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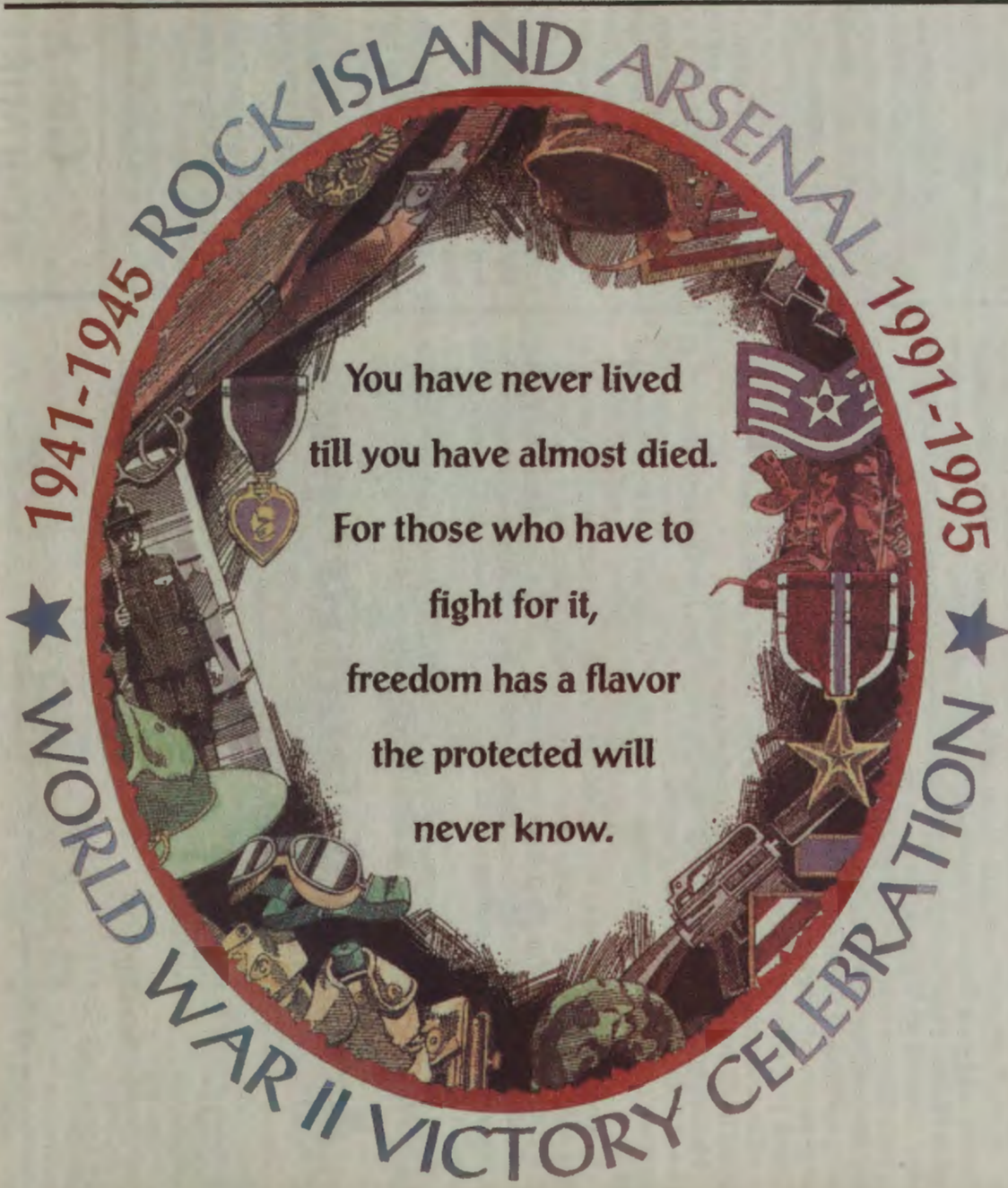
THE TARGET

JULY
1995

"Arsenal Island's Community Newspaper"

Vol. 40, No. 12

Rock Island, Illinois



You have never lived
till you have almost died.
For those who have to
fight for it,
freedom has a flavor
the protected will
never know.

On the weekend
of Aug. 12-13,
Arsenal Island
will join the
Quad Cities
community in a
celebration
of the 50th
anniversary
of the end of
World War II.
This issue of the
Target contains
a complete
rundown of the
events scheduled
for that weekend.

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Celebration

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Ext. 2-6959

TIME: 3:00 P.M.

DATE: AUGUST 13, 1995

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PLACE: MAIN

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THE

TARGET

JULY
1995

12 PAGES

INSIDE THIS SECTION

- U.S. EPA assesses Arsenal – page 2
- Evaluation system changed – page 5
- Team wins competition award – page 9

Island joins community in victory celebration



Photos by TONY LOPEZ

Historic homes such as Quarters 6 will be open for a tour on Aug. 12, while cast members of the Soldier Show will take over the dressing room at the Mark on Aug. 13. Both events are part of the weekend-long celebration.

Fifty years ago, the largest and most destructive war which the world had ever seen came to an end.

Rock Island Arsenal, and the Quad Cities community it is part of, made significant contributions toward achieving victory in World War II. Thus, it's appropriate that the Arsenal will join the community in marking the 50th anniversary of the end of the war during a celebration that will take place the weekend of Aug. 12-13.

The centerpiece of the Arsenal's celebration will be a public event on Aug. 12 known as the Island Fest/World War II Victory Celebration. The event will

combine elements familiar to past Island Fest participants with some new features.

Employees, retirees and members of the public who visit the island on Aug. 12 will enjoy music and entertainment, tours, sports and games, children's activities, displays, food and more. High-quality souvenirs, including a commemorative edition of an Arsenal magazine published during World War II, will be on sale.

The weekend's schedule will also feature some events that stood alone in past years. Included will be a tour of the Arsenal's historic homes on Aug. 12, a tour that was last conducted four years ago.

For the third straight year, the U.S. Army Soldier Show will put on a free performance. This time, the show will be at the Mark of the Quad Cities on Aug. 13 at 3 p.m.

On Aug. 13, the focus of the celebration will shift off the island. The main events will include a ceremony at the All Veterans Memorial in Davenport at 9 a.m.; a Victory Parade through downtown Davenport that begins at 11:30 a.m.; and a Victory Dance at the Mark at 7 p.m.

Details on all these events can be found in this issue of the *Target* beginning on page 6.

Arsenal charts first self-directed work team

Rock Island Arsenal's first self-directed work team is now up and running.

The team was officially established last month when its charter was signed by RIA Commander Col. John Storm, members of the Arsenal's partnership council, and team members themselves, including the "coach" and "manager."

RIA's first and, so far, only team is titled the Team Support Group. Its mission is to promote the teaming concept throughout the Arsenal and to help establish and facilitate other self-directed work teams in RIA organizations.

The members of the Team Support Group are Gretchen Derrick, Virginia Dismar, Tony Hunt, Rosie Schwartz and Ed Whitney. Steve Bostwick serves as the team's coach, while Fred Dearborn, RIA's civilian executive, serves as manager.

The word "supervisor" appears nowhere in the Team Support Group's charter. That's because, in a radical departure from past management practices, members of the team, and of future RIA self-directed work

Team members will schedule and approve their own leave, distribute workload, identify training needs, and even rate one another.

teams, essentially supervise themselves.

For example, the team schedules and approves its own annual leave, calls in to one another to report sick leave, and settles overtime issues among themselves. Team members work together to distribute workload and identify training needs. Each member of the team has signature authority.

If disciplinary actions are required, team members deal with the problem internally. (Formal disciplinary actions must be elevated to the coach.) Team members

even rate one another using a modified "360" performance appraisal system that features input from all team members and from as many as three external customers.

Team meetings will be held weekly or as needed. A rotating position known as team delegate has been established; that team member will serve as a liaison to outside organizations and perform certain administrative duties as determined by the team.

