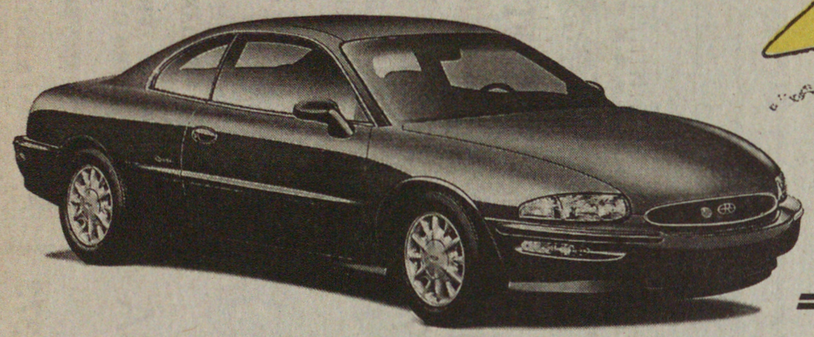
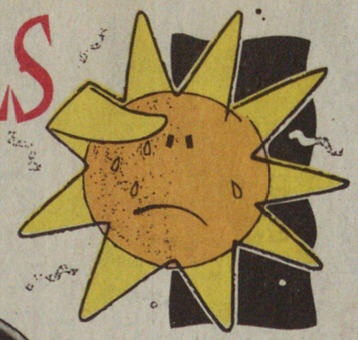
SIZZLING SPECIALS



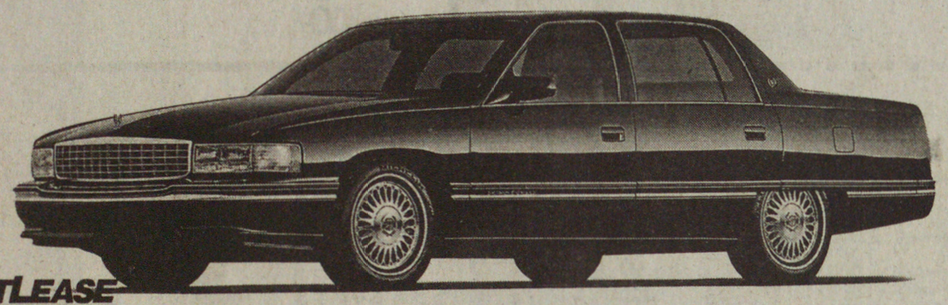


SMARTLEASE by GMAC

1995 BUICK RIVIERA

Single payment 24 months closed end lease, based on 30,000 miles, 10¢ per mile over. Total down $15,135.00 includes 24 payments, taxes, license, title. Residual value is $20,653.00 With approved credit.

$15,135



SMARTLEASE by GMAC

1995 CADILLAC DeVILLE

Single payment 24 month closed end lease. Based on 24,000 miles, 10¢ per mile over. Total down $17,307.00, includes 24 payments, taxes, license, title. Residual value is $24,319.00. With approved credit.

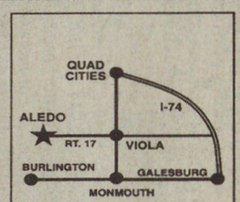
$17,307

Where Nice & Easy Does It

Essig Uftring SUPERSTORE

309–582–5336 or Toll Free IL 1–800–441–6537

Chrysler • Plymouth • Dodge • Chevrolet • Oldsmobile • Buick • GMC Trucks • GEO • Pontiac • Cadillac



2204 Southeast Third
Aledo, IL

BULK RATE
U.S. POSTAGE
PAID
THE TIMES RECORD
ALEDO, IL 61231
PERMIT NO. 6

THE TARGET

JUNE 1995

"Arsenal Island's Community Newspaper"

Vol. 40, No. 11 — Rock Island, Illinois



ONE NATION MANY CULTURES

The American cultural mosaic will be celebrated on Arsenal Island on June 21 and 22 during the annual American Heritage celebration. American Heritage '95 will feature live events, such as Native American dancing, plus much more. Look inside for more details.

THE TARGET
JUNE 1995
SECTION A 8 PAGES

INSIDE THIS SECTION

- Flag courtesy to be enforced – *page 3A*
- Blood donation site relocated – *page 5A*
- RIA seeks HEARTS trainers – *page 7A*

