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COME FLY WITH US

You don't need to be a general to fly in an Army plane: The aircraft maintained at the Rock Island Regional Flight Center, and at similar centers and detachments across the nation, are available for use by anyone going on official travel. Look inside to find out how you can get aboard.

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Flight center serves entire installation



Photo by TONY LOPEZ

aj. Steve Hirschkowitz, who commands the Rock Island Regional Flight enter and also serves as one of its pilots, performs a pre-flight check inside C-12 aircraft.

By PAUL LEVESQUE
Target Editor

Pine Bluff, Ark. Texarkana, Texas. Dover, N.J. Anniston, Ala. Fort Campbell, Ky.

That's just a partial list of some of the destinations which Arsenal Island employees regularly visit on official travel. As any frequent traveler can tell you, all of them can be difficult to reach by commercial airliner.

Getting there from here usually requires at least one, and sometimes two, changes of plane, often followed by a long ride in a rental car. Each stop increases the possibility of delays caused by bad weather or faulty equipment; this can then lead to missed connections and / or lost luggage, either of which can turn a routine trip into a traveler's nightmare.

Usually, multi-stop trips on commercial airliners do go as scheduled; even then, though, they can be time-consuming. Travel to and from some destinations takes the better part of a day. Thus, if you have one day's worth of business to do at a location, you need to invest three days of your time to get it done.

Meanwhile, the general's plane sits in a hangar at the Quad City Airport. The plane could fly you nonstop to an airport located on or near the installation you need to visit, getting you there and back in a day's time. Too bad you can't use it.

Guess what? You can and you should use that plane, which actually doesn't belong to the general. In fact, if you work on this installation, you have access to a nationwide network of planes available for official travel and even some light cargo transport.

The planes are operated by the U.S. Army Operational Support Airlift Command. OSACOM aircraft can be used to fly all types of non-combat support missions, including official travel.

Officially activated at the beginning of fiscal year 1995, OSACOM operates the Rock Island Regional Flight Center from the Quad City Airport. The flight center is one of 15 operated nationwide by OSACOM; the command also has access to the aviation assets of Army National Guard flight detachments across the continental United States *(see related story, page 11)*.

Aircraft, pilots and support crews cost money, whether the planes are in the air or not. Thus, it makes sense to maximize the use of OSACOM services.

Maj. Steve Hirschkowitz, who commands the Rock Island Regional Flight Center, said that the center is ready and willing to fly wherever its customers need to go.

"We want everyone on the Arsenal to know that we're here to serve them," he said. "And we want them to know that we're already paid for."

What this means, he continued, is that organizations can send their people on OSACOM flights at no cost to their travel budgets. Besides entirely eliminating the cost of airline tickets, OSACOM flights often reduce lodging and per diem expenses by getting travelers to and from their destination in less time.

Despite these advantages, Maj. Hirschkowitz stressed that OSACOM was not attempting to replace the commercial airlines, or even to compete with them.

"When you consider the volume of travel to and from this installation, there's no way that we could handle it all," he said. "And there are many cases where it really makes more sense to travel by the airlines rather than using us.

"But travelers should consider using OSACOM," he added, "especially for certain travel situations."

According to Maj. Hirschkowitz, OSACOM can be used effectively for group travel, when several people or more with the same mission need to go to the same destination within the same timeframe.

"Along with the tremendous cost savings this can generate," he said, "groups that fly with us can easily do business on board, and thus make the best use of their time."

Indeed, travel on most OSACOM planes can best be described as executive style.

Many of the planes are equipped with facing seats with a pull-out table in between, perfect for meetings or, if the

Turn to 'Flight center,' page 11

RIA-built panels help prevent 'friendly fire' casualties

A fabrication project currently being formed at Rock Island Arsenal as rt of a teaming effort with a fellow dustrial Operations Command instal- ion should help prevent "friendly fire" sualties on future battlefields.

The project is being done at the re- est of Letterkenny Army Depot, Pa. hile Letterkenny has the equipment d facilities to perform the work itself, depot was unable to schedule it due workload constraints and so turned the Arsenal.

The items being fabricated by RIA for tterkenny are known as combat iden- cation panels, or "battle boards." mpleted panels are sent to tterkenny, where final assembly and paration work is done. The panels n then be affixed to the various com- vehicles rebuilt and maintained at depot.

The Arsenal's portion of the work has n performed under extremely tight e constraints, due to the urgency of requirement for the panels. Employ-

Turn to 'Combat identification,' page 7

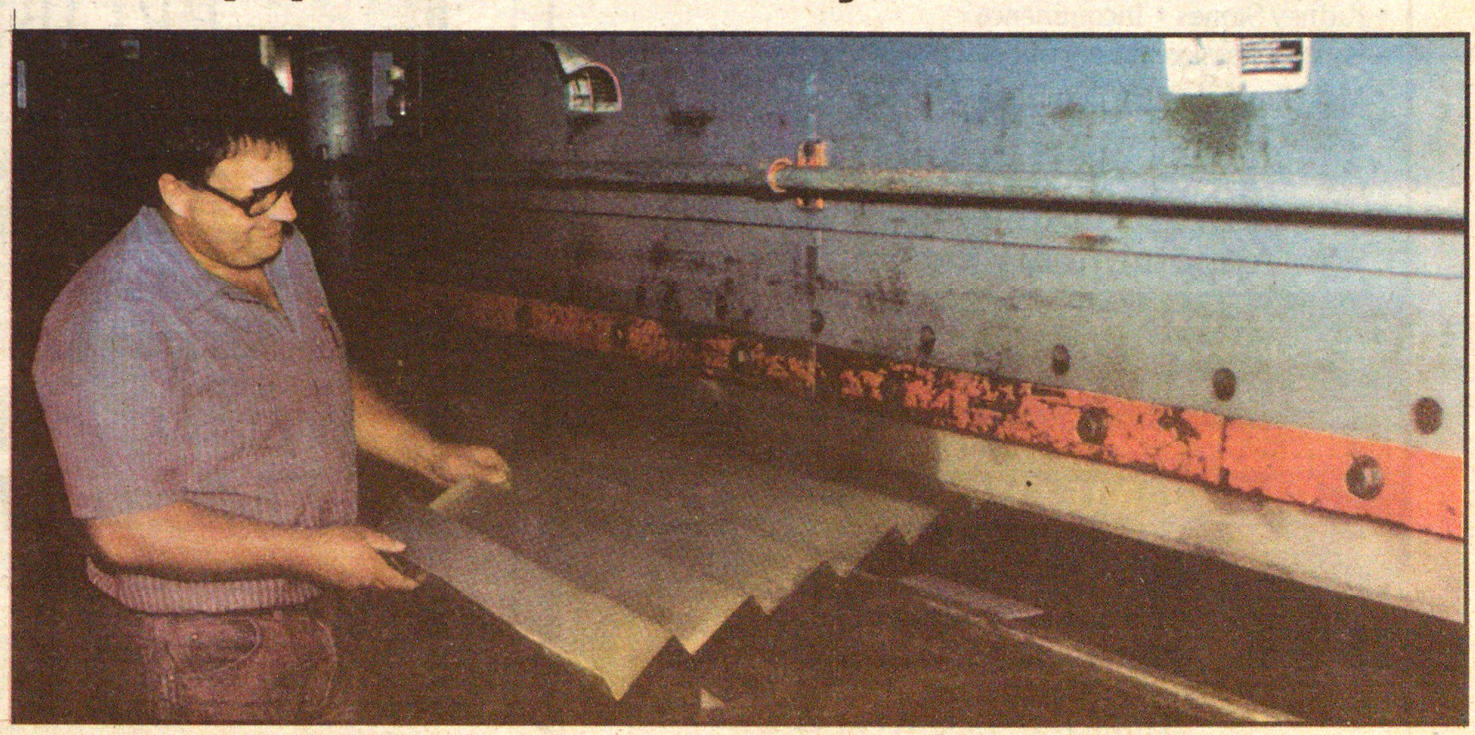


Photo by TONY LOPEZ

Brett Ulner of the Arsenal Operations Directorate removes a combat identification panel from a forming machine. The panels come in various shapes and sizes; some, such as the one pictured here, are louvered.

Two new health plans available to employees

The annual Federal Employees Health Benefits program open season begins Nov. 13 and ends Dec. 12.

During the FEHB open season, federal employees and retirees can enroll in the health insurance program or make changes to their present coverage. Employees can use the open season to change plans or to change options (e.g. high to standard) within an existing plan.

Those who take no action during the open season will retain the coverage that they now have.

Open season changes will not take effect until Jan. 7, when the first full pay period of calendar year 1996 begins.

All eight plans offered to Arsenal Island employees last year have returned for the current open season. In addition, two new plans will offer coverage in 1996.

The new FEHB choices are Heritage National Health Plan, a health maintenance organization, and John Deere Family Health Plan.

Representatives from all ten plans have been invited to participate in the annual Health Fair, an event which takes place on Nov. 20-22 daily from 7 a.m. to 2:30 p.m. in the Main Cafeteria in Bldg. 60.

During the Health Fair, representatives will distribute information about their plans and will be available to answer questions.

The chart accompanying this article shows the biweekly amount which employees will pay for coverage in available plans and options. Health insurance premiums are deducted as a payroll allotment.

Of the 22 holdovers from last year, 14 will increase in price, six will decline in price and two will remain unchanged.

A nationwide analysis performed by the U.S. Office of Personnel Management shows that most FEHB enrollees will pay slightly more for their coverage this year. According to OPM, the average increase amounts to 0.4 percent. Last year, premiums declined by an average of over 3 percent.

Based on current enrollments, OPM projects that employees will pay an average of $40.60 per pay period for health insurance coverage. The government share of the total premium will average $99.18.

By law, the government can pay no more than 75 percent of a plan's total premium. In 1996, the maximum government-paid portion of total premiums will be $132.01 for family coverage and $61.51 for family coverage.

The FEHB open season will be administered locally by the Employee Benefits Office in RIA's Civilian Personnel Office. Employees who make changes in coverage or enroll in FEHB during the open season can bring their forms to CPO's benefits specialists in Bldg. 102, to the office directly behind the reception area.

Though CPO specialists provide administrative support, they do not serve as insurance company representatives or employee advocates. Questions, complaints and comments about coverage should be referred directly to FEHB plan representatives. To reach a plan representative, call the number listed on the rate chart accompanying this article.

