BRAC '95 have already begun, employees would do well to take what they hear with a grain of salt.

"Nothing is really official until the list is publicly released," Mr. Wilson said, "and nothing is really final until the BRAC process comes to an end."

As a service to the workforce, Mr. Wilson provided this thumbnail sketch of the BRAC process:

- The linchpin of the entire process is an independent, bipartisan group known as the Defense Base Closure and Realignment

Commission. The seven-member BRAC Commission is charged with considering installation closure and realignment proposals submitted by the Department of Defense.

The BRAC Commission has the authority to accept, reject or amend any or all proposals submitted by DoD. It can remove an installation from the closure list or place one on it.

However, the commission must base its decisions on eight specific criteria outlined in the BRAC law. The criteria are listed in order of priority, with the first four concerning value to the military.

- The Army, Navy, Air Force and Marine Corps have until March 1 to submit their recommended closures and realignments to the Department of Defense. DoD will then review the separate lists, amend them if it chooses, and combine them into a single package that must be forwarded to the BRAC Commission no later than March 15.

- After receiving the package from DoD, the BRAC Commission has until July 1 to consider it. During that time, the commission may opt to hold hear-

ings on the package, and individual members may choose to visit installations and areas potentially affected by BRAC.

On or before July 1, the BRAC Commission will develop a final package which may, as stated, be different from the original package submitted by DoD. From this point forward, the package must be considered as a whole and may not be amended.

- The final package is forwarded to the president, who may either accept it as is or send it back to the BRAC Commission and order a new one. The president has 15 days to take such an action. If requested, a new package must also be either rejected or accepted in its entirety.

- Once the package receives presidential approval, it is forwarded to Congress. If the initial package from the BRAC Commission is approved, it must be forwarded by July 15. If, for any reason, the president does not forward a package to Congress by Sept. 1, the BRAC process is halted and proposed closures and realignments do not take effect.

Congress has 45 legislative days, defined as days in which it is in session, in which to address the package. The only action which Congress may take is to reject the package in its entirety via a joint resolution of the House and Senate which requires a two-thirds majority vote.

If this "all or nothing" vote fails or is never held, the BRAC package automatically becomes law as soon as the 45-day limit expires. A vote to reject the package terminates the process for the year.

- Once the package passes through these steps, it is returned to DoD for implementation. Actions to implement specific closure and realignment proposals must begin within two years of final approval of the package and be completed within six years.

Letters

Cafeteria smoke causes distress

Editor:

I'm sending this letter to "raise a fuss" on behalf of myself and many others who I've heard comment on the pall of tobacco smoke which hangs heavily in the Bldg. 62 cafeteria every day at lunch time.

It is truly distressing. I recently brought a guest from off post into our cafeteria for lunch. It was an embarrassing experience, as the smoke hung everywhere. The resulting odor and irritation to the eyes made us both rush to leave the place. Even more recently, I brought two representative from a non-DoD agency to the cafeteria. Same result.

Since we've banned smoking in all work areas in DoD buildings, and as we move toward a smoke-free environment at our installations, is there nothing we can do to keep our cafeteria from the unpleasant condition that now prevails there?

Milton Bossch
AMSMC-HR

By the end of January, a new exhaust fan should be installed in the Bldg. 62 cafeteria. This fan, located directly above the smoking area, is very powerful and is designed to effectively filter out tobacco smoke.

A number of Post Restaurant customers have expressed concern about the lingering smoke in the cafeteria. We tried to address the problem by reconfiguring the smoking and non-smoking areas. This initial step did not do much to alleviate the lingering smoke.

It is expected that the exhaust fan, combined with the new configuration, will help keep the air much cleaner. A follow-up study will be done in the cafeteria to measure the level of improvement. Comments from customers on the smoke situation, and on any other aspect of Post Restaurant service, are always welcome.

Diane Francque
Fit To Win Coordinator

The Target welcomes letters from its readers. Letters of general interest will be published and may be edited for brevity, clarity or propriety. Unsigned letters will not be used, though names are withheld on request. Send letter to SMCRI-APP-PA (Target) or to the e-mail address "target."

Career centers host open houses

Arsenal Island has two facilities with the words "career center" in their titles, and both will hold open houses in January.

RIA's Youth Career Center will host its open house on Friday, Jan. 20.

On that day, an opening ceremony will take place at 2 p.m. The open house will continue until 5 p.m. All are welcome to attend.

Located in the Community Center in the basement of Bldg. 60, the Youth Career Center has been designed as a fun, friendly place where school-age children and adolescents can get help with their homework, prepare for college entrance exams, search for scholarships, and receive guidance in career development.

The center has a "shareware" library of more than 300 titles, including educational games and programs geared for all ages. Shareware is free software which may be downloaded onto any home personal computer.

Other resources available to users of the center include encyclopedias; reading, math, and spelling helpers; SAT study guides; and video training programs for computer applications such as Windows and WordPerfect. Computers in the center may be used to conduct scholarship searches.

The Youth Career Center is available to anyone registered in RIA's Youth Services program. The program is open to the family members of all Arsenal Island civilian

and military employees. Eligible participants are children in kindergarten up to the age of 19.

A annual registration fee of \$20 per family, regardless of family size, is charged. The program's year runs from June through May, and fees are not prorated.

To find out more, call Sheila Glaspie at Ext. 2-7544.

An open house will be held at the RIA Career Resource Center on Thursday, Jan. 19, from 2:30 to 4:30 p.m.

Located in Bldg. 110, the center offers a variety of resource materials for those in need of career development and guidance. The center may be used by all Arsenal Island employees and their family members.

Personal computers in the Career Resource Center provide access to a number of bulletin board systems through which users can perform electronic job searches. Also available are programs which provide assistance in writing resumes and finding scholarships.

A library in the center includes the Federal Digest, which lists federal government positions, and books on changing careers.

All first-time users are asked to make an appointment, so they can become familiar with the center's facilities and its computer services. After the initial appointment, use of the center may be on a drop-in basis.

To find out more, call Katherine Clark at Ext. 2-0816.

Two new AMCCOM directorates formed

Two new directorates have been formed within AMCCOM Headquarters.

The Manpower and Force Management Directorate (office symbol AMSMC-FD) and the Operating Funds Directorate (office symbol AMSMC-OF) became operational on Jan. 8. The two directorates were formed through the disestablishment of two existing divisions

and the reorganization of their functions.

The formation of the directorates was coordinated through and approved by the IOC Labor-Management Partnership Council.

The reorganization resulted in no changes to the titles, series or grades of impacted employees, nor to any immediate physical moves.



Photo by TED CAVANAUGH

Linda Larson (left) and Linda Flockhart of RIA's Community and Family Activities Directorate take a look at the new customer service center in their area.

Customer service centers installed

New customer service centers are now in place at 28 different locations around Arsenal Island.

The new centers are made of metal and designed to be permanent. They have replaced some old centers made of flimsier material.

The purpose of the customer service centers is to give Arsenal Island employees and visitors a place to comment upon the service they've received from organizations on the island. All types of comments, both positive and negative, are welcome.

The centers hold a rack containing customer evaluation forms. The newly revised forms can be used to provide an evaluation of the service received from the customer's point of view.

Also at the centers are nomination forms for customer service awards. The awards may be given to any individual from any organization on or off the island who gives outstanding customer service. Nominations may originate from

customers, coworkers, or supervisors.

Winners of the award receive a certificate and a memento. Mementos are also given to those who make the nominations.

Both customer evaluation forms and customer service award nominations can be dropped into locked boxes found at each of the centers. The evaluation forms are pre-addressed with business reply postage, and so can be mailed from anywhere.

All customer evaluation forms are forwarded through the Army Communities of Excellence Office to the RIA Commander's Office, and are then referred to the appropriate organization for action.

Though many of the customer service centers are located in or near organizations which regularly serve a lot of customers, comments about any organization can be made from a center in any location.

For more information, contact Kathy Zingre at Ext. 2-5878.

Mentoring program graduates honored

Arsenal Island's mentoring program concluded its third year recently by holding a graduation ceremony honoring those who successfully completed the program in 1994.

Certificates were presented to 41 mentoring program graduates. All the graduates had attended weekly meetings with their mentors, more experienced employees who provided guidance, encouragement

and when they do lose, they lose with grace. They place a high value on their knowledge and experience; at the same time, they realize that it's insufficient just to have the technical knowledge needed to perform a job, but that you also have to understand the inner workings of the organization in which that job is performed."

Mr. Braud praised the Arsenal for having a formal mentoring program, and noted that such programs were rare in both business and government.