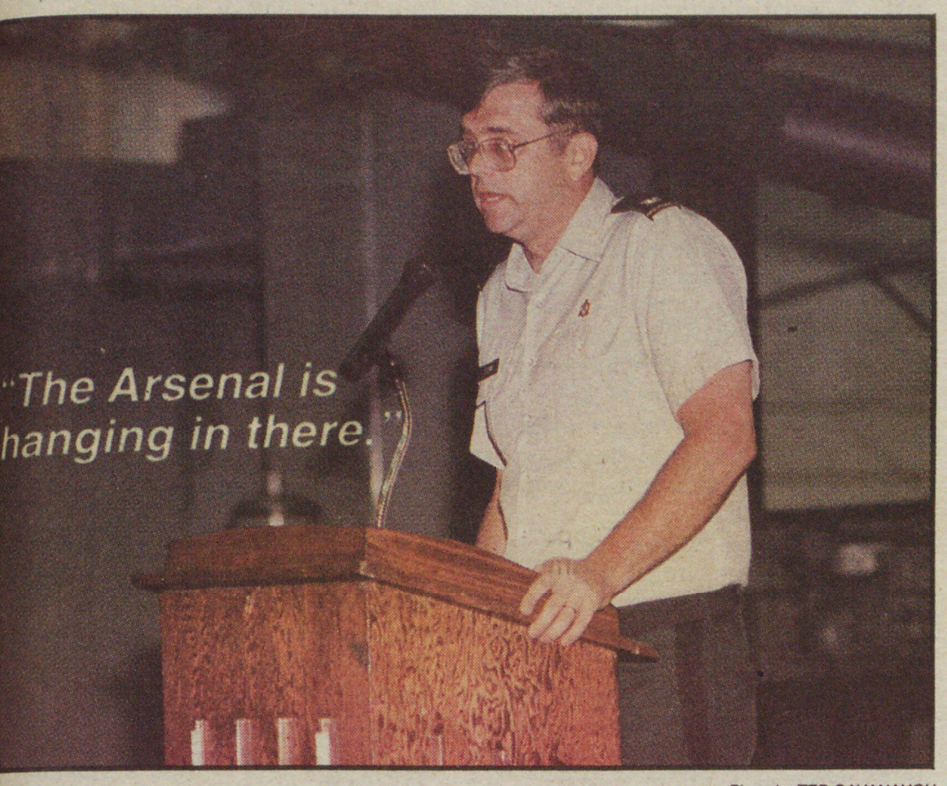


Photo by TED CAVANAUGH

RIA commander updates workforce

By PAUL LEVESQUE
Target Editor

As he looked out over the crowd of employees who had gathered to hear him, and into the camera which was projecting his image live around Arsenal Island, Col. John Storm began his remarks by commenting on what was probably on the minds of most in his audience.

"Many of you may believe that I've decided to talk to the entire workforce because I have some bad news to tell you," the RIA commander said. "But, in fact, there is no big shoe to drop."

Instead, Col. Storm said, the purpose of his appearance was to update Arsenal employees on the overall state of RIA in light of significant events and changes that have occurred in recent years.

The address by the commander took place May 24 in front of an audience of employees in Bldg. 208. It was broadcast live via closed-circuit television and taped for later viewing on CCTV. Col. Storm's introductory remarks were followed by a question-and-answer session.

"The main question I hope to help answer today is: How's the Arsenal doing?" Col. Storm remarked. "And the best answer I can give you is: The Arsenal is hanging in there."

And the Arsenal should continue to hang in there, Col. Storm said, despite the impending loss of two mainstays of RIA's workload. Both the M198 howitzer — which, Col. Storm pointed out, was "designed here, tested here and manufactured here" — and the M119 howitzer are scheduled to be phased out of production, with no new orders due after the orders of current customers are met.

The search for new workload to replace howitzer production is taking place in the midst of what Col. Storm described as "a battle being waged over the defense industrial base," which includes facilities such as the Arsenal.

"Some people believe that the entire defense industrial base should be privatized, but I disagree with that," Col. Storm said, drawing spontaneous applause.

"We've always been here to perform the work which the private sector can't do or won't do," he continued. "Most importantly, I believe that we've proven that we can compete with the private sector in terms of flexibility, capacity, responsiveness, quality and cost. Through further improvement, we can inoculate ourselves against those who wish to privatize our workload."

On the quality side, Col. Storm noted that the Arsenal had just gone through an extensive audit related to RIA's continued status as the only government-owned, government-operated facility certified in the CP2 quality program. The audit was successful overall, he stated, and should advance RIA's efforts toward certification in ISO 9000, a program involving international quality standards.

On the cost side, Col. Storm pointed out that the Arsenal's efforts to reduce and control costs should enable RIA to lower its hourly aggregate labor rate next year, thus improving its ability to compete.

In regard to flexibility, Col. Storm stated that this trait is what's enable Rock Island Arsenal to survive more than 130 years.

"Back in the 1800s, we were manufacturing tin cups and horse-drawn artillery carriages here," he remarked. "To make it into the next century, we'll have to demonstrate the willingness and the ability to take on different lines of work."

Col. Storm said that the possible types of new workload that might come to the Arsenal includes overhaul projects traditionally performed at depots and, further down the road, a new soft recoil howitzer. However, he added that RIA would avoid taking on work, such as certain sub-contracts, that it could not perform economically, since incurring a loss on one project would force up overall costs.

"I should caution you that we're still awaiting decisions on workload, and that the new systems which I've mentioned still must be tested and proved out," Col. Storm said. "In the meantime, it's important to maintain the workforce and retain our critical skills. It's getting tougher to do that, but I believe the situation is positive overall."

Cuts in defense spending have reduced the resources available to the Arsenal, which have forced reductions in the size of the workforce. To date, Col. Storm said, the Arsenal has been able to make those reductions through voluntary separations brought on by the now-familiar VERA/VSIP incentive programs.

In response to an employee question as to whether or not he thought a reduction in force would be needed, Col. Storm said, "At this time, no. But, if the situa-

Turn to 'Commander's update,' page 2A

American Heritage '95 takes place June 21-22

Arsenal Island will celebrate the rich cultural heritage enjoyed by the United States on June 21 and 22, the dates of the annual American Heritage celebration.

American Heritage '95 will feature live events, cultural displays, food booths, informational presentations and more. The center of activities will be the lawn in front of Bldg. 60. In the event of inclement weather, activities will be moved indoors to the Main Cafeteria.