More information on the open season is available from CPO at Ext. 2-1299.

OPEN SEASON POINTERS

Here are some pointers to keep in mind as you explore your options during the Federal Employees Health Benefits program open season:

- Before you enroll in a plan, examine its coverage carefully and analyze it in terms of your and your family's insurance needs. Look closely at limits and percentages of coverage and at copayments, deductibles and other out-of-pocket expenses.
- Be aware that some plans which are associated with organizations may require health insurance enrollees to pay one-time or annual membership dues in addition to insurance premiums.
- While HMOs can offer many advantages, all come with restrictions on the doctors and medical facilities which enrollees may use. If you go to a different doctor without a referral from your HMO, your care probably won't be covered.

Though the traditional plans offer choice, some have preferred providers. Generally, you can lower your out-of-pocket expenses by using a preferred provider. Insurance plans are allowed to add or drop preferred providers at any time.

- Decisions made during the open season are irrevocable. You cannot change plans outside an open season simply because you are displeased with coverage or because of a decision made by the plan, such as if your doctor is dropped from the preferred provider list or HMO.

You can sign up for FEHB coverage or make changes outside an open season if you have a change in marital status or for other specific, limited reasons. You may drop coverage at any time, though you then cannot sign up for it again until the next open season.

1996 FEHB PREMIUMS

BLUE CROSS / BLUE SHIELD			(800) 972-8382
HIGH SELF	$68.90 ↓ ($0.13)	HIGH FAMILY	$146.85 ↑ ($2.17)
STND SELF	$21.46 ↑ ($1.13)	STND FAMILY	$ 52.96 ↑ ($5.81)
MAIL HANDLERS			(800) 468-2958
HIGH SELF	$19.58 ↑ ($0.75)	HIGH FAMILY	$43.57 ↑ ($1.67)
STND SELF	$14.35 (—)	STND FAMILY	$31.14 (—)
POSTMASTERS			(703) 683-5585
HIGH SELF	$89.00 ↑ ($14.66)	HIGH FAMILY	$192.72 ↑ ($34.09)
STND SELF	$31.26 ↓ ($ 0.32)	STND FAMILY	$ 68.54 ↑ ($ 1.76)
ALLIANCE			(202) 939-6325
HIGH SELF	$53.38 ↑ ($19.02)	HIGH FAMILY	$111.56 ↑ ($42.76)
APWU			(800) 222-2798
HIGH SELF	$20.06 ↓ ($2.58)	HIGH FAMILY	$43.61 ↑ ($2.04)
GEHA			(800) 821-6136
HIGH SELF	$25.49 ↑ ($1.58)	HIGH FAMILY	$51.12 ↑ ($5.75)
NALC			(703) 729-4677
HIGH SELF	$20.46 ↓ ($4.15)	HIGH FAMILY	$43.73 ↓ ($5.84)
MAXICARE ILLINOIS			(800) 688-6294
HIGH SELF	$20.45 ↑ ($3.41)	HIGH FAMILY	$68.45 ↑ ($13.41)
HERITAGE NATIONAL HEALTH PLAN *			(319) 344-4522
HIGH SELF	$21.92	HIGH FAMILY	$76.56
JOHN DEERE FAMILY HEALTH PLAN *			(309) 765-1600
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Arsenal prepares to turn on new water treatment system

By PAUL LEVESQUE
Target Editor

After a long delay, Rock Island Arsenal will turn on a new water treatment system next month.

The target date for activation of the new system is Dec. 15.

The new water treatment system is designed to lower the level of THM in the Arsenal's drinking water. *(For details on why this is being done, see the accompanying article.)* It will do so by modifying the way in which the water is disinfected.

The installation of the new system is the first major modification ever of RIA's water treatment plant. The plant has been in operation for over 50 years.

The story of the modification, and the delay in implementing it, can be traced back to Jan. 1, 1992. On that date, the state of Illinois began enforcing a new environmental regulation that required community water suppliers serving fewer than 10,000 people—a category which includes the Arsenal—to maintain a THM level no higher than 0.1 parts per million.

Because THM is formed through a chemical reaction involving chlorine, it can be eliminated entirely by ending chlorination of the water. But that's an option which was never seriously considered, for obvious reasons.

Dr. David Foss of the Science and Engineering Directorate, who serves as RIA's environmental coordinator, explained that chlorination disinfects the water, making it safe to drink. The health risk of drinking water that isn't disinfected is very high, he added, which the health risk posed by THM is quite low.

"What this means for us, and for other water suppliers with THM, is that the state Environmental Protection Agency allows us to keep disinfecting the water the same way we have been," Dr. Foss said. "We then had time to come up with a treatment method that both eliminates THM and properly disinfects the water."



Photo courtesy of SIORI-PW

This photo taken in April 1944 shows RIA's water treatment plant under construction. The plant underwent its first major renovation recently when a chloramine system was installed.

While the state granted this waiver, it did require the Arsenal to send out quarterly notices informing employees and residents of the THM problem. The notices, which contain required language that can be confusing to someone unschooled in environmental science, must continue until the level of THM as averaged over four quarters is within the 0.1 parts per million limit.

Thus, even if the new system works perfectly as soon as it is turned on, the notices could continue until early in 1997, one year after the first quarterly test of the new system is performed.

In the past, similar notices have been issued by water suppliers serving some Quad Cities communities. These community suppliers have also had to modify their treatment systems to lower the level of THM.

According to Dr. Foss, the new system which RIA chose is very similar to one now in place in East Moline. Final design work on the Arsenal's system was completed in 1993, and a contract for its construction was awarded late that year. Contract administration work was performed by the Directorate of Public Works.

During the construction, a separate room was built within the water treatment plant. The room houses an ammonia feed system which is used to inject ammonia into the water during the treatment process.

Chlorine will still be added to the water, where it will react with ammonia to form a new disinfecting compound known as chloramine. Studies have shown that chloramine is safe for human consumption, and that it does not lead to the formation of unacceptably high levels of THM.

Construction was complete in the spring of 1994, and state EPA officials approved operation of the system. But the Arsenal did not turn the system on right away, per guidance received from the Army's Center for Health Promotion and Preventive Medicine.

Dr. Foss stated that CHPPM, an advisory group based in Aberdeen, Md., raised concerns about the "contact time" between the chloramine and the water.

"They wanted to make certain that the chloramine would remain at full strength within the water long enough to fully disinfect it," Dr. Foss explained.

After further testing, reports and correspondence, all parties finally agreed recently that the chloramine system could be turned on. Since this involves more work than just turning a spigot, a Dec. 15 activation date was set.

Once the new system is put into operation, Dr. Foss said, Arsenal water consumers may notice a difference in the way the water tastes.

Chloramine can affect the environment in aquariums. Those who use Arsenal tap water for filling aquariums should contact their pet care center for infomation on chloramine.

Testing will be done after the new system is turned on to assure that chloramine is doing an adequate job of disinfection. Other routine tests will be done to assure that the water meets all health and safety standards.

"Over the years, these tests have consistently shown that we have a high-quality water supply," Dr. Foss said, "one that meets standards and that compares favorably with any other in the Quad Cities.

"The Arsenal's water is safe to drink now," he concluded "and it will be even safer after the new system goes on line."

THM
•What it is
•Why it's a problem

THM is a common abbreviation for a closely related group of naturally occurring chemicals known as trihalomethanes.

THM is formed when the chlorine used to disinfect water reacts with organic matter originating from plants and animals. Examples of this matter, known in scientific circles as "humic and fulvic material," include leaves, twigs, animal waste and bird feathers.

Surface water sources, such as rivers and reservations, are home to many animal and plant species and so inevitably contain organic matter. Trace amounts of the matter remain even after extensive filtering, and chlorination then results in the formation of THM. Levels of organic matter, and thus levels of THM in water, are usually at their highest in spring and summer, when animals and plants are most active.

Because most Quad Cities communities draw their water from the Mississippi River, which is a surface water source, most have dealt with the THM issue.

Concerns over THM were raised in light of animal studies which linked the substance to the formation of cancer. However, there is as yet no conclusive evidence that THM is a cancer-causing agent in humans.

Epidemiological studies, which attempt to trace cause and effect in human populations, have not shown that consumption of THM increases the risk of cancer. Further, data from the animal studies indicate that THM's potential risk appears only after long-term, heavy consumption of water, equal to two quarts or more per day for 70 years.

Though the risk is relatively minimal, it can be eliminated entirely by using alternatives to standard chlorination which do not produce THM. Thus, government agencies which regulate the environment have required water suppliers to lower their THM levels.

Under a standard set by the Illinois Environmental Protection Agency, Rock Island Arsenal will be required to maintain a THM level of 0.1 milligrams per liter of water or lower. (This can also be expressed as 0.1 parts per million, or 100 parts per billion.)

Since May 1991, RIA technicians have drawn samples from various points both within the treatment plant and out in the distribution system. The samples are sent to laboratories approved by the state EPA, where they are analyzed for their THM levels.

Four individual samples are drawn every three months. The THM level in each sample is recorded; a quarterly average is then calculated. To negate seasonal affects, the average of the previous four quarters is also tallied.

Since THM testing began, the high THM level in an individual sample has been 0.377, and the low has been .092. These fluctuating figures were recorded within nine months of one another.

The high quarterly average was 0.276, and the low was 0.113; those figures were recorded just two quarters apart. Twelve-month averages have been more level, ranging from 0.163 to 0.215.

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Commander's Corner

By Col. John L. Storm



Why we need a vision

Trends in management practices and leadership styles tend to come and go. One that's currently in fashion is the notion that all organizations need a vision, a shared viewpoint that tells everyone where the organization is going and why it's heading that way.

Though it's easy, and often necessary, to be skeptical about these ideas, the need for vision shouldn't be dismissed as just another trend. In fact, experience and common sense show that you can't aspire to anything without vision.

Can a painter create a great work of art without a vision of the final work? Can a military unit achieve success on the battlefield without a vision of the final outcome? Can the backers of a social or political movement succeed without a vision of what they plan to achieve?

A final question: Can Rock Island Arsenal survive and thrive into the 21st century without a vision to guide us through the changes that we're experiencing now and will continue to experience in the future?