The primary role of the coach will not be to oversee the team's activities but to acquire the resources which the team needs to accomplish its mission. The coach will also serve as the team's mentor, with the aim of further empowering the team.

The team will rate the coach; that rating will be used by the manager in determining the coach's final rating.

Look for an update on the Team Support Group's activities, and on the establishment of self-directed work teams at RIA, in future issues of the *Target*.

RIA teams up with regulators on pollution prevention

By PAUL LEVESQUE
Target Editor

Rock Island Arsenal has teamed up with both the U.S. Environmental Protection Agency and the Illinois Environmental Protection Agency on separate but related efforts involving pollution prevention.

Both efforts will enable RIA to work with its primary environmental regulators toward a mutual goal of cutting pollution off at its source, rather than waiting for problems to develop downstream.

Dr. David Foss of RIA's Science and Engineering Directorate, who serves as the Arsenal's environmental coordinator, said that the efforts represent a "new approach" by the U.S. EPA and the Illinois EPA.

While the Arsenal had always worked with the agencies on pollution prevention in the past, Dr. Foss noted that RIA now has formal working relationships centered around prevention.

"Essentially, we've enhanced our ability to identify problems and correct them in their early stages," he said, "rather than allowing them to grow to the point where we could be cited."

Despite the new relationships, Dr. Foss pointed out that the U.S. EPA and the Illinois EPA retain the authority to impose fines and other sanctions on the Arsenal for violations of environmental laws and regulations.

"But I think we've all come to understand that fines don't solve pollution problems," Dr. Foss remarked, "and that prevention rather than punishment is the best form of environmental protection."

The new relationship between RIA and the U.S. EPA actually began last year, when the Army signed an agreement with EPA identifying three



Members of RIA's environmental team and representatives of the Illinois Environmental Protection Agency faced a number of challenges together when they went through HEARTS last month.

installations which would be the subjects of separate pollution prevention assessments. Rock Island Arsenal was one of those installations; the others were Fort Benning, Ga., and White Sands Proving Ground, N.M.

The agreement called on the federal EPA to send teams to the three installations in order to thoroughly examine potential sources of pollution. In return, the Army agreed to open up all portions of the three installations and to provide the assistance and support needed to complete the assessments.

At the end of each assessment, the EPA must produce an advisory report detailing its findings and offering suggestions for improvement. While complying with the findings contained in the reports won't be compulsory, the

Army does expect the installations to incorporate the EPA's advice into their pollution prevention programs.

RIA's pollution prevention assessment took place last month, when a six-member team spent three days at the Arsenal.

The assessment was conducted by the EPA's Office of Pollution Prevention in Cincinnati, Ohio. Two companies under contract to EPA to perform work related to the assessment also took part. Other participants in the visit included a representative of the state EPA and a federal employee who played a key role in coordinating the assessment process.

The six team members were James Bridges from the U.S. EPA; Thomas Wallin of the Illinois EPA; Tim Ehli and Robin Thomas of Lockheed Inc.; Gary

Baker of Environmental Quality Management Inc.; and Gary Kostelc of Picatinny Arsenal, N.J.

According to Dr. Foss, the team conducted an exhaustive and thorough inspection of all significant potential sources of pollution and hazardous waste on Arsenal Island.

"We went everywhere from the center on the east end of the island to reserve center on the west end, and many points in between," he said.

The sites visited included the steam generating plant, the hydroelectric plant and Bldg. 299, where the team examined paint booths as well as a vapor degreaser which is not currently in use.

Much time was spent in the manufacturing area, with emphasis placed on sites such as the forge, the foundry and the plating shop.

A draft report which will contain findings from the assessment is scheduled to be issued later this month. Though Dr. Foss couldn't predict exactly what the report would contain, he expects it to be positive overall.

"I think that the team was impressed by much of what they saw," he said, "and that we demonstrated that the Arsenal is committed to preventing pollution."

During the visit, team members offered suggestions on improving the Arsenal's pollution prevention program. According to Dr. Foss, these ranged from making changes in the rinse phase of the plating process, to increasing awareness among employees of the proper handling of hazardous waste by putting educational posters.

At the end of its visit, the team met with RIA commander Col. John Stoen and discussed what it had seen.

"When we do receive their final report, we'll read it carefully," Dr. Foss said. "Turn to 'Pollution prevention,' page

Even if BRAC goes off the track, SIMA-East is still coming to Arsenal Island.

According to the island's resident BRAC expert, that's because the move of the Systems Integration and Management Activity-East from Chambersburg, Pa., to Rock Island isn't part of the 1995

report issued by the Defense Base, Closure and Realignment Commission.

Alan Wilson, director of IOC's Plans, Analysis and Evaluation Office, pointed out that the SIMA-East move originated from a BRAC proposal made and approved in 1991. In the next BRAC round two years later, the move was put on hold pending a possible consolidation which would affect SIMA-East.

That consolidation never occurred, Mr. Wilson said, so the Army rendered a legal opinion stating that the 1991 proposal calling for the move of SIMA-East to Rock Island would stand. That opinion was not contradicted by anything contained in the BRAC '95 report, Mr. Wilson added.

However, the current report does call for relocating SIMA-West from St. Louis, Mo., to Huntsville, Ala., a move that might not occur if BRAC '95 fails to go through.

The BRAC '95 report was signed by President Clinton and forwarded to Congress earlier this month after assurances were received that privatization would retain some logistics and maintenance work at McClellan Air Force Base, Calif.,

and Kelly Air Force Base, Texas. Both bases have been scheduled for closure in the BRAC report.

Mr. Wilson pointed out that this could impact one IOC installation, since Tobyhanna Army Depot, Pa., was due to receive some of the workload that would be transferred from McClellan.

Now that Congress has received the package, it has 45 legislative days, defined as days it is in session, in which to act. The only act Congress may take is to reject the package in its entirety by a two-thirds majority vote; otherwise, all proposals in the package become law.

Assuming that the proposals now contained in the BRAC package do go through, many IOC installations could be impacted.

"However, much of the language in the report is open to interpretation," Mr. Wilson said, "so the exact impact may not be known right away."

Here is a rundown of how some BRAC proposals would affect IOC installations:

- The closure of Detroit Army Tank Plant, located on Detroit Arsenal, Mich., would leave Rock Island Arsenal as the sole source of gun mounts for the Abrams tank. The commission found that consolidating gun mount production at RIA would result in a unit cost reduction, and would not require additional equipment or construction.

The future impact of this transfer on workload and employment levels at the Arsenal remains unknown.

• A Department of Defense recom-

mendation to close Savanna Army Depot Activity, Ill., was approved. The U.S. Army Defense Ammunition Center and School will be moved to McAlester Army Ammunition Plant, Okla., while ammunition storage and demilitarization missions now performed at Savanna will be transferred to other plants and depots.

- The closure of Stratford Army Engine Plant, Conn., was approved, in part because the commission found that the work performed at the plant could instead be performed at Anniston Army Depot, Ala., and Corpus Christi Army Depot, Texas.

- Red River Army Depot, Texas, which had been recommended for closure by DoD, and Tobyhanna Army Depot, Pa., which had been listed as a possible closure candidate by the commission, will remain open. However, Red River will lose all maintenance missions, except for those related to the Bradley Fighting Vehicle. Those missions would either be transferred to other installations or privatized.

- Other installations affected by BRAC include Letterkenny Army Depot, Pa., which will be realigned and retain an enclave for ammunition storage and tactical mission disassembly and storage; Sierra Army Depot, Calif., which will be realigned and maintain its ammunition demilitarization and operational project stock missions; and Seneca Army Depot Activity, N.Y., which will be closed but will retain an enclave for the storage of strategic and hazardous materials.

SIMA-EAST AT A GLANCE

The transfer of the Systems Integration and Management Activity - East from Chambersburg, Pa., to Rock Island would bring about 200 new positions to Arsenal Island. Plans call for the move to be completed by the end of fiscal year 1997.

SIMA-East will become a separate reporting activity of the Industrial Operations Command. IOC installations and activities, and the Defense Finance and Accounting Service, are SIMA-East's main customers.