"Most people simply have to wing it," he concluded, "but mentoring has given you an advantage."

The mentoring program for 1995 is now under way. This year's program includes 40 mentor-mentee pairs.

For a complete list of mentoring program graduates, see "Arsenal Island People," page 10B.

and an inside view of how the system works.

Mentoring program graduates also took part in other events and activities designed to improve their personal and professional effectiveness.

The mentoring program is sponsored by the Commander's Special Emphasis Committee and administered by RIA's Equal Employment Opportunity Office. Its theme is "Show Me The Ropes."

Serving as keynote speaker at the ceremony was Rock Island attorney Walter Braud, whose remarks revolved around the value of mentoring.

"A mentor is someone who may not open the door of opportunity for you, but who can at least tell you where the door is and what you might expect to find behind it," Mr. Braud said.



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HEARTS training pay off in an unexpected way

By PAUL LEVESQUE
Target Editor

An AMCCOM Headquarters employee who serves as an officer in RIA's auxiliary police force credits HEARTS training with contributing to his victory in a prestigious statewide shooting competition.

Fred Funk of the Industrial Readiness Directorate took first place in the expert class at the annual match held by the Illinois Police Association. Mr. Funk participated in the competition just one week after he'd completed HEARTS with his coworkers.

According to Mr. Funk, he did not go into HEARTS expecting that it would make any difference in his shooting proficiency. After he'd completed the training, however, he realized that it had helped prepare him mentally and emotionally for the state match.

"I had put in plenty of practice for the competition, so I knew that I had the technical skill needed to shoot well," Mr. Funk said. "By going through HEARTS, though, I learned how to focus totally on the task at hand, and I gained improved self-confidence.

"I've shot in competitions like this before and I've never done as well," he added. "I really believe that HEARTS enabled me to put it all together and reach the top."



Contributed Photo by DEBBIE MORTON
Fred Funk credits HEARTS training with helping him earn this shooting trophy.

The Illinois Police Association match, which was held at the state police range in Pontiac, was open to all of the thousands of officers who serve in state, county, local and auxiliary law enforcement agencies. To qualify for the statewide match, officers such as Mr. Funk had to

place in local and regional matches.

Participants in the statewide match had their choice of any hand-held firearm, provided it was one that would normally be used in the line of police duty. Mr. Funk's weapon of choice was a Smith and Wesson .38-caliber special revolver.

The competition was designed to replicate actual situations in which police officers might have to use their firearms. The targets were human-shaped silhouettes marked with concentric scoring areas.

The top score that could be achieved with one shot was a 10. Since the match involved firing 60 rounds in all, a perfect overall score would be 600.

Competitors fired at these targets from four different distances ranging from seven yards to 50 yards. They were required to shoot from standing, kneeling and prone positions.

At one point, competitors were required to shoot with their weak hand. During this phase, Mr. Funk, a right-hander, fired his revolver with this left hand as he peered around a barrier.

At several points, competitors were required to reload their weapons. All phases of the competition were timed at as little as 12 seconds and as great as two

minutes. Any shots which were not fired during the requisite time were scored as zeroes.

"Suffice it to say that this sort of competition poses a number of physical and mental challenges," Mr. Funk remarked.

When the totals were tallied, Mr. Funk found that he'd scored a 580 out of the possible 600. This placed him atop the expert class, the second-highest shooting classification. (The officer who won the master class scored 596.)

For his victory, Mr. Funk received a trophy measuring about two feet in height, and a feeling of triumph that will last a lifetime.

According to Mr. Funk, the lessons of HEARTS which helped him earn that trophy have also paid off on the job.

"I feel that I now come to work better prepared, and that I have greater trust in myself and in the people around me," he said. "I've found that, in high-pressure situations, I'm better able to get past whatever barriers might be in the way and concentrate on what's truly important.

"HEARTS can offer a lot of rewards, including some that go well beyond work," Mr. Funk concluded. "If you apply it properly, the HEARTS approach really can become a way of life."

Cemetery assistant named as systems's top GS employee

The program assistant at Rock Island National Cemetery has been named as the General Schedule Employee of the Year for the National Cemetery System.

Joann Munson was formally presented with the award at a ceremony in Washington, D.C. A recognition ceremony was later held at the cemetery, located at Arsenal Island's eastern tip.

The annual award recognizes a GS employee within the cemetery system who has helped make significant improvements to the administrative or technical functions of an individual cemetery or of the system as a whole. There are 114 national cemeteries in the United States; 55 of them, including Rock Island, are still accepting new burials.

Mary Dill, director of Rock Island National Cemetery, remarked that Ms. Munson's award was well deserved.

"Joann is my right hand," Ms. Dill said. "She's an excellent worker

who's very dedicated to her job. She cares very much about veterans and their families, and is always courteous and helpful."

"It's always great to be recognized like this," Ms. Munson

commented. "This truly is a highlight of my career."

A resident of Moline, Ms. Munson has worked at the cemetery since 1977. Her duties include responding to queries from veterans and their family members about interment at the cemetery. She also oversees dozens of different administrative tasks and represents the cemetery at committal services.

Ms. Munson works closely with local veterans' organizations in planning special events at the cemetery, including the annual Memorial Day program.

Rock Island National Cemetery is administered by the U.S. Department of Veterans Affairs. Burial in a national cemetery is generally available to veterans who received other than a dishonorable discharge and their spouses and dependent children. More information is available by calling the cemetery at Ext. 2-2094.



Photo by TONY LOPEZ
From this desk, Joann Munson performs a variety of duties for Rock Island National Cemetery.

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Bldg. 64 cleanup

Continued from page 1A

building's courtyard.

As Project REARM progressed in the late 1980s, plating operations were gradually phased out of Bldg. 64 into a new facility. All plating operations ceased in the building by 1991.

Once the phase-out was complete, the hazardous materials used in plating were transferred into approved containers, either for further reuse in the new plating shop or for disposal as hazardous waste. Some of the old plating tanks were used to hold these materials during the transfer process.

In May of 1991, the Illinois Environmental Protection Agency cited RIA for improper storage and handling of hazardous wastes in Bldg. 64. Though the Arsenal disagreed with the finding, it chose not to challenge it formally.

Instead, RIA and the Illinois EPA agreed on a plan to close Bldg. 64 as a hazardous waste storage site and clean up the building. While the Arsenal was only obligated to clean up those areas where hazardous wastes had been stored, the decision was made to clean the entire building.

Advance work was done by employees from the Arsenal Operations Directorate, who did some basic housekeeping such as sweeping the floors and removing debris. An asbestos abatement contractor was hired to remove all known asbestos, which was found primarily around pipes and doorways.

Before August Mack Environmental begins full-scale



RIA environmental coordinator Dr. David Foss (right) and Bill Taylor of the Army Materiel Command inspect an old plating tank in Bldg. 64.

cleanup work, a fence will be placed around the building and traffic and parking will be restricted near it. The area will be secured and no one will be allowed to enter it without authorization.

The precautions, which are required by environmental regulations, are in place due to potential health and safety hazards. Those who work in the building during the cleanup must have completed the proper training and must wear protective gear. Throughout the cleanup, Bldg. 64 will

be sealed to prevent discharges into the outside air.

During the cleanup, all tanks in the building will be thoroughly steam cleaned and rinsed three times with water. All runoff will be contained and properly disposed off.

The tanks will then be removed from the building and hauled off as waste. Other ancillary equipment will also be removed and disposed of appropriately.

Once the tanks are removed, the concrete-lined pits which contained them will be inspected. If

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cracks are found in the concrete, soil samples will be taken by drilling into the areas near the cracks. Samples will also be taken near drain pipes.

The purpose of this testing is to determine whether or not any metals and chemicals used in plating leaked into the soil beneath the building. If any of the tests show the presence of these substances, a project to clean up the soil may be required.

Any such project would be separate from the present contract to clean up the interior of the building. August Mack Environmental would complete the interior cleanup before the sub-floor soil cleanup would begin.

During the final stage of the interior cleanup, the walls inside Bldg. 64 will be sealed with two coats of paint and the windows will be covered with plywood. Test samples will then be taken from locations around the building to assure that it is indeed entirely clean.

The cleanup won't be complete until Illinois EPA inspects the building and issues its final certification. State regulators retain the right to visit the site at any time during the cleanup.

Depending on the results of the soil samples, the entire cleanup may be completed by January 1996. Nothing may be done with the building until all interior and soil cleanup work is certified as complete.

No decision has been made on the future of Bldg. 64. A renovation could only be done pending the availability of funding and of an organization to occupy the building.