To me, the answer is obvious: No! The path ahead of us is uncertain and, in some places, treacherous. We can head down that path wearing a blindfold, or we can move ahead with our eyes wide open and our focus on our destination.

In the months to come, you'll hear more about Rock Island Arsenal's vision. Work is being done to refine our vision and bring it into line with the visions of those who lead us; the vision will then be promoted, discussed, shared and, hopefully, embraced.

If we hold to our vision, we will focus on what we need to do, highlight what we do best, and do it in an atmosphere in which the barriers to excellence have all been removed. Or, as the experts might phrase it, we will concentrate on our "core missions" while performing only those functions which are "value-added" in relation to those missions. In whatever terms you wish to consider it, our vision is important. Please pay attention to it and integrate it into your daily work life. Our future success as an organization depends on it.

Thanks to our veterans

There are two holidays in November: Veterans Day and Thanksgiving. To me, having these two events in the same month seems very appropriate.

Thanks to our veterans, we were able to grow up free of fear. Thanks to our veterans, we can now share in the liberty and prosperity of a great nation. Thanks to our veterans, we are able to face the future with hope.

I'd like to extend my personal thanks to all the veterans who are reading this. Your sacrifices can never be fully repaid.

Finally, from my family to yours, best wishes to everyone for a Happy Thanksgiving.

School-out activities scheduled for Christmas vacation period

RIA Youth Services will conduct school-out activities during the Christmas holiday vacation period.

The school-out activities will take place Dec. 21 and 22, Dec. 26 to 29, and Jan. 2. Only those families who are enrolled in the Youth Services program will be eligible for the activities.

The Youth Services program is open to all Arsenal Island employees and their families. Program participants must pay an annual registration fee of $20 per family.

Per Department of Defense policy, families who sign up for school-out activities must pay a daily fee on a sliding scale based on income. The fee ranges from $8 per day to $15 per day for one child; a fee of between $6 and $13 will be charged for each additional child.

Registration for the Christmas school-out activities will take place on Wednesday, Dec. 6, and Thursday, Dec. 7, from 9 a.m. to 6 p.m. at the Youth Center in the basement of Bldg. 60. Telephone registrations will not be accepted, and fees will be due at the time of registration.

Youth Services school-out activities are open to all children between the ages of 6 and 12; five-year-olds who are in kindergarten are also accepted.

The program runs from 6 a.m. to 6 p.m. Children should be signed in no later than 8 a.m.

A number of fun, educational activities are held as part of the school-out program, including arts and crafts, video and board games, computer learning, and pool, table tennis and air hockey. Weather permitting, the children will be taken outdoors to play. The schedule for Christmas school-out activities also includes a field trip to the Rock Island Fitness Center swimming pool.

Parents must provide lunch, snacks and beverages for school-out participants.

For more information, contact Youth Services at Ext. 2-7544 or 2-5019.

Arsenal hosts ACCEL program

Arsenal Island will serve as one of two local sites for classes in a new St. Ambrose University program designed for working adults who'd like to complete their undergraduate college education.

Classes in the ACCEL program — for Adult College Curriculum for Education and Leadership — will be conducted both here and at the Northwest Bank Tower in Davenport.

On-island classes are scheduled to begin the week of Jan. 15, 1996. They will be held on the third floor of Bldg. 90, in Rooms 31 and 32.

All ACCEL classes will take place on nights and weekends. ACCEL graduates will receive a bachelor's degree in business administration.

An open house on the ACCEL program will be held on Thursday, Nov. 16, from 2:30 to 5 p.m. in Room 31 in Bldg. 90. All employees are welcome to attend.

Unlike traditional college courses, which are usually carried out over a semester that is four or more months in length, ACCEL courses are completed in either five-week or eight-week sessions.

To maximize interaction between instructors and students, class size is limited to 21.

Students can expect to do a significant amount of out-of-class work each week. Because of the intensive nature of ACCEL courses, students are advised to take just one class at a time.

Those who successfully complete an ACCEL course will receive three credit-hours. Students can enroll in ACCEL classes up nine times per year.

To qualify for ACCEL, you must have three years of work experience and preferably at least 30 transcripted credits of college-level learning in any subject. Credit may be given for experiential learning.

More information on ACCEL is available by calling St. Ambrose University at 386-ACCL (2225). Beginning Nov. 30, an ACCEL office will be located on the third floor of Bldg. 90 and be open Thursdays from 2:30 to 5 p.m.; drop by if you have questions.

THE TARGET

RIA Commander COL John L. Storm | Editor Paul Levesque | Advertising Manager Russ Myers

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Telephone directories can be recycled

Old telephone directories will be accepted for recycling at several locations on Arsenal Island through Nov. 27.

Recycling bins for phone books have been set up on the first floor of Bldg. 350, at the east end of Bldg. 299, and in the basement of Bldg. 102. In addition, phone books are also being accepted at the Recycling Center.

Telephone directories from both your work area and your home are acceptable. More information is available by calling Maynard Wild at Ext. 2-5490.

✉ Regionalization team sends thanks ✉

The following letter was signed by members of the Civilian Personnel Office Regionalization Team:

Last month's *Target* informed readers of Arsenal Island's quest to become the North Central Regional Civilian Personnel Operations Center, and about the planned visit of the site selection team. A great deal of work was performed in a short period of time to develop a competitive solicitation package and prepare the proposed facility for the visit.

The visit was a great success due to the combined efforts of many dedicated people. We would like to take this opportunity to thank the following people for their outstanding contributions to this effort: Fred Dearborn, Harold DeFrieze, Keith Wiley, Kathy Smith, Cheryl Rayburn, Ron Verstraete, Joe Jones, Merle Jones and his exceptional janitorial staff, Rodney Delp, Ron Badtke, Mike Kendrick, Brad Nichols, Dick O'Neil, Cindy Savery, Dave Block, Doyle Harris and the entire CPO staff. Your efforts were greatly appreciated.

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

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

Self-directed work teams forming throughout RIA

If you work within a Rock Island Arsenal organization, and you're not a member of a self-directed work team yet, there's a good chance that you will be soon.

This autumn has seen the spread of teaming throughout RIA. As of early November, 15 self-directed work teams had been formed and were being chartered.

Plan call for 73 teams to be in place by next March. By that time, more than one-third of all RIA employees should be team members.

On average, each team will have about 15 members. All will be made up of employees who generally have the same function or are responsible for the same mission.

RIA's first self-directed work team was chartered this summer. The team's name is the Teaming Support Group, and its mission is to help establish and facilitate other teams in RIA organizations.

The way that the Teaming Support Group is now working is an example of how all self-directed work teams will eventually work.

The five members of TSG have no supervisor as such, because they essentially supervise themselves. They schedule their own annual leave, report their own sick leave, settle any overtime issues among themselves, and identify their own training needs.

When TSG members get a particular task, they decide how and by whom work will be accomplished. Every one of them has signature authority.

One member is appointed as delegate, and serves as a liaison with outside organizations and performs other duties as deemed necessary by the team. The position of delegate rotates among team members.

TSG members will rate one another using a modified "360" performance appraisal system. The system uses input from team members and external customers to provide a complete overview (i.e. all 360 degrees) of individual performance.



Photo by TED CAVANAUGH

The members of a self-directed work team formed within AO's Turning Unit No. 1 discuss provisions of their charter. Currently, 15 RIA teams are in the chartering process.

Instead of a supervisor, the Teaming Support Group has a coach. The coach's job is to provide the resources that the team will need to accomplish its assigned mission, and to serve as a mentor.

To put it another way, the coach finds out what the team needs to complete its assignments, provides them with those resources, then moves out of the way and lets the team get the job done. Because coaches won't be overseeing all work details, one coach will be able to serve several different teams.

All of this and more is covered in the Teaming Support Group's charter, a document which serves as a contract both among team members and with management. TSG's charter spells out how the team will operate and how problems will be resolved.

One of the most important clauses of the charter states that the team will reach decisions by consensus. All members will have an opportunity to provide input during the decision making process; when a final decision is reached, all members have either agreed to it or are willing to live with it. (Issues on which a consensus decision cannot be reached are referred to the coach for resolution.)

Obviously, teams are highly empowered. However, their practices must keep within the bounds set by applicable statutes and regulations, and by union contracts.

For example, while teams can attempt to correct inappropriate behavior by members internally, they lack the authority to take formal disciplinary actions, e.g. letter of reprimand, suspension, etc. All recommendations for formal disciplinary actions must be referred to the coach.

To date, no RIA team has reached the stage of development achieved by the Teaming Support Group. In fact, all have yet to finalize their charters.

TSG members are serving as facilitators for teams as they go through the chartering process. All teams are provided with a sample charter; from this template, however, they must develop specific ground rules that cover areas such as frequency of team meetings.

Training on consensus decision making and other aspects of teaming is offered to all teams. In theory, facilitators will play a diminishing role in teams as they mature and reach a stage of full empowerment.

As TSG members themselves have discovered, all teams go through growing pains as they deal with the practical and cultural changes brought on by teaming. Teams must evolve from groups of individuals into true team units with a single purpose, a maturation process which can take from three to five years.

But team members and coaches alike seem to think that the process will be worth it, and that RIA's self-directed work teams will produce results.

"Teaming will work," stated Eddie Fowler, a members of the Heat Treat and Forge Team. "We'll have more control over and responsibility for our work area, and I think we'll handle it well."

Team coach Dennis Haut described teaming as "the way of the future.

"We need to become more efficient and responsive," Mr. Haut added, "so I feel that we need to implement teaming simply to assure the future of Rock Island Arsenal."

RIA Housing Office relocates to Bldg. 102

The RIA Housing Office has moved into a new location in Bldg. 102 on the first floor, just south of SatoTravel.

Formerly located in Bldg. 110, the Housing Office is part of RIA's Directorate of Public Works. Its basic mission is to manage and maintain the Arsenal's family housing area and temporary lodging facilities, and to assist incoming civilian and military families in their search for good, affordable housing.

The office operates a program officially titled the Community Homefinding Relocation and Referral Service, but more commonly known as "Cheers." Through Cheers, families in need of housing can be matched with agencies and individuals who have property available for purchase or rental.

Arsenal Island employees who have an apartment to rent or a home to sell can list it in Cheers at no cost.

To call the RIA Housing Office, dial Ext. 2-2376. The office symbol is "SIORI-PW (Housing)," and the e-mail address is "ria-housing."