The basic mission of SIMA-East is to design, develop, integrate, program, install and maintain software and other standard automation systems. SIMA-East's systems are used to support logistics, maintenance and supply operations, including those carried out at arsenals, depots and ammunition plants.

Other SIMA-East customers include other major subordinate commands of AMC, Department of Defense laboratories, and National Guard units.

SPLAT! Arsenal soldiers train at paintball facility

Soldiers from Arsenal Island went to Heart of America, a paintball facility near Buffalo, Iowa, last month for a field training exercise. During the exercise, the soldiers were split into four groups and practiced ambush, attack and defense skills. Sgt. Scotty Anderson became a "casualty" of the exercise when he took a direct hit in his protective mask. Following an ambush, a group of soldiers were taken "prisoner" and led out of the woods. The exercise proved successful in sharpening basic soldier skills.



Photos by TED CAVANAUGH

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Commander's Corner

Team RIA

Imagine a federal workplace where the employees have no supervisors.

Instead, groups of coworkers get together to decide how assigned tasks should be distributed and performed. Each member of the group has signature authority for his or her own work. Group members schedule their own leave among themselves, settle their own overtime, and identify their own training needs. They even rate one another and make decisions on disciplinary actions.

Sound interesting, but it will never happen here, right? Wrong.

In fact, a group just like the one described above has been established within Rock Island Arsenal. The group, which calls itself the Teaming Support Group, is the first of what could become many self-directed work teams at RIA.

The basic theory behind self-directed work teams is that the people who work here are adults. Therefore, we possess the knowledge, self-discipline and motivation to get our jobs done, without constant and close supervision.

Instead of a supervisor, self-directed work teams have a coach whose basic job is to get the team the resources it needs to accomplish its mission and to delegate more authority to team members.

The move toward self-directed work teams represents a complete break from the hierarchical system we all know, where specific directives on how things are to be done flow down through layers of management and requests for things as simple as an hour of annual leave flow up. We've all complained about this system from time to time, yet for many of us, in both the

Pollution prevention *continued from page 2*

said. "I'm confident that many of the recommendations contained in it will be implemented."

At about the same time that the pollution prevention assessment was occurring, Rock Island Arsenal received word that it had been accepted in the Partners in Pollution Prevention program conducted by the Illinois EPA.

As pollution prevention partners, RIA and the Illinois EPA will work together to expedite the process of applying for environmental permits. The two will also share available resources: For example, the Illinois EPA could fund an intern to work with RIA's environmental program during the summer, while the Arsenal could allow the EPA to use its meeting space.

"What this program does is give us one more opportunity to share information and expertise," Dr. Foss said.

The partnership between the Illinois EPA and the Arsenal's environmental team was strengthened by yet another event in June. Representatives of the EPA, led by director Mary Gades, went

through HEARTS training with RIA employees involved in the environmental program.

The invitation to participate in HEARTS was extended earlier this year, when Col. Storm and Dr. Foss paid a courtesy call on the Illinois EPA in Springfield.

"Eventually, the discussion turned to team building," Dr. Foss said, "which inevitably led to HEARTS. The people from the EPA sounded very interested, so the commander invited them to try it."

The shared experience of HEARTS could prove beneficial down the road, Dr. Foss said.

"We don't need to exchange business cards anymore," he explained, "because we know one another so well now. Going through HEARTS has improved our ability to communicate with one another."

"In fact, all the programs we're participating in have opened new lines of communication," he concluded. "In the long run, that should be their greatest benefit."

By Col. John L. Storm

supervisory and the non-supervisory ranks, it seems safe and comfortable. So why change?

Because we have to if we intend to survive. In a very competitive, constantly changing world where information moves at the speed of light and tomorrow is often too late, organizations in both the public and private sectors must empower their employees to be responsive to the needs of their customers. Our time and our resources must be devoted to doing that which is essential to customer satisfaction, rather than performing bureaucratic tasks or shuffling requests from one layer of management to the next. Otherwise, our customers will go elsewhere.

Rock Island Arsenal won't make it in the 21st century using a management approach developed in the 19th century. So, while self-directed work teams may seem strange and even a bit scary, the alternative is even scarier.

Celebrating victory

On the second weekend in August, Arsenal Island will join the greater Quad Cities community in celebrating the 50th anniversary of the end of World War II. I urge you to bring your family and friends to some or all of the events connected to the celebration; you'll find details in this issue of the *Target*.

Over the past several years, the nation and the world have paused to remember various significant events associated with the largest and most destructive war in history. Now, we'll mark the moment five decades ago when the guns went silent at last.

As we join the celebration, let us remember the brave men who fought the war, and the unstinting support they received from the people on the

homefront. Some of them made the ultimate sacrifice; all of them gave much for the sake of future generations. We who are now members of those future generations owe the veterans of World War II a debt which can never be fully repaid.



Big man saves little ducks

Photo by TED CAVANAUGH

Fidel Martinez of RIA's Directorate of Logistics cradles a duckling in his hands, above a storm drain from which the duckling and six of its siblings were rescued. The seven baby birds fell through the grate covering the drain in front of Bldg. 110, an event seen by some ACALA employees on their way in to work. Mr. Martinez, who happened to be in the area at the time, was able to lift the grate himself and reached in to rescue the ducklings. The ducklings could not be reunited with their mother, so four were adopted by Gina Anderson of the ACALA Director's Office, who took them to her parents' farm in Matherville, Ill. The other three were taken home by Lucy Nickels, chief of ACALA's Special Staff Office. All are reported to be growing and thriving.

Headquarters gets TAPES

A new performance evaluation system that is now the standard throughout the Army has been implemented for all employees who work for IOC Headquarters.

Implementation of the Total Army Performance Evaluation System, or TAPES, took effect on July 1. TAPES will be implemented according to guidelines set forth in an agreement reached between IOC management and NFFE Local 15, the union local which represents the bargaining unit that covers most Headquarters employees.

Since Local 15's bargaining unit covers more employees than any other union local on Arsenal Island, the agreement marks the largest move to TAPES seen here. However, it is not the first.

Employees within Rock Island Arsenal, and within some tenant agencies based on the Arsenal, are now evaluated using TAPES. Prior to the agreement, the new system was already in place for supervisory employees within Headquarters, as well as for "professional" employees covered by the NAGE R7-68 bargaining unit.

Several organizations on the island, including the Defense Megacenters and the Army Management Engineering College, have skipped past TAPES and are now evaluating their employees using experimental methods such as the "360" system.

Officials within the Civilian Personnel Office pointed out that these experiments could lead to the development of a new evaluation system that would eventually replace TAPES. But they added that TAPES remains the Army's standard for now and will be in place for the foreseeable future.

First implemented in 1993, TAPES is intended to create a closer alignment between the Army's methods for evaluating civilian and military employees, and to make the evaluation process simpler, easier to understand and more accurate.

Here are some of the basics of TAPES, as they apply to everyone evaluated under it:

- Under TAPES, employees work together with their supervisors to come up with objectives for a particular rating period, which usually covers one year. Employees can then be rated on whether or not they met those objectives.

- Ideally, TAPES objectives will be the product of a mutual agreement between an individual employee and his or her supervisor. If an agreement cannot be reached, a supervisor may direct that certain objectives be included. Employees retain the right to grieve such a directive, or to grieve any other aspect of a TAPES evaluation.

- All TAPES objectives are considered "critical"; there are no "non-critical" elements, as there were under the old rating system.

- Objectives should be as brief (no more than one sentence) and as specific as possible. Numerical goals can, in some cases, should be stated as part of an objective. Personal development objectives, such as the completion of training, may be included. Sub-objectives may be

delineated beneath a primary TAPES objective.

- A mid-point meeting is held between individual supervisors and employees to determine how well the employee is doing in meeting the objectives.

- TAPES objectives can be changed or deleted during that mid-point meeting or, for that matter, at any other time during the rating period. The change or deletion can be made per discussion between the employee and the supervisor, and can be done in pen and ink on the original form, with no requirement to create a new form.