THE TARGET

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SECTION B

12 PAGES

Egyptian engineers get hands on training

A team of 11 engineers came to Arsenal Island from Egypt last month in order to receive hands-on training in RIA's manufacturing processes.

The Egyptian team was made up of mid-level managers and supervisors employed at a factory in Cairo which is gearing up for full-scale production of the M1A1 Abrams tank.

Under an agreement between the governments of the United States and Egypt, the technology needed to manufacture the Abrams tank is being transferred to Egypt. The co-production agreement allows Egypt to produce its own tanks, rather than importing them from the U.S.

The Abrams co-production project dates back to 1989, when work began to expand and modify an existing military factory in Cairo. Rock Island Arsenal is involved in the project because it builds gun mounts for the Abrams tank.

Plans call for Egypt to assemble 555 tanks at its Cairo facility. Due to the complexity of the processes involved, full-scale production isn't expected to begin until this October.

Other participants in the co-production project include Watervliet Arsenal, N.Y., which builds gun tubes for the Abrams, and private-sector companies which hold tank manufacturing contracts. Headquarters guidance has been received both from AMCCOM and the Tank-automotive and Armaments Command.

Processes at the Cairo factory are being phased in, as seen in gun mount production. Initially, 355 RIA-manufactured gun mounts were sent to Cairo. Also shipped were 50 gun mount kits that required assembly



Larry Windschilt (left) of RIA's Quality Assurance Directorate and M.M.Y. El Monayer perform a non-destructive test designed to measure the thickness of bronze in a piston used on a gun mount.

before completion. Finally, the Cairo facility received the raw materials needed to build 150 gun mounts from scratch.

Tom Epping of the Arsenal Programs and Control Office serves

as manager of RIA's tank co-production program. As such, he's been involved in the project from the start and has made about a dozen trips to Egypt, some which have been a month or more in duration.

According to Mr. Epping, the early phases of the project primarily involved acquiring and installing the proper manufacturing

Turn to "Egyptian team," page 5B

World War II commemoration seeks community involvement

Community and civic groups in the Quad Cities have been invited to participate in a year-long commemoration of the 50th anniversary of the end of World War II.

The commemoration is sponsored nationally by the Department of Defense and is being coordinated locally by the Iowa-Illinois chapter of the American Defense Preparedness Association. The theme for the commemoration is "Honoring American Heroes."

Arthur Heyderman, president of the local ADPA chapter, noted that the commemoration was being planned as a "grass roots" event involving the entire Quad Cities community.

"We'd like participation to be as wide as possible, because World War II itself involved every American," Mr. Heyderman said. "The heroes of the war weren't just those who served in uniform, but also the factory workers who turned out weapons and other items at a prodigious rate, the farmers who kept the nation and world from going hungry, the housewives who tended victory gardens and willingly put up with food and fuel rationing, even the school children who led scrap drives and wrote letters to soldiers at the front."

Just as everyone played a role in World War II, groups of all kinds are invited to take part in its commemoration. Mr. Heyderman stated that there is no limit on the sort of group that can participate, and that it could include anything from a fraternal organization to a

church to a hobby club to a third grade class.

Groups who participate become part of the Commemorative Community Program. To join, they must fill out a simple application, agree to form a committee to plan and execute commemorative events, and agree to hold at least three events between now and Veterans Day on Nov. 11.

"Though we can provide suggestions, there is no restriction on the types of commemorative events that groups can hold," Mr. Heyderman said. "The idea is to bring groups together to remember World War II and learn how people just like them helped make victory possible."

Groups which participate will receive a certificate signed by defense secretary William Perry; a commemorative flag; and a package of items such as posters, buttons, photos and fact sheets. All materials are free to participants.

Educators will receive additional learning materials to help them teach their students about World War II. Businesses may participate by joining a parallel effort known as the Commemorative Enterprise Program.

Along with the group events, a number of community-wide events have been planned for the commemoration. More information on these events will be announced in coming editions of the Target.

To get an application for your group, and to find out more about the World War II commemoration, call Arthur Heyderman at Ext. 2-6812 or at 359-4186.

Junior Achievement experience proves very rewarding

Last July, I published an article in the Target describing the Junior Achievement program and asking for volunteers. Since I'd recently become assistant coordinator for the JA program, I admitted my lack of knowledge about the program but noted that I was learning, thanks to the JA staff and to the words of wisdom and advice from employees who had previously volunteered.

I decided that if I were to try and persuade others to volunteer, I had better volunteer myself, either as a company program advisor at Arrowhead Ranch or as an advisor through the JA School Program. Since I didn't have the time to devote to Arrowhead Ranch, I signed up to "teach" first graders at Washington Elementary School in Moline. This meant going to the school for about one hour, one day a week, for five weeks.

All first-time school volunteers attended an orientation session where we were given our materials, neatly arranged in our own briefcases. A wonderful guidebook was provided outlining each of the five weeks' activities. There were detailed instructions on how to conduct our classes and suggestions on what we could do if we had extra time.

I was totally prepared for my first class. I had previously visited the school, met the children (all 39 of

them!), and gone through the lesson plan several times. What I wasn't prepared for was the knot in my stomach on that first day. I had never done anything like this before and was surprised that facing a group of first graders made me so nervous.

I survived my first class, with the help of aspirin and antacid later, and found myself looking forward to Thursday mornings for the next four

weeks. My kids (I immediately took ownership of them) were always glad to see me and anxious to find out what activity we were going to do.

I was really getting comfortable with my role as "teacher for an hour," and with my kids, when I realized my time was up. It was my last class, and I arranged for a graduation ceremony, complete with JA pins and certificates.



Pupils at Washington Elementary School in Moline made this poster for Stephanie Wilson, their JA advisor.

The kids gave me hugs and asked me to come back and visit. I cried all the way back to work, knowing how much I would miss them.

Now I can tell you, from firsthand experience, that Junior Achievement is a very worthwhile organization. I witnessed the kids' enthusiasm and eagerness to learn, and I learned so much right along with them.

I learned that any time spent steering kids in the right direction is time well spent. I've signed up for the spring semester at Lincoln Elementary School in Rock Island, and I'm anxious to meet my new kids.

My purpose in telling my story is twofold: I wanted to share my experience as a JA advisor with you, and I wanted you to think about doing this yourself. It's too late now for the spring semester, but it's not too early to think about participating next fall. Look for your opportunity to volunteer in August.

In the meantime, I'm always willing to talk to you about JA. Just give me a call at Ext. 2-2845.