CHAMPUS subscribers get reminder on deductibles

CHAMPUS subscribers are reminded that both the deductible for outpatient care and the catastrophic cap began anew on Oct. 1 for fiscal year 1996.

The 1996 deductible is $150 per person and $300 per family for grades E-5 and above, and $50 per person and $100 per family for grades E-4 and below. The catastrophic cap is $1,000 for active-duty families and $7,500 for all other CHAMPUS-eligible families.

The cap protects against catastrophically high medical expenses. When a family reaches the cap during a fiscal year, CHAMPUS then pays all additional allowable costs for the remainder of the year.

To find out more, contact Judith Green-Davila at Ext. 2-0800.

❄ Winter weather announcement ❄

Whether we like it or not, winter is almost here, inevitably bringing with it days when snow, ice and nasty combinations thereof fail from the sky onto the Quad Cities.

Winter weather can make travel difficult, if not nearly impossible. When and if conditions warrant, the Arsenal can implement its emergency closure policy and have employees stay home for the day.

Local broadcast media will be informed as early in the day as possible whenever the closure policy is enacted. Information will be provided to the three local network television affiliates (Channels 4, 6 and 8) plus these radio stations: **KBOB** (FM 99.7); **KCQQ** (FM 106.5); **KJOC** (AM 1170); **KMXG** (FM 96.1); **KUUL** (FM 103.7); **WDLM** (AM 960, FM 89.3); **WHTS** (AM 1270, FM 98.9); **WLLR** (AM 1230, FM 101); **WOC** (AM 1420); **WVIK** (FM 90.3); **WXLP** (FM 96.9).

Listen carefully to any announcement which is made, and be aware that separate announcements may be made for employees on the second or third shifts. If you hear no announcement regarding the Arsenal, assume that the installation is open.

Emergency-essential employees, such as those involved in security, fire protection and snow removal, may have to report for work regardless of the weather. You will be informed by your supervisor if you are part of the island's emergency workforce.

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Combat identification

Continued from page 1

es have responded by putting in over-me, working on weekends when ecessary, and generally doing what eeds to be done to meet the needs of the ustomer.

As Arsenal projects go, this one is elatively low-tech and low-cost, albeit rgent. It involves turning out basic etal parts at a unit cost of between $600 nd $1,000 per set.

But that small investment could prove be a lifesaver for combat soldiers. As een in Operation Desert Storm, the peed of modern battle means that sol-iers must make split-second judgments hen identifying something as "friend r foe," then deciding whether or not to re on it. Tragically, the result can be oldiers firing on their own troops.

The Army has explored a number of ifferent methods of preventing future iendly fire casualties. One of the sim-lest, yet potentially most effective, volves use of the combat identifica-on panels.

The panels can be affixed to combat ehicles before they roll into battle. larkings on the panels will let "friendly" rces on the ground and in the air know at the vehicle is also a "friend" and so hould not be fired upon.

The final design of the panels being uilt at RIA was performed at etterkenny. The first request to the rsenal to perform the work went out om the depot in September.

All the panels are being made of thin-auge, durable aluminum. The uminum comes to RIA in sheets. It is t to size with a laser cutting machine, e use of which assures a clean edge nd reduces waste.

In their final form, all panels are rectangular. However, they are cut to various sizes and configurations, depending on the vehicle they're intended for.

While most panels are kept flat, some have been louvered, a process which involves forming and crimping them on a machine.

Once they are cut and shaped, the panels are plated. The purpose of plating is to assure that paint will adhere to the metal.

The panels have been painted two different colors: Tan, to blend in with a desert camouflage pattern, and green, to blend in with a forest pattern.

RIA has also built brackets upon which the panels can be mounted. While some of the panels go onto brackets, others are affixed to vehicles using Velcro.

Once complete, the panels are packaged in cardboard containers that were designed and built just for the panels by packaging specialists from RIA's Industrial Operations Directorate. Proper packaging is important, because scratches on the paint could reduce the effectiveness of the panel's markings.

The marking of the panels is performed at the final shipment point rather than at the Arsenal. The panels are designed so that they can be turned around, exposing the marked side, before a vehicle is taken into combat.

The vehicles maintained at Letterkenny for which the RIA-built panels have been made are the M109 self-propelled howitzer, the M992 FAASV, the M9 ACE, the M578 recovery vehicle, and the M93 Fox.

Donations for food baskets accepted

Monetary donations for Thanksgiving food baskets are now being accepted by e Chaplain's Office.

The money will be used to purchase items for food baskets which will be given qualified military families who are attached to RIA's Headquarters Support roops.

The deadline for donations for Thanksgiving food baskets is Nov. 20. From Dec. to Dec. 18, donations for Christmas food baskets will be accepted.

Call the Chaplain's Office at Ext. 2-5000 to find out more.

JA companies announce sale days

Six Junior Achievement companies based at Arrowhead Ranch will come to Arsenal Island this month to sell their products.

The JA sale days will take place Nov. 14, 15 and 16 from 10 a.m. to 12:30 p.m. at the Main Cafeteria in Bldg. 60.

All products sold on those days were produced by the JA companies, which are operated entirely by the boys at the ranch with assistance from adult JA advisors. Most JA advisors at Arrowhead Ranch are Arsenal Island employees.



JA advisors work side-by-side with boys from Arrowhead Ranch.

The purpose of Junior Achievement is to teach young people about the workings of the American free enterprise system. Participants in JA companies learn responsibility and teamwork by running their own small businesses and doing everything from planning to production to marketing.

Payment for the items sold during JA sale days must be by check or cash only. Potential buyers can also use the upcoming sales event to order items, since the JA companies plan a return visit in December.

Two companies will sell items on each of the sale days. On Nov. 14, one company will sell pet beds and wooden tic-tac-toe boards, while another will sell sports clocks.

The Nov. 15 sale will feature wind chimes and whirligigs produced by one company, and wooden reindeer Christmas decorations in various sizes from another.

On Nov. 16, collectible brass steins made of 75-millimeter shell casings will be sold, complete with certificates of authenticity. Another company will sell bird feeders and long hot dog forks.

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GENERAL SCHEDULE PAY CHART FOR 1996

STEP	1	2	3	4	5	6	7	8	9	10
GS-1	$12,895	$13,326	$13,753	$14,181	$14,612	$14,864	$15,285	$15,712	$15,731	$16,129
2	$14,498	$14,844	$15,325	$15,731	$15,905	$16,372	$16,840	$17,307	$17,775	$18,243
3	$15,820	$16,347	$16,874	$17,401	$17,928	$18,455	$18,982	$19,509	$20,036	$20,563
4	$17,759	$18,352	$18,944	$19,537	$20,129	$20,722	$21,314	$21,907	$22,499	$23,092
5	$19,869	$20,531	$21,194	$21,856	$22,518	$23,180	$23,843	$24,505	$25,167	$25,829
6	$22,147	$22,886	$23,624	$24,362	$25,101	$25,839	$26,577	$27,315	$28,054	$28,792
7	$24,610	$25,431	$26,251	$27,072	$27,892	$28,713	$29,533	$30,354	$31,174	$31,995
8	$27,256	$28,165	$29,074	$29,983	$30,892	$31,801	$32,710	$33,619	$34,528	$35,438
9	$30,106	$31,110	$32,114	$33,118	$34,121	$35,125	$36,129	$37,133	$38,137	$39,140
10	$33,154	$34,259	$35,364	$36,468	$37,573	$38,678	$39,783	$40,888	$41,993	$43,097
11	$36,426	$37,640	$38,854	$40,068	$41,282	$42,496	$43,711	$44,925	$46,139	$47,353
12	$43,658	$45,113	$46,569	$48,025	$49,480	$50,936	$52,392	$53,848	$55,303	$56,759
13	$51,915	$53,646	$55,376	$57,107	$58,838	$60,568	$62,299	$64,030	$65,760	$67,491
14	$61,348	$63,393	$65,438	$67,484	$69,529	$71,574	$73,619	$75,664	$77,709	$79,754
15	$72,162	$74,567	$76,973	$79,378	$81,784	$84,189	$86,595	$89,000	$91,405	$93,811

Shows annual basic pay. Reflects net increase of 2.38%.

NET PAY INCREASE BY LOCALITY

ATLANTA	2.47%
BOSTON	2.68%
CHICAGO	2.68%
CINCINNATI	2.52%
CLEVELAND	2.43%
COLUMBUS	2.52%
DALLAS	2.56%
DAYTON	2.51%
DENVER	2.57%
DETROIT	2.64%
HOUSTON	2.82%
HUNTSVILLE	2.44%
INDIANAPOLIS	2.45%
KANSAS CITY	2.40%
LOS ANGELES	2.14%
MIAMI	2.53%
NEW YORK	2.05%
PHILADELPHIA	2.61%
PORTLAND	2.48%
RICHMOND	2.40%
SACRAMENTO	2.52%
ST. LOUIS	2.43%
SAN DIEGO	2.60%
SAN FRANSISCO	2.78%
SEATTLE	2.58%
WASHINGTON	2.54%
REST OF U.S.*	2.38%

* INCLUDES QUAD CITIES

GS employees get 2.39 percent raise

Arsenal Island employees who are paid under the general schedule will receive a net pay increase of 2.38 percent in 1996.

The raise will take effect on Jan. 7, the start date of the first full pay period of 1996. GS employees will see the raise reflected in paychecks posted on Jan. 25.

The GS pay raise for 1996 was calculated using a formula prescribed by the locality-based pay system. The complex formula yields different net pay raises for federal employees working in different localities in the continental United States *(see chart, this page)*.

This year, net pay increases were calculated for employees in 27 different localities. Employees outside those localities, including those who work on the Arsenal, are covered by a catchall "rest of U.S." category, a category which comprises more than 40 percent of all federal employees.

For 1996, net pay increases will range from a low of 2.05 percent for federal employees working in the New York City locality, to a high of 2.82 percent for employees working in the Houston locality. The average net pay increase is about 2.4 percent.

The locality pay system was created under a law passed in 1990. The law was intended to help close the "pay gap" between federal employees and their private sector counterparts, a gap indicated by studies which show that employees of the federal government, especially those who work in certain areas of the country, often receive lower salaries than those pursuing similar occupations in private industry.