- When the annual evaluation arrives, supervisors will look at the performance of their employees based on how well they met or failed to meet their TAPES objectives, as measured against particular criteria.

- For non-supervisory employees, these criteria include technical competence; innovation and initiative; responsibility and accountability; working relationships; and communication. Supervisors are rated against two additional criteria: Organizational management and leadership, and support of EEO and affirmative action.

- On the bottom line, employees will receive an overall numeric rating between 1 and 5. Ratings numbered 1, 2 and 3 represent success levels, with 1 being the highest. A rating of 4 is classified as "fair" and indicates an employee in need of improvement to perform successfully. A rating of 5 is simply classified as "unsatisfactory."

- TAPES ratings can be used as the basis for awards or, on the negative side, as justification for adverse actions up to removal.

- Here are some additional provisions of the TAPES implementation, as agreed to by Local 15. These provisions apply only to employees covered by that bargaining unit:

- Training on TAPES will be provided to all employees within IOC Headquarters. This training has begun.

- To the greatest extent possible, TAPES objectives will be positive in nature and will be designed so that excellence can be achieved. Objectives should be consistent with an organization's mission and with an individual's position description, and should be written such so that it can be clearly determined whether or not they were met.

- During the meeting at which objectives are set, the supervisor and employee will document a "no later than" date by which a mid-point meeting will take place. Assuring that the meeting actually takes place then becomes the mutual responsibility of the employee and the supervisor.

- Prior to evaluation, employees may present written input from up to five internal or external customers. The input must be signed, no longer than one page in length, and tied to one or more of the written objectives.

- No quotas will exist on the number of particular ratings that can be given within an organization or on rating types.

Security Badge Office is relocated

RIA's Security Badge Office has moved to a new location. Formerly located on the second floor of Bldg. 102, the office can now be found on the building's first floor, just next door to the Civilian Personnel Office.

The new location should be more convenient for the badge office's customers. It is in the right place for new employees, who must go through both CPO and the badge office; it's more accessible to the disabled; and it's easy to find for visitors. The Security Badge Office issues permanent and temporary security badges, civilian identification cards, and Geneva Convention Cards to employees, contrac-

ACS marks 30th anniversary

Army Community Services is currently celebrating its 30th anniversary, and RIA's ACS Office will soon join the celebration.

During August, the ACS Office will distribute free stadium seat cushions at cafeterias on Arsenal Island. The cushions will be marked with the ACS logo on one side, and with a list of the programs which comprise ACS on the other.

Free literature on ACS will also be available at the tables set up for seat cushion distribution.

ACS was formed in response to a need for an organization which would coordinate the delivery of social services to soldiers and their family members.

The idea for ACS was first conceived in 1963 when Lt. Gen. J.L. Richardson, then the Army's top personnel officer, requested that a member of the Women's Army Corps be assigned to his office to develop an Army-wide social services program.

The WAC assigned to the project was Lt. Col. Emma Baird, for whom ACS's top volunteer award is named. In less than two years, Lt. Col. Baird laid the foundation for ACS and received approval for her proposal from the Army's top leadership.

On July 25, 1965, Gen. Harold Johnson, the Army chief of staff, sent a letter to all major commands officially announcing the establishment of Army Community Services. Four months later, the first ACS regulation was published.

Army Community Services began with six ACS centers Army-wide. Today, there are 112 ACS centers, including one on Arsenal Island.

Last year, ACS provided more than 6 million "units" of service to its customers. (ACS defines a "unit" as any contact



between a staff member and a customer.) RIA's ACS Office provided more than 10,000 units of service.

As the Army has changed over the years, ACS has changed along with it. Today, Army Community Service consists of these nine programs:

- Information, referral and follow-up.
- Relocation assistance.
- Exceptional family member.
- Crisis assistance.
- Consumer affairs and financial assistance.
- Family member employment assistance.
- Outreach.
- Family advocacy.
- Volunteer coordination.

The local ACS office offers seven of those nine programs; outreach and volunteer coordination are not provided due to staffing shortages.

While primarily designed for soldiers, ACS services are available to civilian employees on a limited basis.

To find out more about Army Community Services, contact ACS officer Ron Bass at Ext. 2-0834 or visit the ACS Office in Bldg. 110.

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The Target is published monthly using the offset method. Its approximate printed circulation is 9,000. All editorial material in the Target is prepared, edited, provided and approved by public affairs personnel on Rock Island Arsenal.

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YOUR COMPLETE GUIDE TO ISLAND FEST '95 / WWII VICTORY CELEBRATION

GENERAL OVERVIEW

This year's celebration of Island Fest has been tied in with the community-wide World War II Victory Celebration. Thus, its official title has become Island Fest/World War II Victory Celebration. For the sake of brevity, the event will mostly be referred to as Island Fest in this article.

In keeping with the community spirit of the World War II commemoration, Island Fest '95 will be completely open to the public. It will take place on Arsenal Island on Saturday, Aug. 12, with events scheduled from 8 a.m. to 6 p.m. Island Fest will go on rain or shine.

In keeping with the past spirit of Island Fest, Arsenal Island employees will be able to obtain discounts not offered to the public.

Island Fest activities will center around Memorial Field. Shuttle service aboard Metro Link's trolley will be offered to those going on the tour of homes and to other distant sites.

The day officially begins with an opening ceremony at 10 a.m. Gen. Wayne Downing, commander in chief of the Special Forces Command at Fort Bragg, N.C., will serve as guest speaker. Several Congressional Medal of Honor winners will be honored during the ceremony.

Throughout Island Fest, music will be provided by several military bands. Those now scheduled to appear include the 1st Infantry Band from Fort Riley, Kan.; the 101st Airborne Band from Fort Campbell, Ky.; the 34th Infantry "Red Bull" Band from

Rosemont, Minn.; and the 2nd Marine Division Band from Camp LeJeune, Calif.

All-day activities will include an encampment and display by World War II reenactors; displays by veterans groups; a helicopter display; and a World War II display sponsored by the Coast Guard.

Between 11 a.m. and 1 p.m., Island Fest participants can take walk-through tours of RIA's manufacturing area and of the Defense Megacenters. Tram tours of historic sites on the island will be available from 11 a.m. to 5 p.m. The Colonel Davenport House and the RIA Museum will be open; in addition, the museum will set up two outdoor theaters where World War II films will be shown.

Food and beverages will be for sale at a food court set up in and near the Memorial Field pavilion. The food court will be operated by the Post Restaurant, with help provided by volunteers.

The menu will include hamburgers, hot dogs, brats, chicken breast sandwiches, pork chop sandwiches and side dishes. Also, in honor of a food eaten by most World War II servicemen, "Spamburgers" will be on sale. Try one, you'll like it!

An information booth will be set up where souvenirs such as t-shirts and special commemorative editions of the Arsenal Record will be on sale.

SOLDIER SHOW

They sing, they dance, they entertain. They also fire mortars, rappel out of helicopters and drive tanks.

They're the cast of the U.S. Army Soldier Show, a troupe of troopers who've traded their camouflage for stage makeup and their Army boots for top shoes.

For the third straight year, the Soldier Show is coming to the Quad Cities. The 1995 performance will take place at the Mark of the Quad Cities on Sunday, Aug. 13, beginning at 3 p.m.

Tickets to the Soldier Show are free and the public is invited. If you're an Arsenal Island employee or retiree, you can get preferred seating located near the stage.

Seating in the preferred area and throughout the arena will be general admission and available on a first-come, first-served basis.

There is no limit on the number of preferred seating tickets which an individual can take. However, you're asked to take only what you intend to use.

Preferred seating tickets are available only through the Community Events Office. To get your tickets, visit CEO in Bldg. 60 or call Sandi Blodgett at Ext. 2-6959. Tickets outside the preferred seating area are available at the Mark box office.

Now in its 12th year, the U.S. Army Soldier Show is a modern revival of a tradition of entertainment for the soldier, by the soldier. That tradition dates back at least as far as World War I, when a group of soldier-entertainers led by Sgt. Irving Berlin took the stage for the troops.