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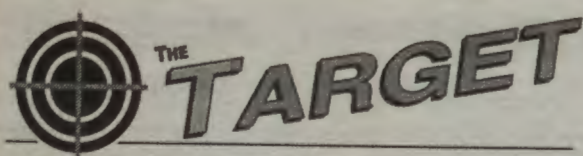
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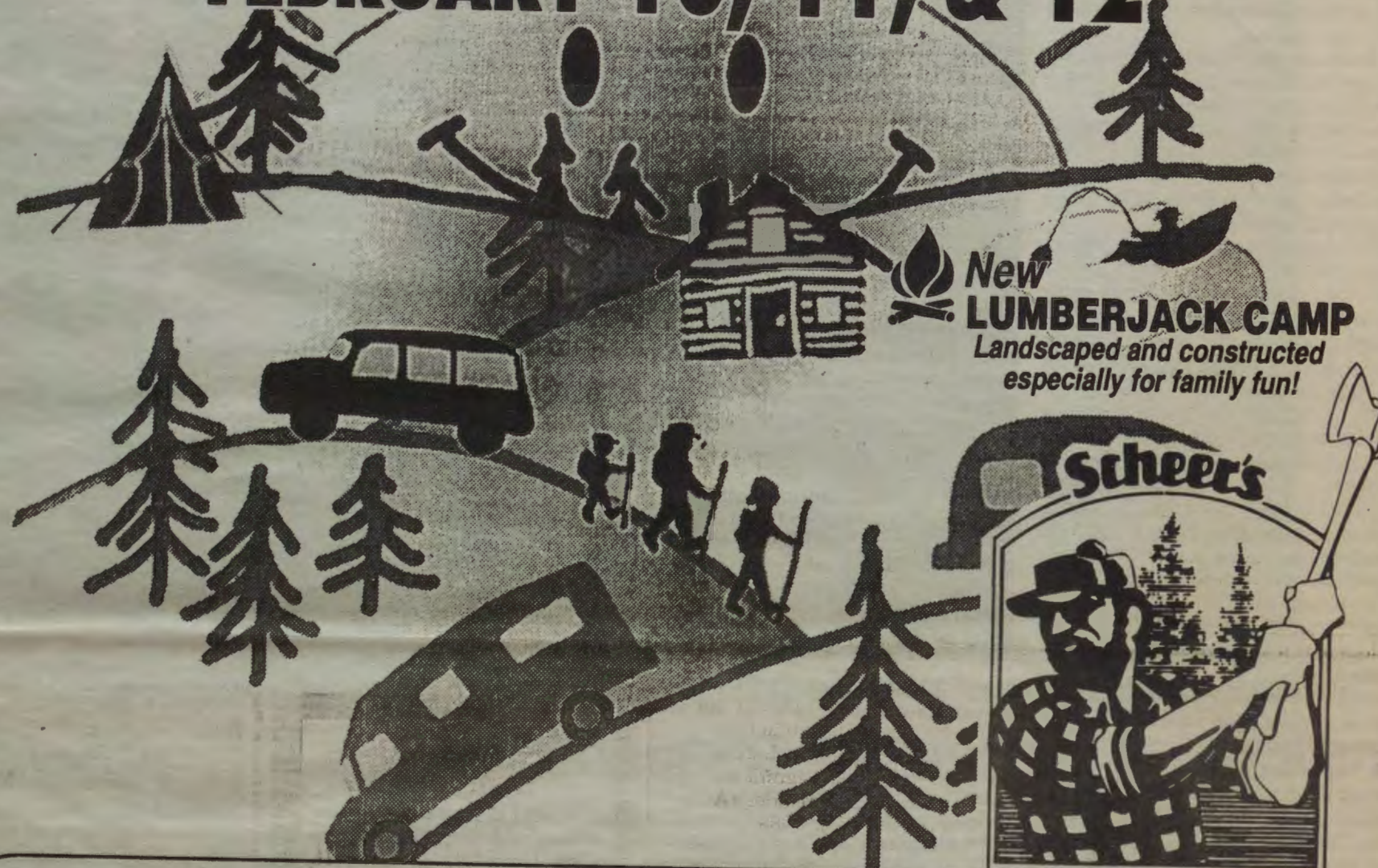
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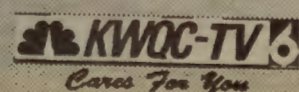
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AMC's "ten best" list includes AMCCOM director

An Arsenal Island employee has been named as one of the ten best civilian employees in the Army Materiel Command for fiscal year 1994.

Jean Ligeno was presented last month with the Outstanding AMC Personnel Award, an annual honor given to ten employees within the command for their outstanding achievements. AMC currently employs about 72,000 civilians worldwide.

Ms. Ligeno is director of AMCCOM's Acquisition Pricing and Policy Directorate, a position she has held since December 1992. During FY94, she also served as assistant deputy for Acquisition and Single Manager for Conventional Ammunition.

In accepting the award, Ms. Ligeno said that she shared the credit with a number of different people.

"This isn't something that I earned on my own," she stated. "Instead, it's due to the hard work and support of the people I've worked for, the people I've worked with, and the people who've worked for me."

Praise for Ms. Ligeno came from both directions. Jimmy Morgan, deputy for Acquisition and SMCA, described her as the "model manager" and added, "I have the utmost confidence in her decisions and rely heavily on her opinions and ideas."

Helen-Joyce Stineman, who works in the Pricing and Policy Directorate, credited Ms. Ligeno with providing her with excellent career guidance.

"(Jean Ligeno) is a skilled leader who is insightful, supportive, fair, resilient, dependable and always professional," Ms. Stineman said. "Best of all, she possesses an ability to bring both wisdom and a sense of humor to any situation."

Ms. Ligeno's achievements during FY94 included playing a leading role in the effort to preserve the Army's industrial base. She helped draft policies and legislation that opened up government-owned facilities for commercial use, a far-reaching effort which has kept the industrial base active while saving millions in tax dollars.

Ms. Ligeno was also cited for her efforts in employee development and labor relations. She is an active supporter of both the mentoring and the



JEAN LIGENO

Women's Executive Leadership programs, and was instrumental in the formation of AMCCOM's first labor-management partnership.

Ms. Ligeno's own career is an example of advancement through development. She began working for the Army in her hometown of St. Louis, Mo., in 1966 as a clerk-typist, and was accepted into the AMC intern program six years later.

After completing developmental details at Joliet, Ill., and Watervliet Arsenal, N.Y., Ms. Ligeno came to Arsenal Island in 1974. She was selected as chief of AMCCOM's Plans and Control Division in 1982, and later served as chief of the Management Systems and Analysis Division, head of the Competition Advocate's Office, and deputy director and director of the Procurement Directorate.

Over the years, Ms. Ligeno has earned a number of significant honors, including the Commander's Award for Civilian Service in 1988.

A resident of Davenport, Ms. Ligeno has two sons, 20-year-old Patrick and 13-year-old Paul. She is a member of Assumption High School's Century Club and of the Friends of Vander Veer Conservatory.

The greatest invention of the nineteenth century was the invention of the method of invention.

—Alfred North Whitehead



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Training program addresses needs of Army family members

A training program which addresses the unique needs of the family members of the men and women who serve in the Army will be conducted here beginning next month. The program, known as Army Family Team Building, is being sponsored locally by the Army Community Services Office. AFTB is free and is open to anyone who shares a family relationship with a person who serves in uniform as an active or reserve member of the Army or who works for the Army as a civilian employee.

AFTB classes will be led by volunteers, all of them family members themselves, who have training and actual experience in the subjects they will be teaching.

Among the topics covered by AFTB will be military terms, acronyms and customs; benefits and entitlements; available resources; and the impact of unit mission on family life. Extensive coverage will be given to overseas deployment and to the steps which a

family should take when a military or civilian member of the Army is deployed. The entire block of seven AFTB classes will be taught in one day. AFTB sessions will take place on Saturdays from 8 a.m. to 4 p.m., with a break for lunch. The first AFTB session will take place Feb. 4. Family members who can't make it on that day are invited to come to repeat sessions on either March 11, April 22 or May 20. AFTB sessions will be held in Bldg. 90, which houses the U.S. Army Management Engineering College. Free child care will be available to those attending AFTB training. Reservations for child care must be made in advance. To arrange for child care, call the Child Development Center at Ext. 2-2828. Though no advance registration is required for AFTB, family members who are planning to attend are encouraged to contact the Army Community Services Office. For more information on Army Family Team Building, call ACS at Ext. 2-0833.

QC Air Show schedules Thunderbirds

The Department of Defense has released the 1995 schedule for its jet demonstration teams, and the Quad Cities is on it.

The schedule for the Thunderbirds, the demonstration team representing the Air Force, includes an appearance at the Quad City Air Show. The show will be held the weekend of June 24-25 at Davenport Municipal Airport.

During 1995, the Thunderbirds will perform 44 shows in 22 states. Over 200 requests were received for performances by the Thunderbirds and their Navy counterpart, the Blue Angels.

DoD selects sites based on the department's interests and objectives and on factors such as each team's travel and training requirements and seasonal weather conditions. According to DoD officials, demonstration teams such as the Thunderbirds bolster recruiting efforts, boost morale among those already in the service, and give the American public a glimpse of the skills and capabilities of U.S. forces.

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

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.

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

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.

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.

CARS FOR SALE: 1990 GTZ Beretta, 69,000 miles, white, PC, alarm, 5-speed, looks sharp! Price: \$7,900, 1986 Dodge Daytona, 88,000 miles, 5-speed, sun roof. Price: \$1,900. Call 786-5237.

FOR SALE: '92 GEO Tracker convertible, 5-speed, custom wheels, 37,500 miles. Book value: \$7,975. Will consider trade. Best offer takes. Call 786-8896.

Women's clothes, size 5/6, casual, dressy & work. Coats too. Call 797-1720 after 4 pm or leave message. Dianne Wheeler

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He is no wise man that will quit a certainty for an uncertainty.
— Samuel Johnson

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THE TARGET
JANUARY 1995

Recreation office has new name

The Community Events Office opened for business on Arsenal Island on Jan. 1.

The office had actually been in place for years, and had formerly been known as the Civilian Welfare Office and the Civilian Recreation Office. The new name is designed to more accurately reflect what the office does and whom it serves.

The Community Events Office provides group discounts on a wide variety of local, regional and national recreation events and attractions. It serves all civilian, military and contractor employees on Arsenal Island, as well as any active or reserve members of the military in the area, civilian and

military retirees, and family members of all of the above.

One service provided by the office is the sale of discount tickets to Showcase Cinemas in Davenport, Milan. The cost of those tickets recently rose 25 cents, to \$4.75 each, reflecting an overall increase in the price of Showcase tickets.