"One Nation — Many Cultures" has been selected as the theme for American Heritage '95. The theme reflects the purpose of American Heritage, which is to build unity by increasing the knowledge and understanding of the various cultural groups which make up the American mosaic.

The celebration officially begins at 9 a.m. on Wednesday, June 21, with the American Heritage opening ceremony. The keynote speaker at the ceremony will be Berlinda Tyler-Jamison, director of corporate planning for Trinity Health Systems.

Remarks will also be delivered by RIA commander Col. John Storm and by Gail Satterwhite, chief of the Arsenal's EEO Office. Capt. Ernest Wood will deliver the invocation and the benediction.

During the ceremony, local artist Dorothy Pate will present a painting of a matador to the Arsenal. Children from RIA's Youth Day Camp will sing "We Are the World." Music will also be provided by the RIA Band and Chorus under the direction of Daniel Roman.

The ceremony will also feature the announcement of the winner of the American Heritage theme contest, and the winner of the EEO Person of the Year Award.

Following the ceremony, live events will begin on the main stage. On that day and on Thursday, June 22, events will begin at 10 a.m. and continue until approximately 12:30 p.m. Those will also be the hours of the food booths and the outdoor displays and demonstrations.

Five general cultural groups will be spotlighted during American Heritage '95. Here is a rundown of the activities associated with each of the groups:

Native American/Alaskan Native: Performances by the Quad City Native American League will feature music and dance, and stories told in the traditional fashion, including tales of the spiritual significance of Arsenal Island to the Mesquawki tribe.

A teepee will be set up, and live demonstrations by a basket weaver, a bead worker, a blacksmith, a cloth spinner and a maker of dream catchers will take place. Food booth items will include Indian tacos and fried bread.

Asian American/Pacific Islander: The Asian Dragon dance troupe will put on a live performance, as will the Nrityanjali School of Indian Performing Arts. Demonstrations of the arts of origami and calligraphy will be held. Food booth fare will include lo

Turn to 'American Heritage,' page 3A



AMERICAN HERITAGE SCHEDULE OF EVENTS

WEDNESDAY, JUNE 21

Opening ceremony — 9 a.m. Keynote speaker: Berlinda Tyler-Jamison, Trinity Health Systems. "We Are The World" performed by kids from RIA Youth Day Camp; presentation of painting by Dorothy Pate; music by RIA Band and Chorus. Theme contest winner and EEO Person of the Year announced.

Live events — Quad City Native American League dance and cultural display; dance by Imani and by the Nrityanjali School of Indian Performing Arts; gospel singing by Toi Allen; Quad City Ballet Folklorico; Society of Creative Anachronisms medieval reenactment.

THURSDAY, JUNE 22

Live events — Triple Take dance group; storytelling by Quad City Native American League; Quad City Ballet Folklorico; Asian Dragon dance troupe; vocal duet by Curtis Cheatum and Tammy Wilson; jazz and blues by Harmonica Slim.

DEMONSTRATIONS AND DISPLAYS

Native American bead worker, dream catcher maker, basket weaver and teepee; blacksmith and cloth spinner; traditional Asian origami and calligraphy; World War II display on contributions of local Hispanic community; display of African American antiques and on African American military officers; bicycle invention by Kenneth Keyes; Quad City Minority Chamber of Commerce and Job Training Partnership Act representatives.

FOOD BOOTHS

Menu will include tacos, enchiladas, butterfly pork chops, pork burgers, German potato salad, bratwurst, Polish sausage, buryani, chicken curry, barbecued ribs and chicken, red beans and rice, fried bread, lo mein, egg rolls, crab rangoon and more.

CAISSON ROOM

Will feature display of cultural items on loan from employees and booth on "Show Me The Ropes" mentoring program. Open June 20, 10 a.m. to 1 p.m.; and June 21-22, 9:30 a.m. to 2 p.m.

SHUTTLE BUSES

From six locations: AMEC; Clocktower; Bldg. 212 (by guard gate); Bldg. 299 (north side); Bldg. 340 (V area); and Bldg. 350.

Commander's update

Continued from page 1A

tion changes, I can't absolutely rule out a RIF."

Col. Storm explained that the Arsenal was in the midst of an Army Materiel Command study which, in part, is designed to determine the number of people needed to perform particular work functions.

"The results of that study still aren't in, so I can't tell you what impact it will have," he stated. "But I can tell you that we've done exactly what needs to be done based on the guidelines we've received so far.

"I expect that we'll go into fiscal year 1996 at the level of employees and work-years we've been told to reach," he continued, "and that we should be able to maintain an average size at that level throughout FY96."

When FY96 begins, RIA will have a new organizational structure in place, the product of an internal study known as Pavemover. Col. Storm said that the Pavemover TDA was pending final approval and that employees would receive more information about it before the start of the new fiscal year.

"In line with the National Performance Review, the Arsenal will have a flattened organization, with fewer layers of supervision and management and more teaming among employees and organizations," Col. Storm said. "This should make us even more competitive and cost-effective."

Col. Storm said that RIA's labor-management partnership had played a key role in organizational change and other areas, and praised members for their spirit of cooperation.

One issue currently being worked by the partnership is the introduction of an alternate work schedule, under which employees can adopt work schedules different from the traditional eight-hour-day and five-day week.