But the law has never yielded the substantial salary increases once anticipated, due to a provision that allows the President and Congress to place limits on pay raises for budgetary reasons.

In coming up with an alternative pay plan for 1996, President Clinton cited the need to control federal spending. The 1996 pay increases will cost the federal government a total of about $1.9 billion, and can take effect automatically without Congressional action.

Under the 1996 pay plan, GS employees will receive a nationwide increase of 2 percent in base pay. They will then receive an additional increase based on locality rates. Locality increases are added on top of last year's base bay, a figure which does not include any locality-based increase which may have been received.

The end result of this complex calculation is the net increase which employees will actually see in their individual paychecks.

Locality pay rates are based on the cost of labor (*not* the cost of living) in designated metropolitan areas. Labor costs are determined by wage surveys conducted by the Bureau of Labor Statistics. A presidentially appointed board known as the Federal Salary Council uses those surveys to make pay raise recommendations.

Arsenal Island employees were first affected by the locality pay system in 1994, when it was implemented nationwide. That year, GS employees on the island received a 3.09 percent pay increase. The pay raise for 1995 was 2.64 percent.

The GS pay raise does not apply directly to employees covered by other pay systems, including wage grade employees; employees paid under special rates, such as certain engineers and scientists; and law enforcement officers, who are paid under a separate pay schedule.

Other employees outside the GS system include overseas federal employees, including those who work in Alaska and Hawaii, and members of the Senior Executive Service.

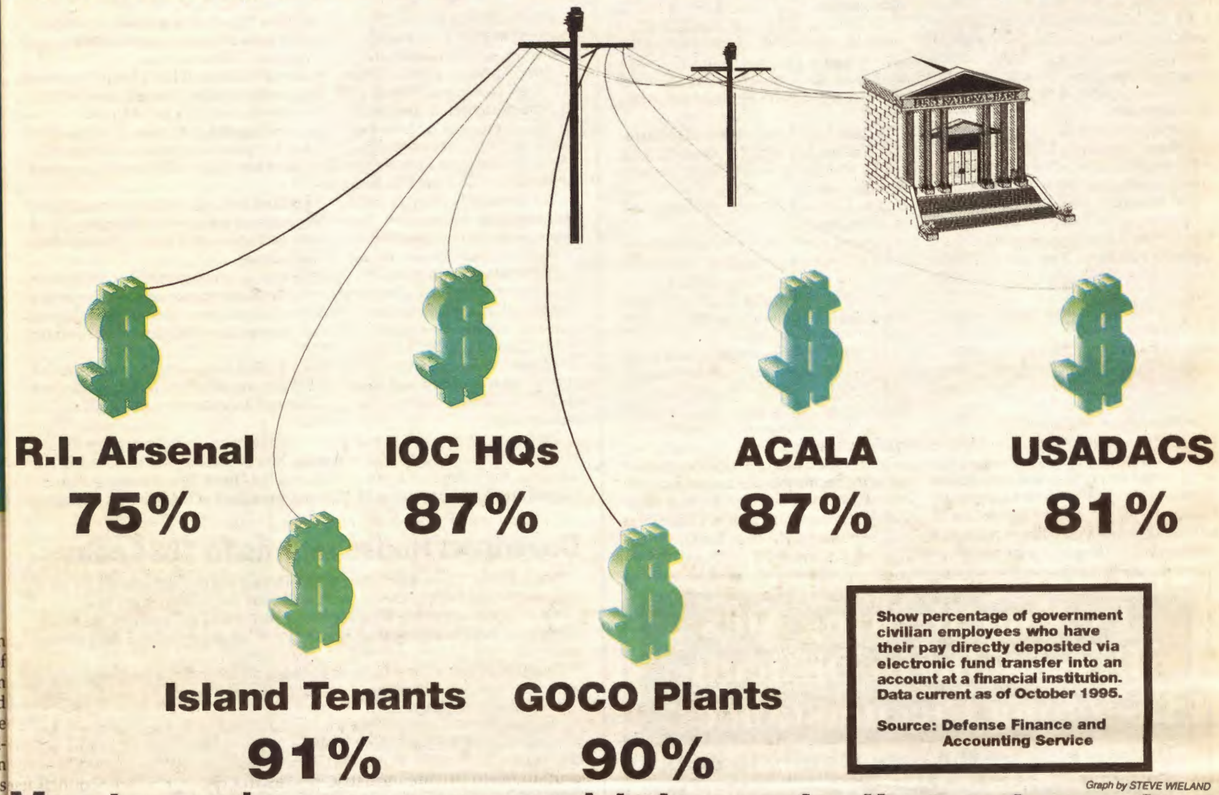
Hourly wage grade rates for 1996 for the Arsenal were not available as of press time.

A LOOK BACK AT PAY RAISES DURING THE 1990s

1990	1991	1992	1993	1994	1995
3.6%	4.1%	4.2%	3.7%	3.09%	2.64%

NEXT TARGET DISTRIBUTION DATE: DECEMBER 8

DIRECT DEPOSIT USAGE RATE



Graph by STEVE WIELAND

Most employees now paid through direct deposit

Arsenal Island employees who receive hard-copy paychecks have become part of a distinct, dwindling minority.

According to figures compiled by the Defense Finance and Accounting Service, about 87 percent of the civilian employees currently receiving payroll services through DFAS's Rock Island Operating Location are now paid via direct deposit.

That figure includes Rock Island Arsenal, IOC Headquarters, ACALA and most island tenants, as well as IOC's government-owned, contractor-operated ammunition plants and USADACS at Savanna, Ill.

Direct deposit usage rates vary from 75 percent among RIA employees to 91 percent for employees of tenants. *(See chart for details.)*

Under direct deposit, the pay owed to an individual employee is sent via electronic fund transfer to an account at the financial institution designated by the employee.

Direct deposit offers benefits for both employees and the payroll office. With direct deposit, there's no check to be lost or stolen, or delayed or mishandled by the post office; this safe, reliable method of delivery eliminates printing, postage and handling costs and lowers other administrative expenses.

Beginning in March 1996, employees who are paid via direct deposit will gain an even larger advantage over coworkers still receiving hard-copy paychecks. During that month, the transfer of payroll functions from the Arsenal to a central location at a DFAS site in Denver will be complete, and the local payroll office will be no more.

Paychecks will be sent from Denver via normal first-class mail; according to postal officials, delivery to the Quad Cities can take up to five working days. In contrast, funds which are transferred electronically move at the speed of light.

If you'd like to get started on direct deposit before this happens, you'll be glad to know that it's now easier than ever, thanks to a form that was introduced earlier this year. The form, known as the FMS 2231, can be completed in its entirety by the individual requesting direct deposit; it does not require a signature from the financial institution into which the individual's pay will be deposited.

To complete the form, you'll need to know the name of the financial institution, the number of the account you'd like your pay posted to, and your account's routing number. (You'll find the routing number printed on your checks.)

Travel payments, including both advances and settlements, can also be paid directly into your account via electronic fund transfer. If you're already getting paid via direct deposit, you must fill out a separate FMS 2231 to have your travel payments made electronically.

Receiving travel payments via electronic fund transfer became mandatory for military personnel on Nov. 1. The mandate includes travel carried out by members of the Reserve Component.

To get the form needed for direct deposit, and for more information, call the Defense Finance and Accounting Service at Ext. 2-9063.

If you're among the employees who still receive a hard-copy paycheck rather than direct deposit, the Defense Finance and Accounting Service at Rock Island would like to hear from you.

DFAS is conducting an informal, unscientific straw poll to help determine why some employees still resist direct deposit and prefer being paid the old-fashioned way. The goal is to find ways to improve customer service in the area of direct deposit.

To respond, all you need to do is to draft a brief statement explaining why you don't use direct deposit. You may remain anonymous if you choose; if you don't, please note that personal replies will not be provided.

Send your response to the mailing address DFAS-RI-CIV, or to the e-mail address "k1bartel@cleveland.dfas.mil."

Semiannual Thrift Savings Plan open season begins Nov. 15

The semi-annual Thrift Savings Plan open season begins Nov. 15 and ends Jan. 31.

During the open season, federal employees can open an individual TSP account; change the level of contribution to an existing account; or change the way that an investment is distributed among the three funds that make up the Thrift Savings Plan.

TSP investors can make only one of these elections per open season. Any changes which are made will not take effect until the first full pay period of January 1996.

The three funds which make up the Thrift Savings Plan 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 such as those traded on Wall Street.

Allocations into the three accounts must be made in whole percentages which represent increments of five percent. Within those restrictions, investors can divide their accounts among the three funds as they choose, including sinking their entire investment into one fund.

Historically, the G Fund has been the "safest" investment: It's yielded steady, albeit unspectacular, returns and has never lost money in any month. Like the stock market, the C Fund has been the most volatile of the three: It's skyrocketed during some months and lost money during others, but has yielded the highest return over the long haul. On the risk and return scale, the F Fund has landed somewhere in the middle.

With this historical record in mind, employees can use the upcoming open season to tailor their TSP accounts according to their individual financial goals and situations.

For example, if you're a relatively young employee who's still far from retirement, an aggressive strategy that involves putting most or all of your TSP money into the C Fund may be right for you. If you're an older employee for whom retirement is only a few years away, you may be wise to shift your money into the less volatile G Fund, so you don't suffer a loss just before you withdraw your account due to a short-term downturn in the stock market.

Contributions into a Thrift Savings Plan account can be made only by payroll allotment, and must be expressed either as a percentage of basic pay or as a whole dollar amount. If your contribution is made as a percentage of pay, the amount of your contribution will be adjusted automatically as your pay is adjusted, such as after an annual pay increase.

If you are content with the way your TSP account is now set up, you need take no action during the open season to keep it as is.

For more information, call the Civilian Personnel Office at Ext. 2-1299.

Shopping trips highlight CEO schedule

The holiday shopping season is here, and RIA's Community Events Office is offering two trips designed especially for Christmas shoppers.

On Saturday, Nov. 25, CEO will sponsor a trip to the Holiday Craft and Gift Show in Milwaukee. Billed as the nation's largest, the craft fair features over 600 exhibitors, along with food and entertainment.

The trip departs the Arsenal at 6 a.m. and should return by 10 p.m. The price is $30 and includes round-trip transportation plus admission to the show.