That price still represents a \$2 savings when compared to the regular cost of an evening performance. Tickets can be used at any performance, though Showcase retains the right to restrict their usage.

For more information, call Sgt. Blodgett in the Community Events Office at Ext. 2-6959.

Bowling tournament winners announce

Final results are in from the 30th Annual RIA Employees' Bowling Tournament. The tournament was held over three weekends in October at Town and Country Lanes in Rock Island.

The tournament was open to all Arsenal Island employees and their spouses. A total of 230 teams and individuals competed.

Following is a list of tournament winners and scores:

Men's team — Hoot's Racing (Henry Ploen, Jack Hoots, Jair Wildman, Lubos Odvarko, Dave Gerber). Score: 3,158.

Women's team — Stokers (Terry Kracker, Linda Cheek, Patty Kurth, Sharon Myers, Gina Moore). Score: 3,057.

Mixed team — We Got Spirit (Paula Papke, Lisa Seibert, Dean Ficke, Dean Goodall). Score: 2,514.

Come out and "freeze yer gizzard"

Runners and walkers are invited to take part in the annual Freeze Yer Gizzard Blitz Run / Walk on Wednesday, Feb. 15.

The race, which begins at 4 p.m., is designed to help shake off the midwinter blahs. There's no fee or formal registration, though participants are asked to sign up in advance at the Fitness Center or by filling out a registration form.

Scholarships, loans available

Applications for scholarships and education loans are now being accepted by two private organizations which support military interests.

The Iowa-Illinois Chapter of the American Defense Preparedness Association is offering six scholarships of \$500 each. Eligible applicants include ADPA members and their family members, and employees and family members from Arsenal Island, Iowa Army Ammunition Plant, and Savanna Army Depot Activity.

Applicants must be either graduates from or seniors at high schools in Illinois or Iowa who are either attending or accepted by accredited four-year institutions. They must have an accumulative grade-point average of between 2.6 and 3.6 on a scale of 4.

To obtain an application, write to: Col.(R) Thomas G. Boyd, 1 Wildwood Drive, Moline, IL 61265, or call Col. Boyd at 797-3437. Scholarship applications must be returned no later than April 7.

Education grants and interest-free loans are also offered by The Reserve Officers Association. Last year, TROA loaned \$1.6 million to eligible students nationwide, and awarded \$500 grants to selected loan applicants.

In order to be eligible, applicants must be unmarried undergraduate students under 25 years of age who are the children of an active, reserve or retired servicemember or their surviving spouses.

The application deadline for TROA loans and grants is March 1. More information is available by calling (800) 245-TROA(8762), Ext. 169, or by writing to: The Reserve Officers Association, Educational Assistance Program (09D), 201 N. Washington St., Alexandria, VA 22314-2539.

THE TARGET
JANUARY 1995

Egyptian team

Continued from page 1B

equipment in the Cairo factory and planning and writing manufacturing processes. Now that most of the equipment is in place and the processes are complete, the emphasis has shifted to developing the proper skills in the people who will actually build the tanks.

As part of that developmental effort, RIA employees have traveled to Egypt to provide practical training in gun mount manufacturing. The Egyptian team which made the return trip in December was the first to be trained at the Arsenal rather than in Cairo.

Mr. Epping noted that, if future teams do as well as the first one, the training will be a complete success.

"They were all enthusiastic about being here and very eager to learn," Mr. Epping said. "They asked a lot of questions and tried to absorb as much as they could in the time they had. We had a hard time getting them to take breaks or to leave at the end of the day."

Those comments were echoed by N. Kilany, lead engineer on the team, during an exit ceremony.

"We are all very impressed with the facilities and employees here at Rock Island Arsenal," Mr. Kilany said. "Your people were more than helpful, and the training you gave us far exceeded our expectations."

Barriers of culture and language had to be overcome during the training. All of the engineers spoke English, though fluency levels varied. It was the first trip to the United States for most of them, and the first trip outside Egypt for some.

Though the Egyptians were somewhat dismayed by the Midwestern weather, which included a crippling icestorm, Mr. Epping said that they stayed on the go during their off-hours, visiting all sorts of shops and restaurants and making a weekend trip to Chicago.

While on the job, the engineers learned about RIA's approach to various manufacturing processes, including welding, machining and assembly. Training was also received

in total quality, quality assurance, process control, non-destructive testing, and special engineering processes.

All training was hands-on, Mr. Epping said, and was conducted by the people who actually perform the processes being taught. On their return to Egypt, the engineers will pass on what they learned to the employees in the Cairo factory who will do the actual work.

In all, about 80 different employees provided training to the Egyptian team. The employees primarily came from the Arsenal Operations, Quality Assurance and Science and Engineering directorates. Gene Garber coordinated training for AO, Chris Otto for QA, and Brian Pastorski for SE.

Meanwhile, Janene Deutsch of AP, the co-production program assistant, helped coordinate the overall training program, assisted in travel and lodging arrangements, and did whatever else was necessary to make the visit a pleasant one.

From the RIA perspective, Mr. Epping remarked, the success of the training reflects the overall success of the co-production program. To date, the Arsenal's portion of the program is on time and on budget.

"I've heard the Abrams co-production project described as one of the nation's best foreign military sales programs," he said.

Mr. Epping pointed out that the co-production is funded by the Egyptian government. If more tanks are required in the future, Egypt will continue to import some tank parts made exclusively at the Arsenal.

Though the technical aspects of the training were critical, Mr. Epping said that it may have paid its biggest benefits on the personal side.

"Because of contacts like this at the Arsenal and in Egypt, we've really improved our communication and cooperation and strengthened our working relationships," he said. "The Egyptians and the Arsenal people they work with are slowly becoming a single team."



Photo by TONY LOPEZ
Mike Behr (left) and S. Eldin Ibrahim set up a part on a numerically controlled machine. Mr. Behr was one of about 80 employees who provide hands-on training to the Egyptian team.

WEL alumni group forms

A group consisting of graduates and current participants in the Women's Executive Leadership program is forming on Arsenal Island.

The WEL Program Alumni Council will hold a kickoff meeting on Thursday, Feb. 2, at 4:15 p.m. in the CG's Conference Room on the first floor of Bldg. 390. All past and present WEL participants are invited to attend.

The goals of the council will be to pursue the continued professional development of WEL graduates and to promote the WEL program among potential future participants and their supervisors. The group is an independent association which is not officially sponsored by the Women's Executive Leadership program.

The Feb. 2 meeting will include the election of officers. Meetings are planned for the first Thursday of every month.

For more information, call Jackie Golden at Ext. 2-3980 or Diane Meyer at Ext. 2-6703.

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1995 GENERAL SCHEDULE PAY CHART

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-01	\$12,595	\$13,015	\$13,433	\$13,851	\$14,272	\$14,517	\$14,929	\$15,346	\$15,365	\$15,751
GS-02	\$14,161	\$14,498	\$14,968	\$15,365	\$15,534	\$15,990	\$16,447	\$16,903	\$17,360	\$17,816
GS-03	\$15,452	\$15,968	\$16,483	\$16,999	\$17,514	\$18,030	\$18,546	\$19,061	\$19,577	\$20,092
GS-04	\$17,346	\$17,924	\$18,502	\$19,080	\$19,658	\$20,236	\$20,813	\$21,391	\$21,969	\$22,547
GS-05	\$19,407	\$20,054	\$20,701	\$21,349	\$21,996	\$22,643	\$23,291	\$23,938	\$24,585	\$25,233
GS-06	\$21,632	\$22,353	\$23,074	\$23,795	\$24,516	\$25,237	\$25,958	\$26,679	\$27,400	\$28,121
GS-07	\$24,038	\$24,838	\$25,639	\$26,440	\$27,241	\$28,042	\$28,843	\$29,644	\$30,445	\$31,245
GS-08	\$26,622	\$27,509	\$28,396	\$29,283	\$30,170	\$31,057	\$31,944	\$32,831	\$33,718	\$34,605
GS-09	\$29,405	\$30,385	\$31,366	\$32,346	\$33,326	\$34,307	\$35,287	\$36,268	\$37,248	\$38,228
GS-10	\$32,382	\$33,462	\$34,542	\$35,622	\$36,702	\$37,782	\$38,862	\$39,942	\$41,022	\$42,102
GS-11	\$35,578	\$36,763	\$37,949	\$39,135	\$40,321	\$41,506	\$42,692	\$43,878	\$45,064	\$46,249
GS-12	\$42,641	\$44,063	\$45,484	\$46,905	\$48,326	\$49,747	\$51,169	\$52,590	\$54,011	\$55,432
GS-13	\$50,706	\$52,396	\$54,086	\$55,776	\$57,466	\$59,156	\$60,846	\$62,536	\$64,225	\$65,915
GS-14	\$59,920	\$61,917	\$63,914	\$65,911	\$67,908	\$69,905	\$71,902	\$73,899	\$75,896	\$77,893
GS-15	\$70,482	\$72,832	\$75,181	\$77,531	\$79,881	\$82,231	\$84,580	\$86,930	\$89,280	\$91,629

Shows effect of 2.64 percent "rest of U.S." pay raise on annual salary. Source: Defense Finance and Accounting Service

Pay raise for GS employees set at 2.64 percent

Arsenal Island employees paid under the general schedule will receive a net pay raise of 2.64 percent during 1995.