Col. Storm noted that RIA's adoption of the alternate work schedule had been delayed by factors such as the ongoing AMC labor study, but pledged that employees would be notified of action on this issue by the end of this summer.

As the base closing and realignment process winds to a conclusion, Col. Storm said, it appears that the Arsenal will "survive BRAC." Meanwhile, new tenants such as the Defense Finance and Accounting Service have set up shop on the island.

"We're attractive to agencies like DFAS, simply because our infrastructure is much better than that found at other facilities," Col. Storm. "This is a tribute to our base operations people, who've carried on their mission despite significant losses in numbers."

According to Col. Storm, the Arsenal is trying to prepare itself for the 21st century through investments in modernization, but that its ultimate success would still be based on old-fashioned hard work and customer service.

"It's up to all of us to maintain the great reputation which we enjoy," he said.

"I expect that we'll go into fiscal year 1996 at the level of employees and work-years we've been told to reach."
Col. John Storm

Island Fest linked to World War II activities

Arsenal Island's annual Island Fest celebration for 1995 will become part of a community-wide series of events celebrating the 50th anniversary of the end of World War II.

The Island Fest/World War II Victory Celebration will take place the weekend of Aug. 12-13. All events will be open to the public, including some which previously were only open to civilian employees and military personnel of the island.

However, civilian employees and active military will be offered discounts on food served at the Arsenal on Saturday, Aug. 12, the day when events associated with Island Fest will take place.

The Arsenal's calendar of events for Aug. 12 runs from 8 a.m. to 6 p.m. Memorial Field will serve as the center of activities.

An opening ceremony will take place at 10 a.m. Gen. Wayne Downing, who commands the U.S. Special Operations Command, is scheduled to serve as keynote speaker. The ceremony will also feature an appearance by about some Medal of Honor winners, whose medals will be on display.

As it now reads, the day's schedule also includes military bands and drill teams; military displays; displays of World War II memorabilia; World War II reenactors; a tour of the Arsenal's historic homes; a historical tram tour of the island; tours of RIA's manufacturing area and of the Defense Megacenter; and, if available, the "Moving Wall," a touring replica of the Vietnam Veteran's Memorial in Washington, D.C.

Throughout the day, participants will be able to take place in team and individual sporting events such as softball, sandlot volleyball, three-on-three basketball, horseshoes and more. Call the Fitness Center at Ext. 2-6787 for details.

A food court featuring an assortment of food, refreshments and beverages will be set up at Memorial Field. Also available will be a variety of children's activities, including the Moonwalk and a petting zoo.

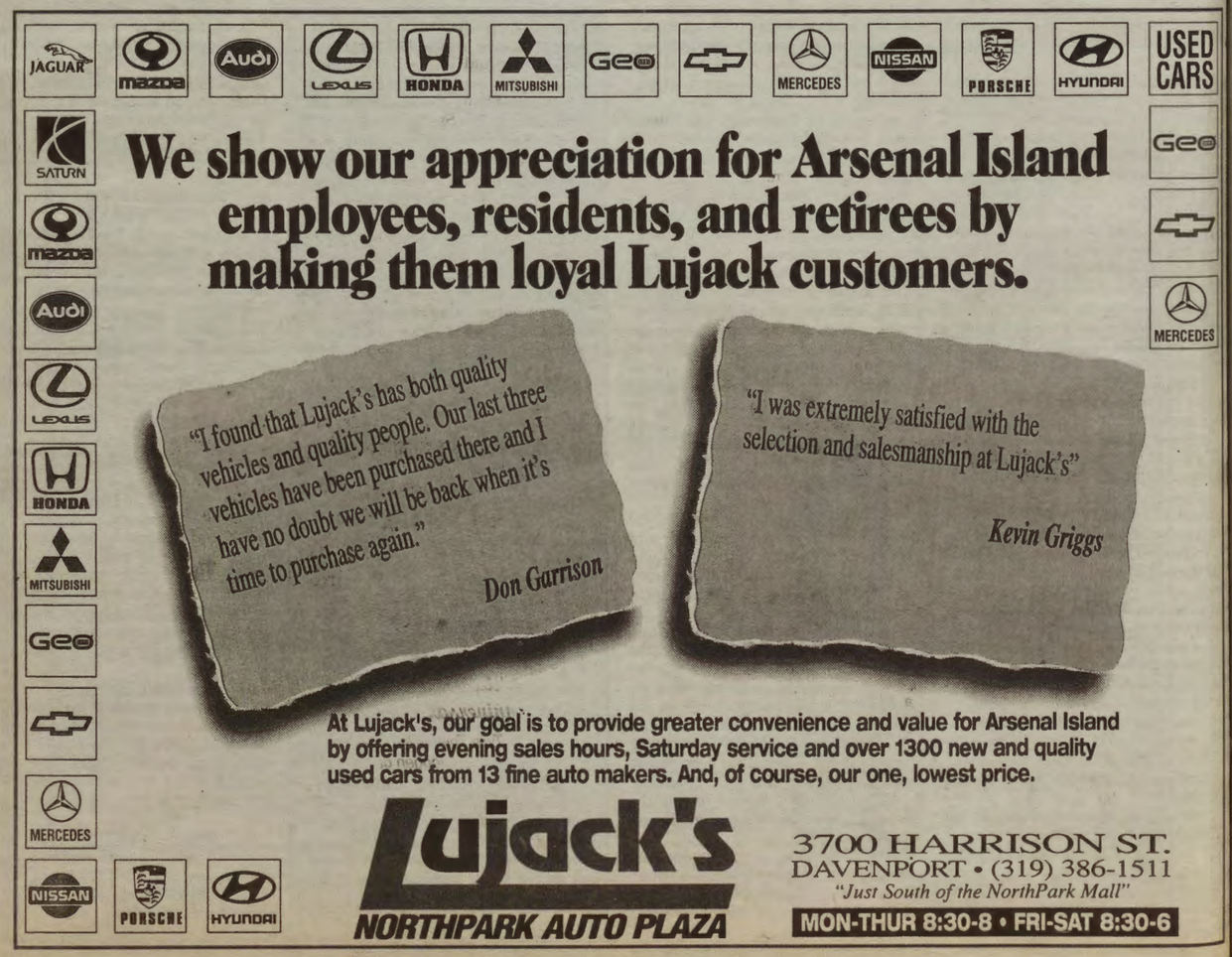
Volunteers are needed to help with children's activities. If you'd like to volunteer, call Ext. 2-7544.