Only time will tell if any member of the 22-member cast of the Soldier Show will become as famous as Irving Berlin. But every one of them did have to go through a rigorous selection process that began last year, when they submitted audition tapes and resumes to the U.S. Army Community and Family Support Center at Fort Belvoir, Va., home base for the Soldier Show.

Those selected as cast members had to demonstrate talent as a soldier as well as talent for the stage. You can't be chosen for the Soldier Show unless you're a top-notch performer within your regular unit.

The 1995 Soldier Show tour will cover 43 Army installations in 24 states, including Alaska. This month, the Soldier Show will make its only overseas stop when it entertains soldiers of the Eighth Army in Korea.

If you saw last year's Soldier Show, don't let that stop you from this year. The show is updated annually to reflect changing styles and the particular talents of an all-new cast.

The Soldier Show repertoire includes 65 separate numbers that fall into a wide range of musical genres, including rock, pop, country and blues. The show's tribute to World War II will be a dance number around a big hit of the era, "It Don't Mean A Thing If It Ain't Swung."

The sound, lighting and special effects of the Soldier Show are to be comparable to a touring Broadway production, and are entirely by soldier-technicians.

SPORTS & GAMES

As in past years, Island Fest '95 will feature a number of sports competitions. The difference this year is that the competitions will be open to the public.

Here's a rundown of Island Fest competitions, all of which will be on and around Memorial Field. The entry deadline for all these events is Aug. 7; however, entries may be cut off earlier if limits are reached.

• Coed Slow Pitch Softball Tournament: A 16-inch ball will be used in a single-elimination tournament, which begins at 8 a.m. Roster size will be 15, and an equal number of men and women must be on the team. The tournament will be limited to the first eight teams which are awarded to all winners.

• 3-on-3 Basketball Tournament: This half-court competition will be held on the outdoor court and will be divided into three divisions: Division 1, for those with one year or more of college basketball experience; Division 2, for those with no college basketball experience; and Division 3, for those over age 45. The entry fee is \$10 per team, and the tournament will begin at 9 a.m. and will be limited to 15 teams.

• Coed Volleyball Tournament: Play begins at 9 a.m. in this competition which will take place on sand and will follow a double-elimination format. Team size will be between four and six players, with an equal number of men and women playing at all times. The fee is \$10 per team.

• Tug of War Contest: Six people may be on one team, and no limits will be imposed. The entry fee is \$8, and the contest begins at 11 a.m.

• Doubles Badminton Tournament: Partners may be either men or women. Limited to the first 16 teams which sign up for the \$3 entry fee. Play begins at 11 a.m.

• Horseshoe Throwing Tournament: Will follow a round-robin format. The entry fee is \$2 per person.

• Euchre Tournament: Begins at 10:30 a.m., with an entry fee of \$2 per person.

In addition to those events, some not-so-serious family competitions also will be offered. Participants can sign up for the family events on Sunday, Aug. 13. The entry fee is \$1 per person per event. Tokens will be awarded for all activities, except the dunk tank.

• Water Balloon Throwing Contest: Begins at 3 p.m. Limited to 36 entrants.

• Two-Legged Sack Race: Begins at 12 p.m. Limited to 36 entrants.

• Egg Throwing Contest: Begins at 2 p.m. Limited to 36 entrants.

• Softball Hitting Contest: Begins at 3 p.m. Limited to 24 batters.

• Dunk Tank: Open from 11 a.m. to 3 p.m.

COMMUNITY EVENTS

Island Fest '95 is part of a larger Quad Cities community celebration marking the 50th anniversary of the end of World War II. The following island activities will be part of the community celebration; all take place on Sunday, Aug. 13.

• A commemorative ceremony is scheduled for the Arsenal Memorial at Memorial Park Cemetery in Davenport. The ceremony will begin at 9 a.m.

• Gen. Wayne Downing, commander in chief of the Special Forces Command, will serve as guest speaker. A wreath will be laid, and an American flag will be passed from one generation of veterans to another, symbolizing the continuation of the tradition of sacrifice and service.

• Downtown Davenport will host a Victory Parade that will step off at John O'Donnell Stadium at 11:30 a.m. Several Congressional Medal of Honor winners will serve as honorary parade marshals.

• Featured in the parade will be military bands and units, veterans' military equipment from World War II and the modern era, and labor units, symbolizing the contributions of farms and industries to the war effort.

• A fly-over of the parade route is scheduled for about 12:30 p.m. Vendors and equipment displays will be set up in LeClaire Park before the parade.

• A Victory Dance will be held at the Mark beginning at 7 p.m. and parking is free, and refreshments will be available for sale.

The dance will feature the big band sound of Manny Lopez and his piece combo. A costume contest will be held, with prizes awarded to those dressed in the best World War II-era costumes.

WANTED: VOLUNTEERS!

Volunteers for the Island Fest / World War II Victory Celebration are being sought among employees and retirees.

Volunteers are needed for activities such as the food court and other activities. To submit your name, and for more information, contact Zingre at Ext. 2-5890.

CHILDREN'S ACTIVITIES

Past celebrations of Island Fest have been great events for kids, and this year's Island Fest/World War II Victory Celebration will be no exception.

In a tribute to games enjoyed by the World War II generation, children at Island Fest will be invited to participate in jacks contests and barrel hoop races. On a more modern note, they'll hear contemporary sounds from "Rockin' Prevention," a musician who works against substance abuse.

Rides aboard a Humvee, and plank firing at an M16 range, will be offered. Children can then bounce off excess energy inside the Moonwalk, and relax with a ride aboard the "Kiddie train."

Kids will also enjoy a petting zoo and a miniature horse show; a show of police dogs by local law enforcement agencies; and a display by the Popular Astronomy Club. Characters such as Ronald McDonald and Uncle Sam will also be on hand.

Your kids can get visible reminders of Island Fest by having their face painted in a camouflage pattern, or by picking up a stick-on tattoo.

SOUVENIRS & DISCOUNTS

Several souvenirs of the Island Fest '95 / World War II Victory Celebration will be for sale, with special discounts offered to Arsenal Island employees for both the souvenirs and Island Fest food.

Employees can obtain the discounts only by buying booklets of tickets which will be sold on the Arsenal beginning later this month. Sales of the booklets will definitely end three days before Island Fest; because quantities are limited, however, sales may end sooner if the booklets sell out early.

The cost will be \$2.50 for a booklet of five \$1 tickets, yielding a half-price discount. The tickets will be honored as if they were dollar bills for the purchase of souvenirs or of food at Island Fest.

Discount booklets will be sold at all cafeterias, the retail store, the RIA Museum and other locations. Check e-mail for the details.

No refunds will be given for unused discount tickets, which will absolutely not be sold at Island Fest. Tickets may be combined with cash for purchases.

For \$5 in cash and/or discount tickets, you can purchase a commemorative edition of the Arsenal Record, a magazine published and distributed on Rock Island Arsenal during the World War II era. The limited edition publication was put together by RIA's Directorate of Community and Family Activities.

The commemorative edition, which will be about 100 pages in length, will feature articles, photographs and drawings as they actually appeared in the Arsenal Record. The topics covered include significant events such as the awarding of the "E" flag; overviews of the contributions made by specific shop areas and directorates; and social and recreational activities.

Also found in the magazine will be old advertisements from the Arsenal Record, and new advertisements placed by local businesses supporting the publication.

A t-shirt sporting the design found on the cover of this issue of the Target will also be on sale at a price of \$7.

For \$1.50, you can purchase a commemorative print suitable for framing. Any profits realized from the sale of these souvenirs will benefit morale, welfare and recreation activities on Arsenal Island.

TOUR OF HOMES

A rare look inside the historic residences on Arsenal Island's north shore will be offered on Saturday, Aug. 12, when the RIA Women's Club conducts a tour of homes.

The hours for the tour are 11 a.m. to 3 p.m. This is the first time the tour has been offered since 1991.