The raise took effect on Jan. 8, at the beginning of the first full pay period of the calendar year. The raise will be reflected in pay checks posted on Feb. 2.

NET PAY INCREASE
By Locality

Atlanta	2.78%
Boston	3.44%
Chicago	3.52%
Cincinnati	3.08%
Cleveland	2.88%
Columbus	4.18%
Dallas	3.40%
Dayton	3.39%
Denver	3.17%
Detroit	3.69%
Houston	3.92%
Huntsville	2.27%
Indianapolis	2.88%
Kansas City	2.65%
Los Angeles	2.00%
Santa Barbara	3.63%
Miami	4.27%
New Orleans	3.50%
New York	2.00%
Norfolk	2.45%
Oklahoma City	2.39%
Philadelphia	3.25%
Portland	3.60%
Richmond	2.89%
Sacramento	3.54%
St. Louis	3.18%
San Diego	4.21%
San Francisco	2.12%
Seattle	3.87%
Washington	3.21%
Rest of U.S.*	2.64%

*Includes Quad Cities

The GS pay raise for 1995 consists of a government-wide increase of 2 percent, plus a locality-based increase of 3.74 percent. Those two increases yield a net pay raise of 2.64 percent due to the method used to calculate the raise.

By law, locality increases are added to an employee's base pay. In 1994, the first year the locality-based pay system was in effect nationwide, federal employees received no general increase in base pay, though they were given locality increases. That increase amounted to 3.09 percent for GS employees who work on the island.

In 1995, federal employees were granted a general increase of 2 percent. This increase was added to base pay for 1994, which is identical to total pay received in 1993, before the locality pay system went into effect here. Locality increases were then added atop the 1995 base pay figure.

For local GS employees, the net re-

CALCULATING THE RAISE

As an example, we'll use the annual salary of a GS-09, Step 1. In 1993, that salary was \$27,789. Add the 1995 general increase of 2 percent and you get \$28,345. On top of that, add the "rest of U.S." locality increase of 3.74 percent and you get \$29,405, the total annual salary for 1995. This represents a net increase of 2.64 percent when compared to the salary of \$28,648 received in 1994, a year in which employees received no general increase but were granted a locality raise that amounted to 3.09 percent in the "rest of U.S." area.

sult of this complex formula was a 2.64 percent raise in pay. (An example of how the formula works accompanies this article.)

The locality pay system stems from a 1990 law intended to address the "pay gap" between federal employees and their counterparts in the private sector. Studies have shown that employees of the federal government often receive lower salaries than they would pursuing similar occupations in private business, and that these disparities vary by area.

Under the locality pay system, a presidentially appointed board known as the Federal Salary Council recommends pay increases for federal employees in different areas of the country. The recommendations are based on wage surveys designed to determine the cost of labor in selected metropolitan areas.

The council also recommends an increase for an area designated as "rest of U.S." The "rest of U.S." area includes the Quad Cities and covers more than 40 percent of all GS employees in the continental United States.

In making its pay recommendations for 1995, the council began by looking at 33 different metropolitan areas plus the "rest of U.S." But in its final report, the council melded the Albuquerque, N.M., Memphis, Tenn., Salt Lake City, Utah, and San Antonio, Texas, areas into the "rest of U.S." area, bringing the total number of separate recommendations down to 30.

The council's recommendations were approved by the president's Pay Agent — a three-member group con-

sisting of the heads of the Department of Labor, the Office of Personnel Management, and the Office of Management and Budget — before receiving final approval from President Clinton in early December.

A chart accompanying this article shows the net pay increases for the 30 different pay localities. The largest pay increase will be enjoyed by employees in the Miami, Fla., area, where the total pay raise will amount to 4.27 percent.

Employees in three areas — Huntsville, Ala., Norfolk, Va., and Oklahoma City, Okla. — will receive raises which are lower than the 2.64 percent "rest of U.S." net increase, with Huntsville receiving the lowest raise at 2.27 percent. That's because the disparities between public and private sector pay decreased slightly in those areas, while the pay disparities in the "rest of U.S." area increased slightly.

The chart shows that employees in the New York and Los Angeles areas will receive a 2 percent net increase and that employees in the San Francisco area will get a 2.12 percent net increase. However, employees in those three high-cost metropolitan areas will also receive a special locality increase of 8 percent, a pay adjustment which they have been granted every year since 1991.

The locality pay system does not apply to employees paid under special rates, such as certain engineers and scientists, nor to employees paid under the wage grade system. Special rate employees will receive either an occupation-based raise or the net locality-based raise for their area, whichever is higher. They will not receive both.

Apply now for advanced income credit

The Payroll Section of the Defense Finance and Accounting Service reminds employees who received advanced earned income tax credits in 1994 that they must fill out a new form if they'd like to receive the advanced credits in 1995.

The earned income tax credit is designed to benefit working individuals and couples who have children living at home and who meet income guidelines. Eligibility extends to all wage earners, including those who work for the federal government.

Under current guidelines, the earned income tax credit is available to any individual or couple whose total income for the year is less than \$24,396 with one child living with them, or less than \$26,673 with two children or more living with them.

paid only after eligible taxpayers filed their tax forms for the year. But a portion of the credits can now be paid in advance. In 1995, eligible taxpayers can receive advance payments of up to \$105 a month.

Because they are tax credits rather than deductions, advanced earned income credits appear as a separate payment and do not affect the amount of income tax withheld from pay.

Those who wish to receive the credits must file a new W-5 form every year. The form, entitled "Earned Income Credit Advance Payment Certificate," is available in the Payroll Section in the basement of Bldg. 390. The section's number is Ext. 2-4312.

To order a free booklet on the earned income credit program, contact the Internal Revenue Service toll-free at (800) TAX-FORMS (800-267-6769).

1995 WAGE GRADE RATES

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
WG-01	\$11.02	\$11.47	\$11.95	\$12.43	\$12.86
WG-02	\$11.51	\$11.99	\$12.49	\$12.95	\$13.44
WG-03	\$12.00	\$12.52	\$13.03	\$13.51	\$14.02
WG-04	\$12.49	\$12.98	\$13.51	\$14.04	\$14.55
WG-05	\$12.93	\$13.51	\$14.04	\$14.58	\$15.13
WG-06	\$13.44	\$14.00	\$14.56	\$15.13	\$15.70
WG-07	\$13.93	\$14.51	\$15.11	\$15.66	\$16.25
WG-08	\$14.42	\$14.99	\$15.59	\$16.20	\$16.81
WG-09	\$14.88	\$15.49	\$16.11	\$16.75	\$17.35
WG-10	\$15.35	\$15.99	\$16.65	\$17.27	\$17.92
WG-11	\$15.84	\$16.49	\$17.17	\$17.84	\$18.51
WG-12	\$16.35	\$17.02	\$17.69	\$18.36	\$19.04
WG-13	\$16.82	\$17.54	\$18.21	\$18.93	\$19.63
WG-14	\$17.28	\$18.00	\$18.72	\$19.44	\$20.16
WG-15	\$17.77	\$18.52	\$19.25	\$19.99	\$20.76

Rates indicated are hourly. WL, WS, WD and WN rates not shown.
Source: Defense Finance and Accounting Service

New rates posted for WG employees

New hourly rates have been set for wage grade employees who work on Arsenal Island.

The new WG rates took effect on Dec. 18 and were reflected in paychecks issued on Jan. 5.

WG rates are adjusted yearly to reflect the prevailing rates paid for similar labor in a particular area. The percentage of increase in individual hourly rates will vary depending on grade, level and step.

Wage grade employees had their 1995 pay raises capped at 3.09 percent, a figure which represents the average net pay increase given to general schedule employees nationwide.

Thrift Savings Plan open season ends January 31

The semi-annual Thrift Savings Plan open season ends soon.