Events on Sunday, Aug. 13, will begin at 9 a.m. with a wreath laying ceremony at the All Veterans Memorial at Memorial Park Cemetery in Davenport. A parade through downtown Davenport is scheduled to step off from John O'Donnell Stadium at 11:30 a.m.

The Army Soldier Show will return to the Quad Cities with a free performance at the Mark at 3 p.m. The show is a repertory act highlighting the talents of active duty soldiers from units around the Army.

Festivities are scheduled to end at the Mark with a "victory dance" at 8:30 p.m.

Look for more information on Island Fest and the World War II Victory Celebration in the July issue of the *Target*.



Enforcement of flag courtesy rules begins June 14



Arsenal soldiers furl the flag following a retreat ceremony. All civilian and military employees and visitors are required to render respect to the flag during reveille and retreat.

A program for enforcing the rules of flag courtesy is scheduled to begin on Arsenal Island on or about June 14, which is Flag Day.

The flag courtesy rules in question apply when the flag is raised for the day at reveille and lowered for the day at retreat. Reveille occurs at 6:30 a.m. and retreat is at 5 p.m.

As outlined in a local regulation, military personnel are required to face the flag at reveille and retreat at the first note of music, come to attention and render a salute. Civilians should face the flag with their right hands over their hearts until the music ends. Men are required to remove their hats, but women need not do so.

Under the rules, anyone who is in a vehicle during reveille and retreat must stop, step out of the vehicle and render respect as above. Individuals with physical disabilities who cannot leave their vehicles should still stop and face the flag in respect.

The rules, which apply to employees and visitors alike, have repeatedly been violated in recent months. The goal of the enforcement program is to reduce, and possibly end, those violations.

To enforce the rules, an RIA police officer will be stationed on Rodman Avenue in front of the flagpole. The officer will stop traffic and render respect to the flag.

During the first phase of the enforcement program, motorists who fail to stop and render respect will be issued a warning letter which explains the rules of flag courtesy. Later, violators will receive an administrative citation.

Unlike traffic or parking citations, administrative citations come with no cash fines or other criminal penalties. However, the commander is authorized to bar repeat offenders from driving on the installation.

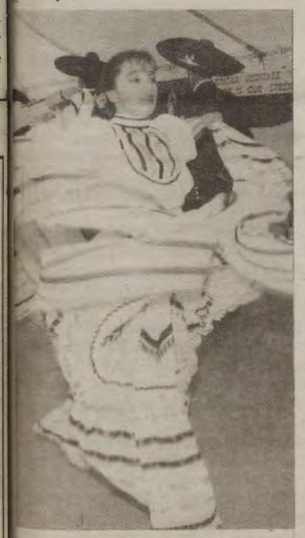
American Heritage

Continued from page 1A

hein, egg rolls, crab rangoon, buryani nd chicken curry.

Black American: The schedule of performers includes dance by Imani; music by Harmonica Slim, a jazz and blues band; and singing by gospel vocalist Toi Allen and by the vocal duo of Curtis Cheatum and Tammy Wilson, both of whom are Arsenal Island employees.

Displays and demonstrations will include African-American antiques; information on black military officers; representatives from the Quad City Minority Chamber of Commerce; and a bicycle invention by employee Kenneth Keyes. Food booth items will include barbecued ribs and chicken, catfish, and red beans and rice.



Quad City Ballet Folkorico will perform during American Heritage '95.

Hispanic American: Traditional dances will be staged by Quad City Ballet Folklorico. A World War II commemorative display will highlight the contributions made by the local Hispanic community in winning the war, both in uniform and at RIA. Tacos and enchiladas will be among the food booth items.

Multi-Ethnic American: A unique stage performance will be put on by the Society of Creative Anachronisms, a medieval reenactment group. Food booths will feature Polish sausage, butterfly pork chops, bratwurst, German potato salad and Belgian waffles.

During American Heritage '95, the Caisson Room will be the site of a display of cultural items on loan from employees. The room will be open for extended hours, from 10 a.m. to 1 p.m. on Tuesday, June 20, and from 9:30 a.m. to 2 p.m. on June 21 and 22.

It's not too late to loan a cultural item for the display. Call Kathy Fitzpatrick at Ext. 2-4165 or Rosie Clark at Ext. 2-4150 for more information.