Because of the fragile nature of many of the valuable items inside the homes, children under age 12 will not be permitted to take the tour. All others are invited; however, be advised that the full tour involves walking at least one mile and climbing stairs.

While you may take the tour if you use a wheelchair, your access to

certain areas may be restricted by narrow doorways and stairs.

Tickets for the tour are available at the RIA Museum Gift Shop for \$8 or via mail for \$8.50. Proceeds will be used by the Women's Club to benefit local charities.

To request tickets, send a check or money order payable to the RIA Women's Club to: RIAWC House Tour, P.O. Box 4182, Rock Island, IL 61201.

Because tickets to past tours sold fast, you should request tickets soon if you'd like to take this year's tour. Tickets will not be sold or hand delivered on the day of the tour, so be sure to allow enough time for them to be mailed back to you.

This year, four residences will be open for the tour. Here's a rundown on the homes which will be toured, all four of which are on the National Register of Historic Places:

• **Quarters One:** The Army's largest single residence, Quarters One was built in 1871 to serve as the home of Brig. Gen. Thomas Rodman, the "father of RIA," who died shortly before it was completed. Since then, Quarters One has traditionally served as the residence of the ranking officer on the island; today, it is occupied by Maj. Gen. Dennis Benchoff, commanding general of IOC, and his family.

Quarters One contains 51 rooms which cover 20,000 square feet. Its unique features include ornate plaster cornice moldings and ceiling medallions, hardwood floors of alternating oak and walnut, and intricate woodwork in the dining area, including walnut shutters which fold into window frames in an alcove overlooking the river.

• **Quarters Four:** Built in 1872, Quarters Four has nearly 7,000 square feet of living space. Now vacant, it last served as the residence of Brig. Gen. Thomas Dickinson, AMCCOM's deputy commanding general.

The unique features of Quarters Four include a dining room, large enough to seat 20 people, with walnut shutters covering 12-foot windows and a brass and crystal chandelier. A marble fireplace in the living room is one of six functioning fireplaces in the home, which also contains a saddler's bench once used by the Arsenal's leather craftsmen.

• **Quarter Six:** The traditional home of the RIA commander since 1955, Quarters Six is now occupied by Col. John Storm and his family. This home at the end of "Colonel's Row" was built in 1905 at a cost of \$13,500.

Quarters Six has palladian windows in both the entry and the dining room, as well as oak wainscoting on the bookcases in the library, the staircases, and the second and third floor hallways. Also featured in the dining room are built-in china cabinets and a fireplace with "rose and lemon" tile.

• **Quarters Seven:** Built in 1902, Quarters Seven contains nearly 6,000 feet of living space. It now serves as the residence of CSM Kenneth Lewis, command sergeant major of IOC, and his family.

The foyer of Quarters Seven contains a uniquely shaped seat which covers a firewood box. Its den has a blue-tiled fireplace, covered by a screen made at the Arsenal, and a brass and copper chandelier.

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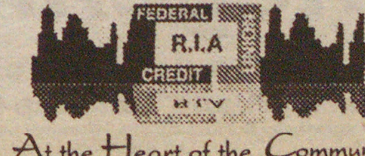
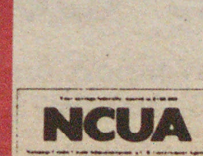
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At the Heart of the Community



ACALA / ARDEC team wins Army competition award

A team which includes three members from ACALA was recently named winner of a high-level award honoring excellence in acquisition.

The Secretary of the Army's Competition in Contracting Award for 1994 went to the Best Value Acquisition Team for the M30 boresight. ACALA is represented on the team by Judy Bechtler-Holzer, S. Ross Haecker and Don Kelly; other team members work for the Armament Research, Development and Engineering Center at Picatinny Arsenal, N.J.

Presentation of the award was made by Brig. Gen. Edward Andrews, commanding general of the Tank-automotive and Armament Command, during his recent visit to Arsenal Island. ACALA and ARDEC are both business centers of TACOM.

The team's efforts in the procurement of the M30 boresight led to savings estimated at \$3.8 million; at the same time, the team expedited the delivery of a high-quality item to the field.

The M30 boresight is a device which can be attached to the barrel of most small arms, rifles and machine guns, and then used to quickly and accurately set the sights on the weapon. Without a boresight, soldiers must set a weapon's sights through the time-consuming method of firing at a target at a known distance, resetting the sights, and firing again.

Because boresights are already available on the commercial market, the M30 was classified as a non-developmental item, meaning that the government did not have to pay to develop the boresight anew.

As befits its name, the team used a best value acquisition strategy instead of the traditional procurement approach. Best value acquisition is based on the



The M30 foresight is examined by ACALA employees (from left) Don Kelly, Judy Bechtler-Holzer and S. Ross Haecker. The three were members of a team which saved nearly \$3.8 million on the boresight's acquisition.

which outlined specifications, was received.

The team continued its oversight of the acquisition process through the solicitation and proposal evaluation stages, right to the awarding of the contract. After the team evaluated all competitors, contracts for test samples were awarded to the two companies which offered the best in terms of price, quality and technical factors.

When the competition ended, the device judged to be the best technically was also one offered at the lowest option price. The boresight contract was then

awarded to the top competitor, Insight Technologies Inc. of Londonderry, N.H.

The value of competition in general, and of the team's efforts in particular, can be found at the bottom line of the contract. In the end, the unit price of the boresights was set at about \$302. Before the competition began, engineering estimates indicated that the cost of the boresights would be approximately \$1,000 per unit.

This dramatic reduction in unit cost came at no cost to readiness. In fact, the boresights are being delivered to the field earlier than originally estimated.

Photo by TED CAVANAUGH

Top suggesters honored

Two Rock Island Arsenal employees who have frequently used the suggestion program throughout their careers finally made it to the top recently when they were named as co-winners of the RIA Suggester of the Year Award.

The award went to Mark Drobushевич and Robert Ericksen, both of whom work as heat treaters in the Arsenal Operations Directorate. They received the annual award for submitting a suggestion on a heat treat process that resulted in first-year tangible savings of \$37,406, and that earned them cash awards of \$1,822 each.

While the suggestion award was the largest ever received by either Mr. Drobushевич or Mr. Ericksen, it was certainly not the first for either. Prior to that suggestion, Mr. Drobushевич had seen 18 of his suggestions implemented over his 11-year career, and had received awards ranging as high as \$1,500. During a career that began in 1968, Mr. Ericksen had seen 16 of his suggestions implemented, and had taken home awards as large as \$911.

According to Mr. Drobushевич, the extra money he has earned through his suggestions has been a good incentive. But he noted that financial gain wasn't his sole motivation for submitting suggestions.

"Like most people, I want to do good work, I want to see our costs reduced, and I want to find ways that will make my job easier," Mr. Drobushевич said. "From the time I started working here, it seemed to me that the suggestion program was the best avenue for making the changes needed to accomplish those goals."

Mr. Drobushевич said that the suggestion program has proven "catchy" among his coworkers, as they've discovered that suggesting even simple changes can yield big results.

The suggestion that earned the award for Mr. Drobushевич and Mr. Ericksen was itself rather simple. It involved a new method for preparing channels, parts which are used on the gun carriage for the M119 howitzer, for heat treating.

The heat treat process is designed to strengthen and condition certain metal parts. Parts which undergo



Photo by TONY LOPEZ

Mark Drobushевич demonstrates the heat treat fixture developed by him and a coworker, Robert Ericksen.

heat treating are placed in a furnace, where temperatures sometimes approach 1,400 degrees Fahrenheit.

This intense heat can cause shaped metal parts, such as the channels, to straighten back into their original shapes. To prevent this from happening, fixtures that hold the parts in the right shape throughout heat treating are used.

Previously, the fixture used to maintain straightness in the channels was a large, cumbersome apparatus. Using the old fixture, only two channels could be heat treated at once.

Mr. Drobushевич and Mr. Ericksen saw this operation as being inefficient, so they put their heads together and came up with an ingenious new technique.