On Saturday, Dec. 2, CEO's annual shopping trip to Chicagoland takes place. You can choose from trips going to three separate locations: The Loop / Water Tower, Woodfield Mall or Fox Valley Mall.

The price is $19 per person. The Loop trip departs at 6:30 a.m., while the two trips to the suburbs depart at 7 a.m.

Here's a rundown of other CEO-sponsored events. For reservations and more information, call Ext. 2-6959.

•Throughout the month of November, Jester's Comedy Club in downtown Moline is offering free admission to Arsenal Island employees and their guests to any of its shows. Reservations are required; call the club at 736-5653 and tell them the date you'd like to come and the number of people in your party.

•Discount tickets to two performance of Walt Disney's "Snow White and the Seven Dwarfs" ice show at the Mark are now on sale.

Tickets in premium locations are available for $14.50, which is $2 off the regular price. They are being offered for the 7 p.m. show on Thursday, Nov. 30 and for the 11:30 a.m. show on Saturday, Dec. 2.

•Time-Less Enterprises will return to the Arsenal by popular demand and hold a watch sale in the Main Cafeteria in Bldg. 60 on Thursday, Dec. 7 and Friday, Dec. 8. Hours on both days will be 6 a.m. to 4 p.m.

Several new styles of watches have been added to the company's extensive inventory, which features quality products at discount prices. A portion of all sales will benefit RIA's morale, welfare and recreation activities.

•K's Merchandise in Davenport will hold an invitation - only sale for Arsenal Island employees on Sunday, Dec. 10, from 7 p.m. to 10 p.m. The sale will feature discounts, in-store specials and prize drawings.

You must have an invitation to enter the store during the sale. Invitations will be available at several locations, including the Community Events Office, and will be passed out during the Dec. 8 tree lighting ceremony.

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REMEMBERING THE PAST

Video depicts Arsenal history from 1804

A videotape which depicts the complete history of Rock Island Arsenal, from the acquisition of the island by the federal government in 1804 to the present, is now on sale in the RIA Museum Gift Shop.

The 55-minute video, entitled "Arsenal Island and Rock Island Arsenal History," is being sold for $24.95. It is available only at the gift shop which, like the museum, is open seven days a week from 10 a.m. to 4 p.m.

The video, which has its premiere showing earlier this month at the RIA Museum, was entirely funded by and exclusively produced for the RIA Historical Society. Profits from the sale of the video will benefit programs of the society and the RIA Museum.

The Arsenal's story is told on the video through period photographs, paintings and documents. The video explores the role the Arsenal played during various wars and conflicts, and concludes with a look at the activities available to present-day visitors to the island.

The video was prepared by Erwin Weber, professor emeritus of German at Augustana College. Two years ago, Mr. Weber produced a video on the history of the city of Rock Island which included several scenes involving the Arsenal. He has also produced videos on the life of Martin Luther and on Jenny Lind Chapel in Andover.

Narration for the video is provided by Kai Swanson, communications director at Augustana and former news director of WVIK radio. Sections of the narration are based on a text by historian Tom Slattery of IOC's External Affairs Office.

Background music is performed by Augustana music instructor Randy Pobanz on the classical guitar and by Mr. Weber on the harmonica. In addition, the video features a rendition of the "Rock Island Arsenal March" played on piano by Stephen Hershberg, president of the Historical Society.

Davenport House returns to 1834 colors

The Colonel Davenport House now looks on the outside much as it appeared when George Davenport moved his family into it in 1834.

An exterior repainting which was completed this fall restored the house to what are believed to be its original colors: tan siding with a dark brown trim.

Selection of the color scheme was based on an analysis performed by a restoration specialist from the University of Iowa. The paint was donated by Fancy Colours in Bettendorf.

The plan for the continuing restoration of the house and grounds includes planting a small orchard, similar to the larger orchard maintained by the Davenport family. Last fall, period landscaping was done around the house, courtesy of a grant from the Tri-City Garden Club. Club members who visited the house recently were pleased to see that all the trees and shrubs which had been planted had survived the hot, dry summer.

The touring season at the Colonel Davenport closed in October and will resume next May. To find out more about the effort to restore this historical property located on Arsenal Island's north shore, contact the Colonel Davenport Historical Foundation at 786-7336.

Historical Society sets winter programs

The RIA Historical Society has set its schedule of programs for the winter.

Programs are held in the Arsenal Club as part of a dinner meeting. However, you need not buy dinner to attend and may attend the program portion of the meeting only.

On Dec. 7, Carolyn Draper will translate the letter of Henry Lewis Fontaine. The letters, written in French by Mr. Fontaine to his German wife, reflect his experience during the Civil War.

On Jan. 4, Sue Voegel will present a program entitled, "Speaking in Stones: Victorian Symbolism in Headstones."

On Feb. 1, Gina Schantz will discuss the murder of Colonel George Davenport.

More information on these programs and on the RIA Historical Society is available by contacting the RIA Museum Gift Shop at Ext. 2-3507.

Government Benefits for R.I. Arsenal Employees
From the Financial Services Professionals

QUESTION: I'm not certain just what retirement benefits I can expect. I've taken the maximum life insurance to which I'm entitled but I'm not sure if that's the best investment for me. Would I be better off to invest in a supplemental retirement program with a part of those premiums?

ANSWER: In order to understand your present and future needs, you have to know what current benefits you have. We can help you there. Call our toll-free number today.



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Flight center

Continued from page 1

work day is done, for a game of cards. You can even discuss sensitive and assified information during an SACOM flight, provided that everyone aboard has the proper clearance and at other security measures are followed.

OSACOM can also be used when meone or something has to get somehere in a hurry, and commercial urces are unable to meet the time and livery constraints. Finally, OSACOM ould be considered simply for the sake cost effectiveness.

Even if you're traveling alone, you n use OSACOM.

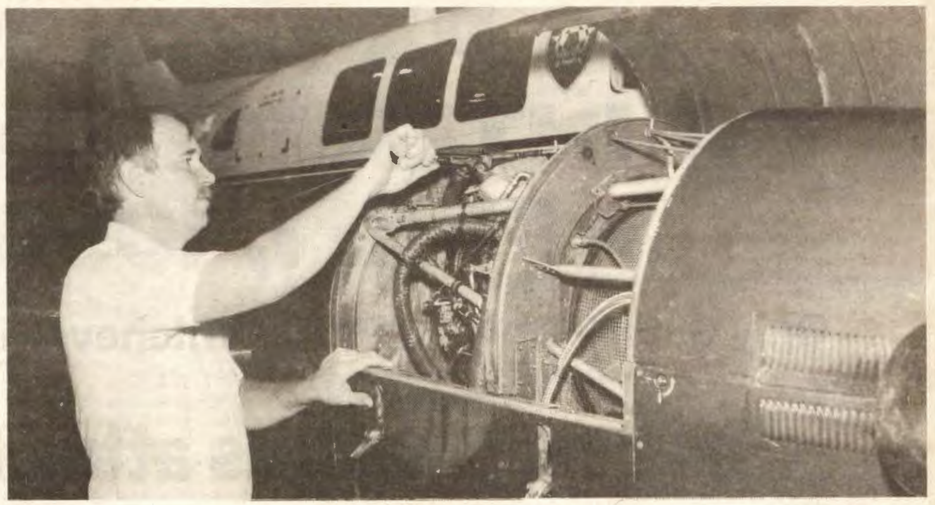
"There may be an empty seat avail- le on a flight that's headed just where u need to go," Maj. Hirschkowitz said.

Filling those empty seats is one of the als of OSACOM's centralized sched- ng system. The system, which is intained at OSACOM Headquarters, used to prioritize the use of command craft and assign missions to flight nters and detachments.

"We don't write our own schedule," j. Hirschkowitz said, "but are told en and where to fly through the sched- ng system. The people who operate system can see the big picture, and so dispatch the right plane from the ht location for the mission."

What this means for local travelers o fly via OSACOM is that they may always be placed aboard the planes d with the crews maintained at the ck Island Regional Flight Center. pending on where you are and where u need to go, in relation to where ACOM planes are at the time of your p, you may fly on an aircraft assigned another center or detachment.

In theory, this means that you could d yourself aboard anything in the ACOM fleet, which includes turboprop airplanes, executive jets and, based on special requests, helicopters.



Cronan McCarthy works on the engine of an OSACOM aircraft. Maintenance at the flight center is performed under a contract with Raytheon Aerospace; like the pilots, the maintenance crew is very experienced.

According to Maj. Hirschkowitz, centralized scheduling enables OSACOM to make optimal use of its aircraft through efficient routing that nearly eliminates "deadheads," or flights where the airplane is empty save for the pilot.

Chances are, though, that local travelers will most often use the assets of the local flight center, assets which Maj. Hirschkowitz described as "top-notch."

Presently, the flight center maintains three aircraft. Two are C-12s, which are capable of carrying eight passengers each, and one in a five-passenger U-21.

Both C-12s are scheduled to have their interiors refurbished, improving passenger comfort. According to Maj. Hirschkowitz, further improvements and modernizations, possibly including new aircraft, could be on the way.

Presently, eight pilots, both military and civilian, are attached to the flight center. Overall, the pilots average more than 7,500 hours of flight time apiece.

"That's comparable to, if not better than, the experience level found among most commercial pilots," Maj. Hirschkowitz said.

The most important area in which this experience is reflected is safety.

"I'm proud to say that, in all the years that a flight detachment has been at this location, there's never been a reported accident or incident," Maj. Hirschkowitz said. "With the constant emphasis we place on safety, I'm confident that we can continue that record."

Support in areas such as scheduling and operations is provided by NCOs and civilian employees. Maintenance work is performed under contract by employees of Raytheon Aerospace.

"All of the people here take pride in their work, and it shows," Maj. Hirschkowitz said. "We're a service-oriented organization all the way across the board."

If you'd like to know more, contact the flight center at Ext. 2-2740.

OSACOM AT A GLANCE

For years, local commanders at Army installations around the nation operated their own flight detachments, where planes and pilots were maintained for non-combat support missions. As of four years ago, there were nearly 70 of these detachments attached to installations across the United States.

All that came to an end on Oct. 1, 1992, when the flag went up on the U.S. Army Operational Support Airlift Command. OSAC took the place of these individual detachments and consolidated their operations, with the intent of making more efficient and effective use of available aircraft and personnel.