The TSP open season runs through Jan. 31. Until then, federal employees may open a new Thrift account, change the level of investment to an existing account, or change the way their money is distributed among the three funds which make up the Thrift Savings Plan.

Those funds are the G Fund, which is invested in short-term U.S. Treasury securities; the F Fund, which is invested in a bond index fund; and the C Fund, which is invested in common stocks.

Though TSP investors may only change allocation percentages and investment levels during an open season, they may shift money among the three funds in an individual account at any time, up to four times per year.

Until recently, interfund transfers could only be made by filling out a form known as a TSP-30. But TSP investors now have the option of making transfers via telephone by using a service known as ThriftLine.

ThriftLine is an automated, menu-driven system that gives TSP investors instant access to information about current rates and news, as well as their own personal accounts, and allows them to make

interfund transfers. ThriftLine users need a personal identification number to access the system, and may acquire or change one by calling the ThriftLine number.

Those who have never invested in the C or F Funds must first file a statement acknowledging that they understand the risk of these funds before they can make an interfund transfer.

Interfund transfers made by ThriftLine by midnight on the 15th day of the month are effective as of the last day of the month. If the 15th falls on a weekend or holiday, the deadline is moved to the next business day.

ThriftLine can be reached at (504) 255-8777. This is not a toll-free call.

Locally, more information on the Thrift Savings Plan is available from the Civilian Personnel Office at Ext. 2-1299.

\$ A BAD YEAR FOR BONDS \$

These figures show the performance of the C, F and G Funds during fiscal year 1994 (October 1993 to September 1994). They show the overall percentage gain or loss for the year, and the high and low months, for each fund.

C Fund **+3.65%**

High: August (up 4.11%). Low: March (down 4.39%)

F Fund **-3.25%**

High: July (up 1.97%). Low: February (down 1.72%)

G Fund **+6.63%**

High: July (up 0.62%) Low: February (up 0.43%)

Source: Federal Retirement Thrift Investment Board

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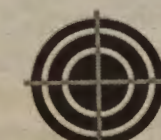
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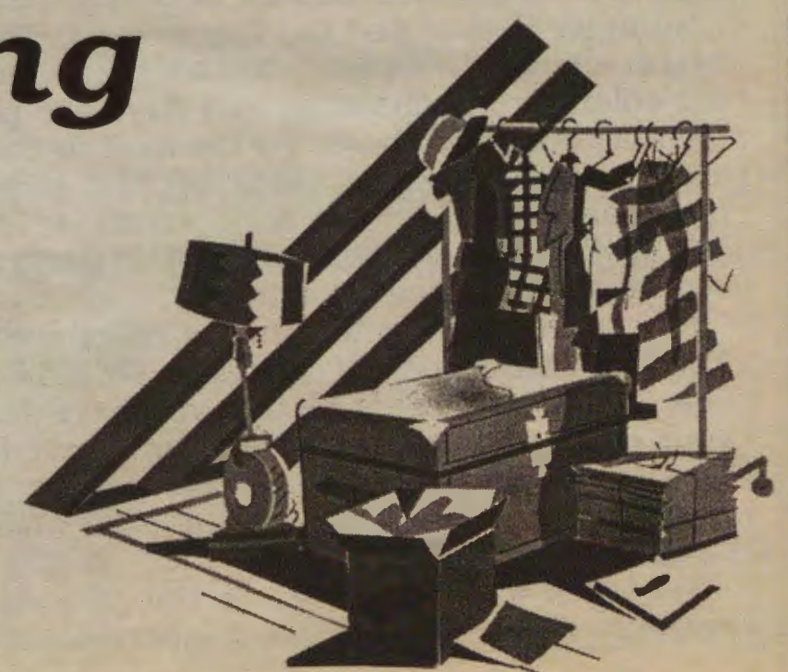


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We could tell you about our fine hospital and doctors, our many churches, the great school system, the new YMCA, the many service organizations, sorority, American legion or VFW, but, we've choose to tell you about living in Aledo: What to expect.

We will start in the winter. The winters of Illinois are cold, snowy, and windy. You'll get relief at the local gym. As the high school pep band strikes up the notes and the local team takes to the court, you will warm right up. The Aledo schools' enrollment are still low enough that almost everyone makes the team. If you choose basketball for boys or girls, there are teams for Jr. High, Freshman, Jr. Varsity. We also have an excellent wrestling program.

Aledo plays in one of the finest conferences in the state of Illinois. One local team is always in the state playoffs. Being a member of the Olympic Conference, playing in the highly competitive conferences is sure to give you high school athletics at their best. If you want to watch minds heat up, take in a scholastic bowl meet. The Aledo Jr. High science bowl teams finished in the top three for the last four years. The Aledo High School scholastic bowl team is also extremely good. Aledo is large enough to offer an excellent curriculum, but small enough to care.

If you choose not to attend the school events, you may enjoy a weekend of snow skiing at Snow Star just minutes away. The local movie theater shows the newest releases. Or maybe bowling, the sixteen lane bowling alley offers open or league bowling every night of the week. You could take a dip in the indoor pool at the YMCA (it's always 85 degrees) or running on the track or play some hoops or lift weights. If you just want to relax, try a whirlpool or sauna.

If Fine Arts are your cup of tea, take a 30 minute drive to the Quad Cities, where something is always going on. But on your way home, enjoy the quiet of the country and beautiful winter skies.

The winter season is when the churches have suppers and bake goods for sale. Everyone is welcome to attend them. You do not have to belong to that church to enjoy the good cooking. If it's a political year, everyone attends.

The holidays arrive and the craft fairs are everywhere. You can do almost all of your holiday shopping in the local stores. They have all the latest fashions and trinkets. Time to hunt for a Christmas tree. You can pick one from the local lot or go to the country and cut one from one of the may local growers. For the church service, Aledo offers many demoninations.

In the spring, the community is busy and things are happening. With the coming of Easter and spring, so comes the new life. The farms are filled with new born animals and the flowering trees are full of blossoms. It's also the beginning of another excellent fishing season in the local lake or on the Mighty Mississippi.

At the schools, you'll find the sounds of the spring band and choral concerts. The boys and girls' track teams are sprinting to victory. The girls' softball and boys' baseball teams are a sure hit.

Let's not forget the local golf courses are now open. Aledo is known for one of the best public golf courses in the bi-state area. If you choose a more relaxed course for members only, the country club is also available. If the game is bad, the club chef is always on course with a terrific entree.

You'll find the streets filled with walkers, bikers, and joggers from early in the morning til dark. The children are all busy in one of the four parks in Aledo, where parents play tennis on one of the three tennis courts. The hoopsters are playing basketball on the outside courts.

It's now summer in the city and the fun has just begun. The local youth play on the four baseball diamonds and men's and women's baseball leagues have begun. If you have not taken up the local golfing or fishing by now it is time you give it a try. When the weekends arrive, it is time to take to the river with boating, skiing, fishing and camping. All the small communities have begun their summer festivals and the sweet corn is boiling and catfish are frying. There are parades, crafts fairs, carnivals and street dances; the fun of summer in the country has begun. Don't forget the stock care races at the local fair grounds every Friday night. As the motors roar, so does the competition as the women take to the steering wheels in podwer puff heat. After the races, you can check out one of the local night spots with bands playing rock 'n roll or country western. Come July, it's County Fair time in Aledo. You can get a great look at the local livestock, pets, and flowers as they compete for the blue ribbon. The local beauties compete for the Miss Mercer County Fair title. In August, only 17 miles is New Windsor where you'll get to see one of the finest Rodeos in the country. Don't miss it. The heat of Illinois summers drives the youth to the local outside pool and the older youth try the swimming in the local lakes.

Summer is over and fall has arrived. The students are back in school. Practice for the golf team has begun along with football and volleyball. As fall comes, the beauty of an Illinois Autumn becomes visible; the colors are enchanting and days are peaceful. The peace and calm of night is broken every Friday night as everyone cheers for the local football squad. Again, in the mighty Olympic Conference the games are some of the finest. With fall and football comes Homecoming week as the students paint up the town, and parade down main street. It also brings Oktoberfest, which is in September. We do these kinds of things in small towns. The farmers' market is filled with the finest apples and other fruits and vegetables from local growers.

As the nights cool its time to relax and maybe check out a book or two from the township library. There are thousands of selections on hand. Maybe your student needs help with reference material, it is also available. It could be that you have decided to attend one of the five local colleges near by to further your education and you need the library for reference material. If you have never experienced a fall in Illinois, you've missed some real beauty. The fall is almost as beautiful as the spring. The fall brings some of the finest apples around. And when it's time for a Jack-O-Lantern, you'll find hundreds of them at the farmers' market.