The two designed and built a small, slotted metal block that fit over the portion of the channel that needed to be held straight. Tests showed that the block was just as effective at maintaining straightness as the old fixture, and was easier for operators to affix.

Using the block enabled 27 channels to be heat treated in the same amount of time that it had taken to complete just two. Along with this huge gain in productivity and efficiency, the new method saved energy, freed furnace time for other parts, and reduced production delays.

Automation efforts gain quality award for CPO

A team of six employees from RIA's Civilian Personnel Office has been presented with the Commander's Quality Excellence Award for the first quarter of fiscal year 1995.

The CPO employees honored by the award were Nancy Foss, Lisa Hoover, Denise Keefe, Joy Krush, Kelly Lack and Troy Latham. They were cited for their participation in an effort to use computer automation to improve customer service, expedite internal and external communications, and cut costs through increased efficiency and productivity.

The automation effort, which began several years ago and remains ongoing, has generated thousands of dollars in direct and indirect savings, and has enhanced the services available to CPO's customers. Some of the products developed by the team to improve RIA's personnel processes are now being used elsewhere.

Automation is critical to CPO because of its customer base. That base, which now encompasses more than 5,700 civilian employees, includes employees from most organizations based on Arsenal Island and from off-island organizations such as Iowa Army Ammunition Plant and the Military Entrance Processing Command in Chicago.

By substituting automated products for old-fashioned paperwork, CPO can expedite services to both on-island and off-island customers; by making processes more efficient through automation, CPO can serve more customers despite its own dwindling resources.

One of the products which resulted from the automation effort was a program dubbed the RIF Wizard. With input of the correct data, RIF Wizard automatically performs all of processes associated with a potential reduction in force, including development of retention registers and generation of RIF notices.

Local unions were supportive of RIF Wizard, mainly because it generates information in a format that can be easily understood by impacted employees.

The capabilities of RIF Wizard enabled CPO to post retention registers on the Prime computer system, where they could be easily and conveniently accessed by most employees.

RIF Wizard is so good at what it does that it's now in use at other Army Mate-

riel Command and Department of Defense agencies. Copies of the program have also been shared with agencies outside DoD, including the Internal Revenue Service.

CPO's automation efforts have made it easier to find and request training. DD Form 1556, the standard form used for training requests, is now available as an electronic form that flows throughout the training cycle. Presently, paperwork is still needed to fund training; however, CPO is in the process of setting up an electronic interface that will automate funding.

The electronic 1556 is part of an automated database that includes a training catalog which is updated daily. Training coordinators can access the catalog through Prime and use key words to find out what types of training are being offered on a particular subject or area.

Other personnel processes recently automated by CPO include those related to writing job descriptions and processing claims for injury and unemployment compensation.

The automation team has led the way in getting CPO onto the information superhighway, and in creating electronic links among employees within the organization. Communication within CPO, and between CPO and its customers, can now be accomplished via means such as electronic mail, the internet and other automated protocols.

These and other projects spearheaded by the automation team have had a positive impact on CPO's bottom line. As a direct result of automation, one clerical position was eliminated through attrition; in addition, a service agreement carrying an annual fee of \$13,500 was not renewed, due to the fact that the automation team is capable of troubleshooting the system and performing many of the other functions once provided under the defunct service agreement.

Automation team members have freely shared their knowledge with other employees and have established and trained points of contact within each division to handle simple automation questions and problems. This has raised the level of computer literacy throughout the organization, and has brought CPO closer to its goal of becoming a paperless organization.

Next Target publication date is Aug. 11

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Junior Achievement staff plans informational meeting

The Quad Cities staff of Junior Achievement will conduct an informational meeting on Arsenal Island this month.

The meeting will take place on Tuesday, July 18, at 9 a.m. in the Training Auditorium in Bldg. 102. All those interested in JA are invited to attend.

During the meeting, members of the JA staff will provide information on Junior Achievement programs and answer questions about JA. Handouts will be available.

Junior Achievement is a nationwide non-profit organization dedicated to teaching youth about the American system of free enterprise and about basic concepts such as profit and loss and productivity.

Rock Island Arsenal supports Junior Achievement through its sponsorship of JA businesses at Arrowhead Ranch in Coal Valley. The ranch is a residential facility for adolescent boys who have been in trouble with the law but who are given a second chance to turn their lives around.

JA plays a key role in this rehabilitation process. Participants in the businesses conducted at Arrowhead Ranch design, manufacture and market items for sale, learning responsibility

and teamwork in the process.

Each business has advisors who assist the boys and help guide them toward success. Arsenal Island is the sole source for these JA advisors.

JA volunteers also go into local classrooms to teach elementary and high school students about business. Both JA's Arrowhead Ranch and school programs follow the school calendar, and so are currently on hold for the summer.

When the Arrowhead Ranch program resumes, it will follow a new schedule. Volunteers from the Arsenal who serve as JA business advisors will now be asked to spend one afternoon a week at the ranch from 3 p.m. to 5 p.m.

Previously, volunteers were asked to spend three hours in the evening once per week at the ranch. The new volunteer schedule is designed to fit better with employees' work schedules.

Because of the relationship between the Arsenal and Arrowhead Ranch, employees can be authorized to use some duty time to work as JA volunteers, either at the ranch or in the school program. Supervisory approval is required.

For more information on JA, call Stephanie Wilson at Ext. 2-1832 or Jerry Boyd at Ext. 2-1826.

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On-line system improves package tracking capabilities

Sometimes, employees on Arsenal Island and at other Industrial Operations Command locations ship items that absolutely, positively have to be there overnight.

In situations like that — or, for that matter, in any other delivery situation — it's comforting to know where your package is and whether or not it arrived at its destination on time.

Tracking a package can be a time-consuming effort involving phone calls, faxes, and maybe even a few prayers. But package tracking has become a whole lot easier for IOC employees and customers, at least as it applies to the command's two most commonly used

express delivery service.

IOC now has the capability to use the on-line tracking systems maintained by Federal Express and the United Parcel Service. The on-line tracking capability was initiated and is maintained by IOC's DCS for Transportation and Traffic Management Directorate, which is responsible for managing the movement and delivery of everything from entire ocean vessels full of ammunition to urgently needed individual components.

Federal Express and UPS provided the software packages needed to access their on-line tracking systems to TM. The software is loaded onto a dedicated personal computer hooked to a modem.

To access either of the systems, users need only enter a tracking number. The numbers are displayed prominently on the documents provided when a package is picked up.

The PC then automatically dials into the system's main computer. When the connection is made, information on the status of the package is displayed instantly on the terminal.

The information displayed includes the date, time and location at which the package was picked up and the times, if any, at which it passed through various transit points. If the package has been delivered, the tracking system tells you

when and where, and identifies the person who signed for the delivery. Special status messages (e.g. "incorrect delivery address") can also be displayed.

For truly urgent packages, both on-line tracking systems can be set to automatically call back with status information, as opposed to the normal procedure of calling in for status. An extra fee is charged for this service.

Through use of the on-line tracking systems, the DCS for Transportation and Traffic Management has improved the services available to its customers. More information is available by contacting Shirley Davis in AMSIO-TM at Ext. 2-6191.

ACALA employee honored for half-century of service

When Helen Vogt first went to work for the federal government, Franklin D. Roosevelt was in the White House, computing was done with a pencil and televisions were found only in laboratories.

Five decades, 11 presidents and numerous leaps in technology later, Ms. Vogt remains a federal employee. She now serves as a team leader in the nuclear section of ACALA's Materiel Management Directorate.

Last month, Ms. Vogt's was honored for 50 years of federal service when she received a plaque from Brig. Gen. Edward Andrews, commanding general of the Tank-Automotive and Armaments Command.