As a result of the reorganization, the AMCCOM Flight Detachment was replaced by OSAC's Illinois Detachment, which operated an OSAC hub at the Quad City Airport. The term "general's plane" became obsolete with the introduction of a centralized scheduling system, enabling OSAC to send any plane that was best positioned and able to perform a particular mission. But even more change was on the way.

On Oct. 2, 1995, a new incarnation of Operational Support Airlift Command was activated. Now known as OSACOM, it became the first National Guard command to assume control of a Total Army organization.

OSACOM's activation brought all Army and Army National Guard missions and assets under one umbrella. Included under that umbrella is a fleet of 126 fixed-wing passenger and cargo aircraft.

OSACOM Headquarters is located on Davison Army Airfield at Fort Belvoir, Va. The command operates 15 regional flight centers, including one at Quad City Airport, where OSAC's Illinois Detachment has been replaced by OSACOM's Rock Island Regional Flight Center. In addition, OSACOM can tap the resources of Army National Guard flight detachments operated in all 48 contiguous states and the District of Columbia.

OSACOM reports to the National Guard Bureau; thus, when the personnel transition is complete, all OSACOM Army officers, NCOs and enlisted soldiers will be members of the National Guard, though most will be in a full-time, active duty status. Locally, the civilians who work for OSACOM have made the transition with no loss of personnel status or significant change in duties.

Though OSACOM is based in the United States, its pilots and aircraft can be sent overseas to support deployments. The command flew support missions in Somalia and Haiti, as well as in Southwest Asia. Using OSACOM assets during peacetime helps maintain the readiness of the command's aircraft and pilots, assuring that they will be able to support any future deployments.

How to book a flight

If you're a civilian, military or contractor employee who works for any organization on Arsenal Island, your request for flight services from the U.S. Army Operational Support Airlift Command must go through the local OSACOM flight validator.

Validator services are provided by IOC's DCS for Transportation and Traffic Management. The point of contact is Carol Siegfried, who can be reached at Ext. 2-3546. Flight requests can be sent via postal mail to the address AMSIO-TMO; via electronic mail to the local e-mail address "csiegfr1"; or via datafax to Ext. 2-6811.

A request form is available from the validator. When possible, requests should be made at least ten days prior to the desired departure date. All requests must include the following:

•The destination of the flight, and the desired departure and arrival times and dates.

•Information on why commercial air would not be feasible for the trip, along with a justification explaining why military air can be used for the mission.

•A passenger manifest listing the names, pay grades or ranks, Social Security numbers, approximate weights and home phone numbers of all those who will take the requested flight. Only those listed on the passenger manifest will be allowed to board the plane.

•The names and phone numbers of two POCs, one each at the departure and arrival points. Flight passengers cannot be listed as POCs. The duties of the POCs include informing passengers of any changes in schedule and coordinating any last minute changes in the manifest.

•If you have a request that involves the transport of cargo, call the flight validator. OSACOM will support some light cargo missions; in addition, IOC still maintains its own C-23 cargo aircraft.

•FYI: The upcoming schedule for the Rock Island Regional Flight Center is posted on the center's own web site, which is found at "http://www.ria.army.mil/osacom/ria_osac.htm." The schedule will also be released via e-mail.

Rules and pointers for passengers

•Arrive at least 30 minutes prior to take-off, and be prepared to show some identification and a copy of your travel orders.

•Dress comfortably, but in appropriate professional attire.

•No smoking is allowed on OSACOM aircraft or inside OSACOM facilities. Food will not be served during the flight, but you are welcome to pack a small meal; however, the consumption of alcoholic beverages is prohibited.

•Electronic devices may only be used aboard aircraft with the permission of the pilot. Cellular telephones are forbidden; laptop computers may be used in flight but must be turned off and stored during takeoffs and landings, periods of significant turbulence, and any time when the "Fasten Seat Belt" sign is on.

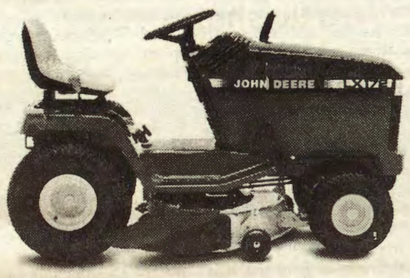
•Personal baggage is limited to between 30 and 40 pounds; the limit may vary according to the length of the flight and the number of passengers. You will be expected to carry your own bags on and off the plane, but at least you will know that they can't get lost.

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Community service award given


JIMMY URIBE

Jimmy Uribe of RIA's Civilian Personnel Office was recently presented with the Commander's Award for Community Service for 1995.

Mr. Uribe earned the award for his work with organizations dedicated to improving the lives of young people who reside in the west end of the city of Rock Island.

A Rock Island resident himself, Mr. Uribe is involved with both the Christian Friendliness Association and with the Hickman Center, a youth center operated by Way of Life Ministries. He applies his work experience by serving on the personnel board for the Christian Friendliness Association.

The groups offer school-age children safe, fun places to go where they can enjoy games and recreation, and interact with caring adults.

"Basically, we try to keep the kids on the straight and narrow," Mr. Uribe said, "and offer the sort of guidance and support which they may not be getting at home."

According to Mr. Uribe, many of the kids he deals with are from single-family homes, or from homes where parents are struggling with alcohol or drug problems. He noted that these kids desperately need positive adult role models.

"It can be so easy for them to lose all hope, and once they do that, they're gone," Mr. Uribe said. "We try to show them that there is hope for a better life through honest work and education."

Way of Life Ministries currently offers school-age children a fully equipped fitness facility, mentoring opportunities and "kids' church." According to Mr. Uribe, these activities are designed to give youth pride, values and a sense of community.

Mr. Uribe is currently enrolled in a community leadership class sponsored by the Chamber of Commerce. Mr. Uribe, who credits RIA civilian executive Fred Dearborn with helping to get him into the class, said that it is centered around improving the effectiveness of those involved in the community.

A native of northwest Indiana, Mr. Uribe said that he become involved for a simple reason: "The Quad Cities has given me a lot in my time here, so I felt that it was time for me to give something back.

"This is a great community overall but, like most, it has its pockets where hope for the future is a rare commodity," Mr. Uribe continued. "I want to help restore hope to those pockets, instead of just ignoring them. We all share the same community, so we ought to work together to make it better."

Space available in outdoor storage lot

If you're still looking for a place to store your boat, recreational vehicle or camper for the winter, your search may be over.

The Outdoor Recreation Equipment Center still has space available in its outdoor storage yard. The yard is an open gravel lot located south of the Recycling Center along Beck Lane.

The fee is $15 per month for boats and vehicles which are 15 feet or less in length, and $20 per month for anything longer than 15 feet. Customers must prove ownership of the item being stored and are fully responsible for winterizing it.

A new service has been located alongside Outdoor Recreation in Bldg. 333. Silver's Alterations and Tailoring offers a full range of services, including sewing on patches, taking in or letting out jackets, and hemming.

Alteration and tailoring services will be offered during Outdoor Recreation's regular hours, which are Tuesday through Friday from 9 a.m. to 5 p.m. and Saturday from 7:30 a.m. to 3:30 p.m. More information is available by calling Ext. 2-8630.

Seasonal changeover takes place

The seasonal changeover from air conditioning to heating has been performed in Arsenal Island administrative areas.

From now until the warm weather returns, the heating systems in these areas have been targeted to hit a temperature of 72 degrees, with a "plus or minus" variance of two degrees.

If you feel that the heat in your work area is not working properly, you should report the problem to the person in your organization who is authorized to call in service orders. Please do not make the call yourself if you have not been authorized to do so; this assures that problems will be handled in an orderly manner.

Reports should include the nature of the problem (too hot, too cold, etc.); a temperature reading, taken either from the thermostat or from an accurate thermometer; the thermostat setting; and a check of the heating unit to see if it is sending out warm air. The next available service technician will then be sent to investigate the problem.

Clinic offers flu shots through Nov. 17

The U.S. Army Health Clinic on Arsenal Island will offer flu shots to civilian employees the week of Nov. 13-17.

The vaccinations will be available on a walk-in basis between 12:30 and 3:30 p.m. at the clinic, located in Bldg. 110. They will be given to civilians on a first-come, first-served basis until supplies are exhausted.

Active military personnel, for whom flu shots are mandatory, and military dependents and retirees may use this week as a make-up period if they were unable to be vaccinated earlier. You must show either a civilian ID badge or military ID to get a shot.

Do not get vaccinated if you believe you are pregnant, are sensitive or allergic to eggs, or are currently suffering from a fever, respiratory disorder or other illness. Consult your doctor if you have any questions.

More information is available by calling the Health Clinic at Ext. 2-0803.

Airline passengers are advised of enhanced security measures

If you'll be taking a trip via commercial airliner soon, be aware that security measures at airports were stepped up last month.

The measures, which were put into place at the direction of the Federal Aviation Administration, are designed to guard against terrorism. Air passengers who fail to comply with the measures can be denied boarding.

Per the FAA, air travelers must do, or be prepared to do, the following:

- Check in for their flight at least 90 minutes prior to departure; otherwise, checked baggage may be subject to removal.
- Provide an official photo identification, such as a driver's license. If no photo ID is available, provide two types of ID from the following list: birth certificate, Social Security card (paper original only), military orders to active duty, school ID with photo, credit card.
- Clearly label all luggage, and be ready to answer questions about luggage and to have both checked and carry-on items inspected.

You can also help enhance airport security by never leaving your bags unattended, or asking a stranger to watch them for you; placing identifying information inside your luggage, along with labeling it on the outside; and refusing any request from a stranger to carry an unidentified package.

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Tree lighting ceremony set for Dec. 8



Rock Island Arsenal's annual Christmas tree lighting ceremony will be held on Friday, Dec. 8, at 5 p.m. in front of Bldg. 60. All employees are invited to attend and to bring their families. The ceremony will feature caroling and free coffee, cookies and cider. In addition, a craft show will be held in the Main Cafeteria.

The show will run from 3 p.m. to 7 p.m. and will feature a number of area exhibitors. If you have crafts to sell, the deadline to sign up for a booth is Nov. 17; call the Community Events Office at Ext. 2-6959 for details.

Contributions for Toys for Tots will be accepted during the tree lighting ceremony. Only new, unwrapped toys should be donated.