The Caisson Room will also be the site of an information booth on the "Show Me The Ropes" mentoring program, where employees can learn more about the program and pick up applications.

Shuttle bus service will be available from six stops on Arsenal Island to the American Heritage site. The shuttle will leave from the Army Management Engineering College; the Clocktower Building; Bldg. 212, by the guard gate; the north side of Bldg. 299; Bldg. 340 in the V area; and Bldg. 350.

Special Emphasis Committee serves as EEO's 'eyes and ears'

A committee of Arsenal Island employees is in place to serve as the "eyes and ears" of equal employment opportunity among the workforce.

The Commander's Special Emphasis Program Committee is made up of a cross-section of employees, both in terms of racial, ethnic and gender composition and in terms of representation among the various organizations based on the Arsenal.

All committee members are volunteers who applied for membership through the EEO Office. They serve two-year terms which expire in alternating years. Thus, in any given year, half the committee members are serving in their first year and half are serving in their second.

No new members are currently being sought. The next call for new members should not go out until October 1996.

According to its vision statement, the Commander's Special Emphasis Program Committee is here to assist women and minorities in achieving their career potential and to eliminate barriers to their advancement; to work with organizations and individuals who share their concern for the elimination of discrimination; and sponsor special events and training sessions for all employees.

This year, the committee also provided central planning for American Heritage 95.

While committee members cannot handle complaints of discrimination, they can help explain EEO and personnel processes and policies to employees.

Here is a list of the current members of the Commander's Special Emphasis Program Committee:

- Lilly Barroso, AMXOM, Ext. 2-0404.
- Brenda Bates, SMCRI-PCL-C, Ext. 2-1263.
- Theodore Blakey, URMN, Ext. 2-8403.
- Janice Bryson, AMSMC-PPA, Ext. 2-5279.
- Charles Cervantes, SMCRI-EO, Ext. 2-2512.
- Robert "Curtis" Cheatum, SMCRI-DLA-C, Ext. 2-0827.
- Ellen Christiansen, SMCRI-DLD, Ext. 2-5190.
- Linda Cross, AMSMC-TMP, Ext. 2-6841.
- Earl Davis, AMSMC-LGL-O, Ext. 2-7589.
- Betty Dickson, SMCRI-PWE, Ext. 2-2179.
- Mary Diem, SMCRI-DLT, Ext. 2-1363.
- Stanley Easter, AMSTA-AC-LGL-O, Ext. 2-7117.
- Byron Gaskins, AMSTA-AC-MMN-M, Ext. 2-4674.
- Bonnie Hentges, SMCRI-IMC-I, Ext. 2-2018.
- Jack Hernandez, SMCRI-AO5, Ext. 2-5683.
- Venita Holmes, SMCRI-EO, Ext. 2-2604.
- Jeff Lewis, AMSMC-SIF, Ext. 2-4602.
- Peter Lui, SCBRD-EN, Ext. 2-5088.
- Diane Meyer, AMSTA-AR-QAW-A, Ext. 2-6703.
- Carole Nagel, SMCRI-IMR, Ext. 2-2492.
- Glenda Nelson, SMCRI-CTA, Ext. 2-8639.
- James Pegram, AMSTA-AC-SAE, Ext. 2-1723.
- Jeanetta Robinson, SMCRI-DLM-RC, Ext. 2-3572.
- Ellen "Joyce" Sanchez, AMSMC-SIF, Ext. 2-4602.
- Laulak Siddique, AMSMC-IRO, Ext. 2-2083.
- Earnest Vaughns, SMCRI-DLF, Ext. 2-5623.
- Dena Williams-Newby, AMSMC-AEE, Ext. 2-3164.

Measure your knowledge of diversity

The face of the American worker is changing rapidly. Today, places of employment in both the private and public sectors are becoming increasingly diverse, reflecting both social changes and changes in the overall make-up of the population.

How much do you know about the diverse workforce of today and tomorrow? To find out, take the following quiz. It's part of a larger test developed by David Tulin, a consultant on diversity issues for the Department of Defense. Look for the answers on page 5A.

1. By the year 2000, which one of the following ethnic minority groups is predicted to be the largest in the United States?
a. African Americans; b. Hispanics; c. Native Americans; d. Asian Americans.

2. Corporate managers from Asian backgrounds have consistently observed that:
a. they have benefited from positive assumptions about their work ethic; b. they have been discriminated against in all areas; c. they have been assumed to be good at technical tasks but weak at people management; d. they have been promoted to managerial positions but excluded from technical positions.

3. In Latino families, one of the highest values is:
a. achievement; b. money; c. being on time; d. respect for elders.

4. One of the most common complaints of employees with physical handicaps is:
a. they are constantly taken care of; b. they are treated as though they are invisible; c. they are asked to perform duties beyond their capabilities; d. they are regularly asked about their condition.

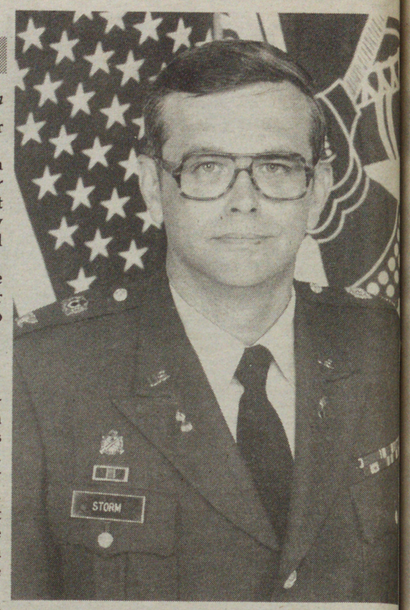
5. White men now compose what percentage of the workforce?
a. 81 percent; b. 53 percent; c. 48 percent; d. 37 percent.