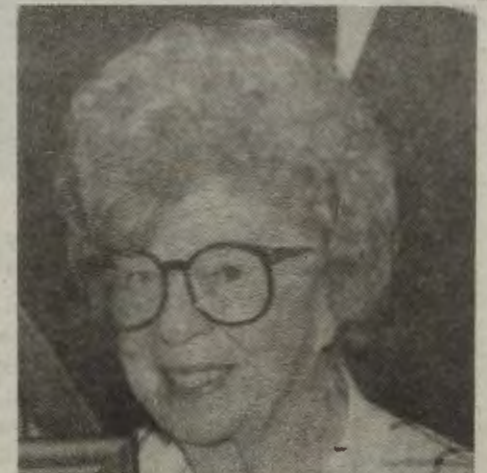
Though she said that her career may soon be ending, Ms. Vogt added that she has no immediate retirement plans. She gave a simple explanation for her longevity.

"I've loved every minute of my job," she said. "I've had good people to work for, and good people to work with, every place that I've been."

Ms. Vogt's first place of employment was in her home state of Nebraska, at an Army air field in Grand Island. There, she began work in 1943 processing B-17 bomber crews deploying to the European theater.

"The crews had come to Grand Island for training," she said. "Our job was to equip them after they completed their training by issuing them the supplies they would need before going into a combat zone."

In 1944, the air field switched its focus



HELEN VOGT

to the Pacific theater, and Ms. Vogt began processing B-29 bomber crews headed for battle with Japan. When the war ended, she received the Civilian Service Emblem Award for her efforts; like many others, she also found herself out of a job.

Following a two-year break in service — a break which accounts for why Ms. Vogt didn't receive her 50-year award until 52 calendar years after her career

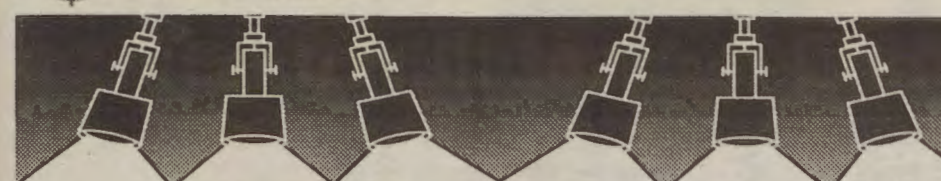
began — Ms. Vogt went back to work for the government in the supply department of a now-closed Naval ammunition depot in Hastings, Neb. Her federal career has continued without interruption ever since.

In 1950, Ms. Vogt took a job as an inspector at Cornhusker Ordnance Plant (now Cornhusker Army Ammunition Plant) in Grand Island. Four years later, she took an opportunity for promotion and moved to Joliet, Ill., to work for the Field Service Division of the Ordnance Ammunition Command.

OAC was named as the Army's Nuclear Logistics Agent in 1956, and Ms. Vogt joined that activity soon after. Since then, she has specialized in nuclear logistics.

In 1973, OAC was disestablished and merged into a command then in place at Arsenal Island. Ms. Vogt transferred with her job at that time and remains here today, one of the last remaining links to the World War II era.

"There was a lot more activity then, and more of a military atmosphere," she said. "It just isn't quite the same today."



In The Spotlight

• For the fifth year in a row, the people of ACALA's Logistics Data Management Branch held their Employee Appreciation Day last month. What's unique about the day is that it has continued despite several reorganizations and relocations that have occurred since it was first initiated.

Gale Hart, a branch chief in the branch, said that the reorganizations have required extensive cross-training among the employees, who perform cataloging and provisioning functions. "Our people have risen to the challenge and shown what dedicated employees can accomplish," she said, "and this day lets us say 'Thank you' for a job well done."

• RIA Museum curator Kris Leinecke has written an article which was published in the August 1995 edition of a national magazine.

Ms. Leinecke's article, entitled "Indian Guns of the Little Bighorn," appears in *Man at Arms*, a publication designed for arms collectors. The article discussed the museum's collection of weapons used at the famed Battle of Little Bighorn in June 1876.

• Two soldiers assigned to Arsenal Island were recently honored at a ceremony held at Rock Island City Hall for their contributions to a local Girl Scout group.

During the ceremony, plaques were presented to SFC Laura Davis and Spec. Saabrah Khalil Ulaat. The two were honored for providing information on military careers to the members of Girl Scout Group 5044, which is based at Rock Island's Valley Homes.

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

Arsenal Island People

Retirees

Ralph Anderson	Donald Fritz	Debra Logan	Doyle Rockey
Merlin Arensdorf	Ronald George	Jimmie McCooley	Paul Schnell
Thomas Behr	Thomas Gregorich	Leroy McDowell	Jane Sharp
Thomas Boetger	Beatrice Grobe	Joan Miller	Jimmie Spahr
Frank Bogdanowicz	Mary Haga	Joe O'Neil	Ronald Stottlemeyer
Richard Burroughs	Edwin Hess	James Patterson	Matthew Terronez
Nancy Carlson	Billy Howe	Robert Peck	Olga Vensan
Harry Denny	William Hudson	Linda Pence	Beverly Waldo
William Dorch	Janet Hurling	Carol Redpath	David Wehde
Achiel Dupont	Keith Jansen	Gary Reed	Doyle White
Richard Faulkner	Hjalmar Johnson	Ronald Reed	Tracy Winslow
Eddie Fowler	Donald Kline	Joan Remour	Shelby Yankee
Dolphus Franks	Gerry Loerzel		

Length of Service

40 years	30 years	Evelyn Fox	Alan Lovest
Roy Buckrop	Robert Boyum	Judith Gromoll	Susan Lucas
James Huffman	Richard Burns	James Haronik	Sarah Motz
Robert Kasper	Diane Clary	Leroy Haywood	Henry Pohlmann
Sharon McConnell	Jane Darras	Donald Jestel	Beverly Roberts
35 years	Philip Dickey	James Kristan	Janet Snyder
John Hess	James Dockery	Glenn Leach	Richard Strosahl
Donna Jennings	Ronald Druecker		

Suggestion Awards

Merlin Arensdorf	Denhis Forgie	Michael Luckey	Jeff Schueller
Tag Attebery	Darrell Goeken	Sharon Mathias	Lynn White
James Bisanz	Robert Golden	Mark Maylum	Nancy Williams
Robert Combs	Gerald Gomez	David McCall	Kathy Zingre
Deb Corso	Patricia Jacques	Lee Nice	

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Top VE award received

A contract specialist in IOC's Procurement Directorate took a trip to Washington, D.C., last month to receive a Department of Defense value engineering award.

During a ceremony at the Pentagon, Mark Haldeman was presented with DoD's Value Engineering Achievement Award for fiscal year 1994 in the procurement and contract administration category.

Mr. Haldeman earned the award for his work with the combined effects munitions program. Combined effects munitions are aerial cluster bombs produced and purchased for the Air Force. IOC manages the CEM program as part of its Single Manager for Conventional Ammunition mission.

Currently, CEMs are produced by two different contractors. During the time Mr. Haldeman worked on the CEM program, the two contractors submitted four value engineering change proposals.

Value engineering is a systematic method of stating the basic function of an item or system, and then seeking methods for achieving that function at the lowest possible cost without affecting critical factors such as quality and reliability. Value engineering change proposals, or VECs, are those proposals submitted by contractors, while value engineering proposals, or VEPs, are those submitted by government employees.

When VECs are approved, the savings are split evenly between the contractor and the government. The specific proposal is then negotiated and implemented into present and future contracts to assure that the savings continue.

This process can be difficult enough when one contractor is involved. But Mr. Haldeman's task was made even more difficult due to the fact that he had to negotiate four separate VECs between two contractors producing the same item.

By doing so successfully and expeditiously, Mr. Haldeman helped assure savings of over \$1.15 million, and also promoted future use of the VE program by the contractors.

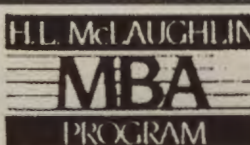
A graduate of both Bettendorf High School and St. Ambrose University, Mr. Haldeman is a Navy veteran who began his federal career as a supply clerk at New Cumberland Army Depot, Pa. He and his wife, Lori, who also works at IOC Headquarters, have three children.



MARK HALDEMAN

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