Invitations go out for holiday ball

Invitations have gone out to the 1995 military holiday formal ball. All Arsenal Island military personnel have been invited to attend.

The annual ball will take place at the Plaza One Hotel in downtown Rock Island on the evening of Saturday, Dec. 9. Dinner, dancing and entertainment will highlight the evening.

More information is available from the Protocol Office, which can be reached at Ext. 2-5501.

Contract air fare program doubles

The number of contract air fares available to government travelers using Quad City Airport nearly doubled at the beginning of fiscal year 1996.

As of Oct. 1, contract air fares were available on round-trip flights to 53 different destinations served by the local airport. During fiscal year 1995, only 28 contract air fares were offered.

The contract air fare program is managed by the Military Traffic Management Command, through the General Services Administration. Under the program, one-year contracts are awarded to domestic airlines for routes between selected cities.

The contracts specify the air fare that will be charged for official travelers taking the routes. The airlines agree to charge the contract fares on all flights; in return, the government agrees to book all its official travelers using a specific route with the airline holding the co tract.

Contract air fares are always low than regular round-trip coach fare though they are occasionally higher tha some special fares offered by the a lines. Unlike those fares, howeve contract air fares are virtually unr stricted; for example, they have n advance purchase requirements and c be issued right up to flight time.

Currently, contract air fares are ava able for flights between more than 5,0 different national and international de tinations. Contracts have been reache with 16 domestic airlines.

The General Services Administrati estimates that using contract air far will save more than $1.5 billion this yea when compared to the potential cost purchasing airline tickets at full coa fares.

Local ADPA chapter presents Brodsky Award, hands out scholarships

The Iowa-Illinois Chapter of the American Defense Preparedness Association announced recently that it had presented the Frank J. Brodsky Award for 1995 to U.S. Rep. Lane Evans.

Rep. Evans. who represents Illinois' 17th Congressional District in the U.S. House of Representatives, was honored by the local ADPA chapter for his legislative efforts on behalf of veterans and for his work as a member of the House National Security Committee.

The Brodsky Award comes with a $500 U.S. savings bond, which Rep. Evans plans to donate to charity.

ADPA's local chapter also announced the winners of its $500 scholarship awards. Scholarships were given to the following students:

•**Valerie Ann Johnson** of Geneseo, the daughter of Navy Capt. and Mrs. Chuck Johnson. She plans to study zoology at Eastern Illinois University.

•**Karla Krohn** of Galena, the daughter of Jerome and Karen Krohn. She plans to study environmental science and physical education at the University of Wisconsin at Platteville.

•**Jana Marie Leatherman** of Rock Island, the daughter of Larry and Linda Leatherman. She plans to pursue premed studies at the University of Iowa.

•**Staci Michelle Nelson** of Davenport, the daughter of Steven and Nan Nelson. She plans to study psycholo at Cornell College, Iowa.

•**Shawn Thorpe** of Rock Island, t son of Dan and Shirley Thorpe. plans to study accounting at Illinois Sta University.

•**Christopher Wahlberg** of Mila the son of Charles and Barbara Wahlber He plans to study environmental s ence at Augustana College.

Arsenal to participate in 19th annual Great American Smokeout

A representative from the American Cancer Society will appear at Arsenal Island to promote participation in the 19th annual Great American Smokeout.

Literature and smokeout kits will be available from the representative on Wednesday, Nov. 15, from 10:30 a.m. to 12:30 p.m. in the Main Cafeteria in Bldg. 60. A counselor from the Community Counseling Center will also be on hand to provide information on upcoming smoking cessation activities.

This year's smokeout occurs on Nov. 16. On that date, the American Cancer Society asks smokers to give up the habit for just one day, with the hope that they'll be able to remain smoke-free for a lifetime.

The target audience for the 1995 smokeout isn't just restricted to smokers. The smokeout is also intended to send a message, specifically stated as "You're Too Smart to Start," to children and teenagers who may be vulnerable to picking up the habit.

On the day of the smokeout at 1 p.m. Central time, fifth through eighth graders from across the nation are invited to scream out against smoking. The event is dubbed, "The Great Americ SmokeScream."

Getting the prevention messa through loud and clear will help creat smoke-free society. Studies show th the average age at which people st smoking is 13, and that virtually no takes up smoking after they pass th teenage years.

Every day, more than 3,000 adol cents smoke their first cigarette. As 1993, 19 percent of teenagers smoked a daily basis.

Car Pools



•Ride needed from 1215 24th St. Place (near Stardust), Moline, to Bldg. 68, 6:30 a.m. to 3 p.m., flexitime. Call Elly McIntyre, Ext. 2-9650.

•Ride needed from 740 Mississippi Blvd., Bettendorf, to Bldg. 68, 6:45 a.m. to 3:15 p.m., flexitime. Call Dawn Murphy, Ext. 2-9707.

•Riders wanted from Savanna / Mount Carroll and points south to Bldg. 350, 6:30 a.m. to 4 p.m., AWS. Call Randy Stec, Ext. 2-7447, or Charles Mason, Ext. 2-7261.

To place your free car pool notice, send the following information to SIORI-RM-P (Target) or to the e-mail address "target. Your name, telephone extension, work hou (indicate flexitime and/or AWS / CW home address or location, and work locatio Specify if you need a ride, or riders and drivers for an existing car pool.

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In The Spotlight

•The three winners of an children's essay contest centered around the theme, "Why Being Drug Free is Important to Me," have been announced. The contest was held as part of the annual Red Ribbon Campaign.

Winners were 10-year-old **Grace Stierwalt**, whose essay stated, "Because I am drug free, I know how to make the right choices."; 8-year-old **Lindsey Manning**, whose essay stated, "I like being drug free because I have more fun and friends this way."; and 7-year-old **Nick Petrone**, whose essay stated, "I don't use drugs because I like the way I am."

•**Joseph Kenney**, an AMC intern in IOC's DCS for Resource Management, recently passed the bar examination in the state of Nebraska and was sworn in as an attorney. Mr. Kenney attended law school at Creighton University in Omaha.

•The sons of two Arsenal Island employees will play soccer in Europe this summer, providing that fund raising efforts are successful.

Ryan Flockhart, whose mother is Linda Flockhart of RIA's Community and Family Activities Directorate, and **Derek Thomas**, whose mother is Karen Thomas of ACALA, were selected for the East-West Ambassadors during a tryout at the Quad City Sports Center. The team was assembled from youth soccer players from across the nation.

If you know of an individual or group of individuals who belong in the spotlight, send your information to the Target at SIORI-RM-PA or to the e-mail address "target."

Arsenal Island People

Length of Service

35 years
Theodore Blakey
Elizabeth Hennes
Richard Noppe
James Schroeder

30 Years
Brenda Boyd
Harley Devilder
Robert Ericksen
Donald Frericks
Fred Lue
John Martin
Hazel Moore
Judith Morgan
Loretta Pralle
Arlene Vogel
Paul York

Suggestion Awards

John Allcott
Cathy Atherton
Richard Benson
Teresa Blackburn
Thomas Boetger
Franklin Cheng
Jeffrey Cochuyt
Ray Culbertson
Vincente Esquevil
Joseph Findley
Donald Foss
Byron Gaskins
John Hartman
Jack Hartwig
Patricia Jacques
Mike Kensinger
Donald Kisling
Nancy Kline
Mike Luckey
Kevin Moore
Jerome Moscinski
Timothy Schumacher
Patricia Staley
Brent Starkey
George Stoken
Mike Yaudas
Kathy Zingre

Ladies Golf League presents annual awards

The RIA Ladies Golf League has ended its 1995 season and presented its annual awards. Winners are as follows:

Top teams: Carol Cunningham and Ruth Hornbuckle, 1st place; Barb Caswell and Sally Cecil, 2nd place; Donna Whitcomb and Kay Olson, 3rd place.

Low average: Kay Olson. **Most improved average:** Isabelle Hanson. **Low net score:** Pat Grimm and Karen Terry. **Low team net:** Carol Maske and Jane McDonnell.

Tournament winners: Sally Cecil, championship flight; Barb Reiland, A flight; Jodie Franich, B flight; Isabelle Hanson, C flight.

Officers for 1996: Dena Porterfield, president; Jodie Franich, vice president; Sandy Engholm, treasurer; Patty Nemerguth and Donna Whitcomb, secretaries.

Annual awards ceremony held



MARY DITCH



GREG ZELNIO

The sixth time proved to be the charm for Mary Ditch, who has been named as Arsenal Island's Outstanding Employee With a Disability for 1995.

A personnel clerk in RIA's Civilian Personnel Office, Ms. Ditch had been nominated for the award the five previous years before being selected this year.

The Davenport native lost her hearing as a child, when she suffered nerve deafness in both ears after being hit by a car. Soon after the accident, she was trained in lip reading; over the years, she became very proficient at the skill.

While lip reading has enabled her to communicate with the hearing, Ms. Ditch recently opened a new channel of communication to the deaf by learning sign language. This ability and willingness to communicate with all customers and coworkers was cited in Ms. Ditch's award nomination.

Known for her warm smile and pleasant demeanor, Ms. Ditch performs a number of clerical duties which require her to interact with dozens of different people in the course of a day. Despite her lack of hearing, Ms. Ditch does her job so well that she was named CPO's Employee of the Quarter earlier this year.

"My attitude is that, no matter what your disability, you can do it if you really want to," Ms. Ditch said. She's proven this a number of time by successfully tackling special projects outside the scope of her regular duties.

Ms. Ditch was presented with her award during the annual National Disability Employment Awareness Month ceremony sponsored by RIA's Committee for the Disabled. Also honored were the two other nominees for the award, Connie Rupp of CPO and Charles Fiser of ACALA.

The three nominees for the Outstanding Supervisor Award, given annually to the supervisor who best supports the disabled employment program, were Gerald Boyd of CPO, Gale Hart of ACALA, and Gregory Zelnio of IOC's DCS for Resource Management. The award was presented to Mr. Zelnio, who serves as chief of the Value Engineering Division.

Mr. Zelnio was nominated for the award by a disabled employee who has since moved to another division but who praised Mr. Zelnio for providing adequate accommodations and creating career development opportunities.

"I'm flattered that one of my employees took the time to write me up," Mr. Zelnio said. "My main goal is to help the people I work with succeed, which is what this award is about, so receiving it is quite an honor."

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