6. In 10 years, new entrants to the workforce will be comprised of what percentage of minorities, women and immigrants?
a. 30 percent; b. 75 percent; c. 50 percent; d. 20 percent.

Twin Towers Hall
3031 Seventh Street ■ North Wing ■ Moline, IL 61265
Banquets ■ Parties ■ Receptions
For Your Special Events
• Wedding Receptions • Holiday Parties
• Anniversary Receptions • Banquets • Dances
Twin Towers Hall will accommodate up to 350 people.
Large wooden dance floor, bar and complete menu.
Large lighted parking lot.
Join us for....
Super Bingo • Wednesdays - 6:30 p.m.
Fish & More • Fridays - 5:00 - 7:30 p.m.
Singles Dance • Sundays - 6:00 - 11:00 p.m.
For More Information - Call 764-0889

Commander's Corner

By Col. John L. Storm



June 14: A date to note

When the Continental Army formally came into being on June 14, 1775, no one gave it much chance of lasting one year, let alone 220.

The Army, under the command of George Washington, was nothing more than a ragtag band of volunteers sent by a group of colonies united by little except their desire for liberty. They were faced with what looked like an impossible mission: Defeating the British, who then possessed a military force believed to be the finest in the world.

Through good leadership, perseverance, and a little luck and outside help, George Washington's Army achieved the impossible mission. The British surrender at Yorktown was the first in a series of triumphs for what, by then, was the U.S. Army.

Today, our Army is undoubtedly the finest fighting force in the world. It is made up of men and women who, like the members of the Continental Army, are volunteers dedicated to their mission and willing to put their lives on the line for freedom. We draw strength and unity from our great tradition, now being celebrated again as we remember the 50th anniversary of the end of World War II.

The Army's 220th birthday holds special meaning for all the people of Rock Island Arsenal. Throughout the years, this installation has provided outstanding support to our soldiers in the field. That rich tradition continues today.

Along with being the Army Birthday, June 14 is also Flag Day. This is a day on which all Americans should take the opportunity to show their pride in the banner representing a great nation.

On Flag Day, the Arsenal will begin a program intended to enforce the rules of flag courtesy. *(For details, see the story on page 3A.)* It is unfortunate that we've had to do this, but necessary because voluntary compliance simply hasn't worked as well as we had hoped.

I know that the vast majority of employees have great respect for the flag, and so will consider an honor to render that respect. Our flag represents all of us, so all of us should be proud of our flag.

American Heritage '95

The legion of proud Americans who are represented by our flag, and who march in our Army, can trace their origins to all points of the globe. This diversity is one of the primary sources of our strength.

However, the cultural diversity of America has only truly been reflected in the workplace in recent years. As barriers have come down, people with different traditions and perspectives have begun working side by side. This social change has occurred at a time when teamwork and communication are becoming more and more important to an organization's success.

The upcoming celebration of American Heritage '95 can help us achieve that success by increasing our knowledge and understanding of all cultures, including our own. American Heritage is designed to be a great learning experience in a fun, relaxed atmosphere.

This year's American Heritage celebration takes place on June 21 and 22. What you see on those da will be the product of plenty of hard work by a lot dedicated people. I'd like to thank everyone who h worked on American Heritage '95. I'm looking fo ward to it, and I hope that you are too.

TOUR ARSENAL ISLAND
By bicycle.....or by trolley

Rangers from the Rock Island District of the U.S. Army Corps of Engineers will lead guided bicycle tours of Arsenal Island this summer.

The bicycle tours are scheduled for 10 a.m. on the following weekend dates: June 24, July 9, July 29, Aug. 19 and Sept. 3. The tours take about two hours.

All those taking the tours must provide their own bicycles. Helmets are suggested but not mandatory. Children under age 8 must be in a safety seat or child carrier; children between ages 8 and 12 must be accompanied by an adult.

The tours begin and end at the Visitor Center at Lock and Dam 15 and include stops at a number of points of interest, including the first railroad bridge across the Mississippi, the site of the Confederate prison camp, the old Moline lock, and the Clocktower Building.

Group sizes are limited to 15 people and reservations are recommended. To reserve a spot, and for more information, call the Visitor Center at 794-5338.

Metro Link will conduct historic trolley tours of Arsenal Island on Saturdays throughout this summer.

The trolley tours began June 3 and continue through Sept. 9. No tour will be conducted on Aug. 12 due to Island Fest.

The two-hour tours leave at 2 p.m. from the Plaza One Hotel in downtown Rock Island. The cost is $8 per person and reservations are required.

The tour route includes 30-minute stops at the Mississippi River Visitors Center and the RIA Museum. It will pass sights such as the Colonel Davenport Home, Quarters One, and the Confederate and National Cemeteries. A guide will provide narration.

The tour concludes with a stop at Memorial Park for a snack and beverage, which are included as part of the fee.

To make reservations for either the Arsenal or the city tour, and for more information, call Metro Link at 788-3360.