There are a lot of little great things about the big little City, Aledo, most of it you'll find in the people and the relaxed life-style we live here.

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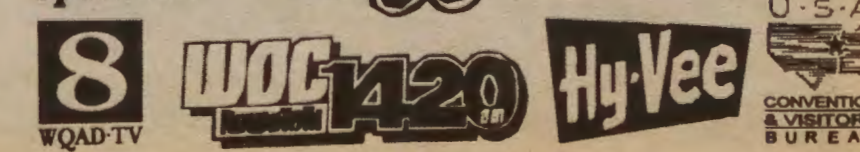


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Employees honored for service in Southwest Asia, Haiti

Some Arsenal Island employees who were deployed to Southwest Asia and Haiti, and who had returned home just in time for the holidays, were honored last month at a recognition ceremony.

The ceremony was led by AMCCOM commanding general Maj. Gen. Dennis Benchoff; RIA commander Col. John Storm; and ACALA director Richard Husson. All three leaders praised the returning

employees for the work they had done and the sacrifices they had made during Operation Vigilant Warrior, the deployment to Southwest Asia, and Operation Uphold Democracy, the deployment to Haiti.

The honorees received mementos of appreciation and were given a standing ovation by their coworkers at the close of the ceremony.

Following is a list of employees honored at the ceremony. This is not

a comprehensive list of Arsenal Island people who were deployed to the two trouble spots since, as was pointed out during the ceremony, some employees still remain in theater even though the crises that led to the deployments have faded from the headlines.

Operation Uphold Democracy: Mary Jane Beck; Byron Gaskins; Kater Gatlin.

Operation Vigilant Warrior: Douglas Bevier; Staff Sgt. Barry Boggs; Daniel Breitenstein; Staff Sgt. Thomas Brooks; Sergio Camacho; Gary Deitch; 1st Lt. Ernest Dixon; James Dockery; Wayne Douglas; Master Sgt. Elia Flores; Sgt. 1st Class Robert Glanton; Terry Hackett; Wayne Martens; Richard Parkinson; Charles Pointer; James Roberts; Beverly Shaw; John Sundeen; Sgt. 1st Class Franklin Walden; Robert Wild.

Recruiting goals met

The Department of Defense recently reported that it had met all of its recruiting goals for fiscal year 1994.

In the report, DoD concluded that FY94 was its third-best recruiting year ever, based on the quality of the young men and women who volunteered to serve in the nation's Armed Forces.

DoD enlisted nearly 185,000 people last year. Among those recruits, 96 percent have high school diplomas and 72 percent scored above average in entrance examinations.

Past studies show that high school graduates are nearly twice as likely to complete their first term than non-graduates, and that recruits who score higher on entrance exams need less training time to achieve a high level of proficiency in military skills.

American Forces Information Service



From the beginning of the holiday season through Jan. 9, this giving tree was set up in the Child Development Center. CDC parents and other employees placed toys, clothing and other items under the tree to benefit residents of a local shelter for abused women and children. More than 35 boxes of goods collected under the tree were brought to the shelter. CDC director Dawn Thompson (left) flanks the tree with Kim Congleton, who coordinated the effort. Joining them are some children from the center, all of whom learned a lesson in caring and sharing.

Five Public Works employees share quality excellence award

Five employees from RIA's Directorate of Public Works recently received the Commander's Quality Excellence Award for the fourth quarter of fiscal year 1994.

The award went to general engineer Robert Kalantari and to contractor performance specialists Merl Arensdorff, Merl Jones, John Stoltenberg and Matt Terronez.

The five were honored for their performance following the abrupt default

by RIA's custodial contractor in May 1993. The loss of the contractor left Arsenal Island with no one to perform basic janitorial and cleaning services.

Through hard work, long hours and intense coordination with other directorates, the DPW employees oversaw the immediate in-house hiring of contractor employees. They also ordered all necessary supplies and equipment and fielded comments from customers.

Had custodial services been interrupted for a lengthy period of time, all employees could have been faced with unsanitary working conditions that might have resulted in thousands of dollars of lost productivity and even posed health risks. Instead, the services continued basically uninterrupted, and employees were able to work without major disruption.

Oversight of the temporary custo-

dial program continued for 10 months, until a new contractor was brought on board. The results show that DPW's quality efforts had paid off.

Most comments and letters received from customers indicated that custodial services actually improved following the old contractor's default. A recent survey shows a high level of satisfaction with the new custodial contractor.

Arsenal Island People

Retirees

Bernard Bolk

Leonard Cox

Suggestion Awards

Arlene Arp
Christopher Baltzer
Jim Barber
Jimmy Contreras
James Cole
Terry Graham
Lawrence Holgate

Thomas Jackson
William Kerr
Michael Kaufman
Erika Mark
Kay McIntyre
Jacob Miller
Gerri Murdock

Lee Nice
Patrick Nolan
Robert Pettit
Teresa Schultze
Timothy Schumacher
Kent Schmit
Jacqueline Ulner

Mentoring Program Graduates

Kathy Acree
Joanne Almblade
Daryl Andresen
Sandra Atkinson
Doris Bell
Christopher Browne
Julie Bryant
Thomas Cepeda
Charles Cervantes
Jennifer Colarusso
Javier Contreras
Armando Cooper
Deborah Cox
Mary Dalmasso

Frances Fitzgerald
Diana Garza
Sharon Goulet
Curtis Hadley
Kathryn Jobe
Shirley Jungels
Jayne Kerns
Tamara Lamansky
Sharon LaMar
Brian Laverenz
Judy Leffler
Jeffery Lewis
Angele Lomas
Cathy Mendoza

Gerald Moeller
Lynn Murphy
Linda Peterson
Charles Pointer
Celine Quigley
Karl Rahr
Sheila Richardson-Dick
Ramon Rivero
James Salter
Theresa Solis
Rosann Trout
Charlene Vesey
Janette Voss

Energy slogan winners named

The winners of the 1994 IOC Energy Slogan Contest have been named.

Staff Sgt. Craig Glenzen of Pine Bluff Arsenal, Ark., took first place in the contest with the slogan, "Power is the key; conservation begins with me." He

received a \$200 savings bond as an award.

Second place and a \$100 savings bond went to Teresa Jones of Blue Grass Army Depot, Ky., for the slogan, "Conservation: Brilliant strategy for a brighter tomorrow."



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Jonathan names the bear

Jonathan Miller, the son of Lt. Col. David Miller, is the winner of the "name that bear" contest sponsored by Army Community Services. Jonathan won the Army-bear he is holding for naming the great big bear to his right "Ted E. Bear."



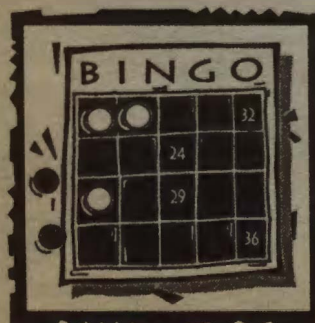
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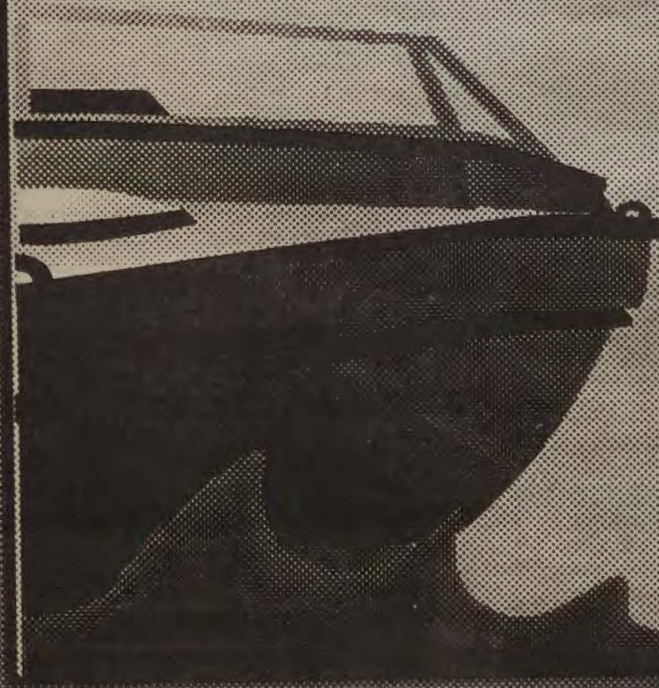


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