THE TARGET

RIA Commander COL. JOHN L. STORM
Editor PAUL LEVESQUE
Advertising Director MIKE ARTH

The Target is an unofficial publication authorized by AR 360-81 and published for the benefit of Arsenal Island employees, retirees, residents and visitors. The contents of the Target are not necessarily the official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, Rock Island Arsenal, or any agency or activity based on Rock Island Arsenal.

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.

The Target is printed by the Times Record Company, a private firm in no way connected with any agency of the U.S. Government, under an exclusive written contract with Rock Island Arsenal. The Times Record Company is responsible for all commercial advertising printed in the Target.

Everything advertised in the Target shall be made available for purchase, use or patronage without regard to the race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation, or any other nonmerit factor of the purchaser, user or patron. If a violation or rejection of this equal opportunity policy by an advertiser is confirmed, the printer shall refuse to print advertising from that source until the violation is corrected.

The appearance of advertising in this publication, including inserts or supplements, does not constitute an overt or implied endorsement by Rock Island Arsenal or any other U.S. Government agency, or by the Times Record Company, of the products and services so advertised.

Inquiries about editorial material should be referred to: Rock Island Arsenal, ATTN: SMCRI-AP (Target), Rock Island, IL 61299-5000. Telephone: (309) 782-6754, DSN 793-6754. Local email address: target. Inquiries about advertising should be referred to: The Times Record Company, 113-115 South College Avenue, Aledo, IL 61231. Telephone: (800) 582-4373.

Letters

Complaints about Bldg. 350 are aired

Editor:

The majority of IOC Headquarters is now crammed into Bldg. 350. This a six story building with three passenger elevators, at least one of which is always broke down.

On top of the generally poor working environment (filthy carpet, cramped wo stations, etc.) we must endure the cleaning crew working around us during the da Not only do they come and vacuum around your feet while you are trying to t on the phone, they clean the restrooms during working hours so that some of the are always shut down when you need them the most.

What, if any, are the plans to upgrade Bldg. 350 into a facility worthy of being headquarters of one of the largest commands in AMC? Also, how about rewriti the janitorial contract so that work is done at night?

Name withheld by reque

RIA's Directorate of Public Works, which manages the maintenance of Bldg. 350, do not believe that the facts support these sweeping criticisms of Bldg. 350. Here are so specific responses:

•Several years ago, AMCCOM Headquarters spent approximately $10 million on project to upgrade Bldg. 350. Modular work stations were installed, and new carpeting w placed on the floors.

It turned out that placing carpeting in the aisles was a mistake, due to high traffic. (T aisle may well be the site of the "filthy carpet" cited in the letter.) Plans call for aisle carpetin to be replaced with new floor tile and carpet runners beginning this summer.

•The modular furniture selected for Bldg. 350 was designed and laid out to give ea employee adequate work space. Since the improvements were carried out, the number people who work in Bldg. 350 has been reduced by several hundred, opening up even mo work space. By the standards of government and of private industry, Bldg. 350's wo stations could hardly be described as "cramped."

•When the improvements were made to Bldg. 350, an additional passenger elevator w installed, meaning that there are now four elevators in the building and not three as stat in the letter. Our records do not support the statement that one of the elevators is "alway broken down," but show that all four elevators are in working order on most days.

One elevator did suffer from an elusive problem over a period of three recent weeks, b that problem may now have been solved. Our service contract calls for a 30-minute respons time whenever a problem with an elevator is reported, a criterion which our contractor ha never failed to meet.

•In regard to custodial service, the frequency of these services was recently reduced pr the request of AMCCOM Headquarters as a cost saving measure. Nevertheless, a recen customer survey found overall satisfaction with our custodial service.

Our custodial contract is set up to accommodate either day or night cleaning service a the same cost. While SMCRI-PW prefers night service, we will change to day service on a area-by-area basis if the director or division chief in the area makes such a request. Thus, th work area in question is cleaned during the day not because of a flaw in the contract bu because of the wishes of our customer.

We will continue our efforts to maintain and improve Bldg. 350, within the constraint of the resources available to us. If employees in Bldg. 350, or in any other building on the Arsenal, have specific problems to report, they should contact their administration office s that a service order or work request can be phoned in to Ext. 2-2387.

Jerome Sechse
Chief, SMCRI-PW

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

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

Send your letters to SMCRI-APP-PA (Target) or to the e-mail address "target."

Reserve Center becomes permanent blood donation site

Arsenal Island's weekly blood drive has been moved to a location which should become its permanent home.

Employees can now donate blood at the Naval and Marine Corps Reserve Center. The first blood drive at the center, which is located at the western end of the island, was held on June 2.

Before moving to the Reserve Center, the weekly blood drive was held in various sites in the basement of Bldg. 62, then in a temporary location in the Fitness Center.

Diane Francque of the Community and Family Activities Directorate coordinates the blood donation program for the Arsenal. According to Ms. Francque, people at the Reserve Center offered to help when they heard that a permanent blood donation site was needed.

"We're very grateful to the Reserve Center for coming through for us," she said, "and for putting the blood drive in a location which offers so many advantages."

Among those advantages are plentiful parking, air conditioning, lots of space, and good lighting. The donation site is the drill deck, located just inside the Reserve Center's main entrance.

Blood drives are held every Friday from 10:15 a.m. to noon. Employees can receive up to four hours of excused leave for donating blood but must submit a leave slip through their supervisor.

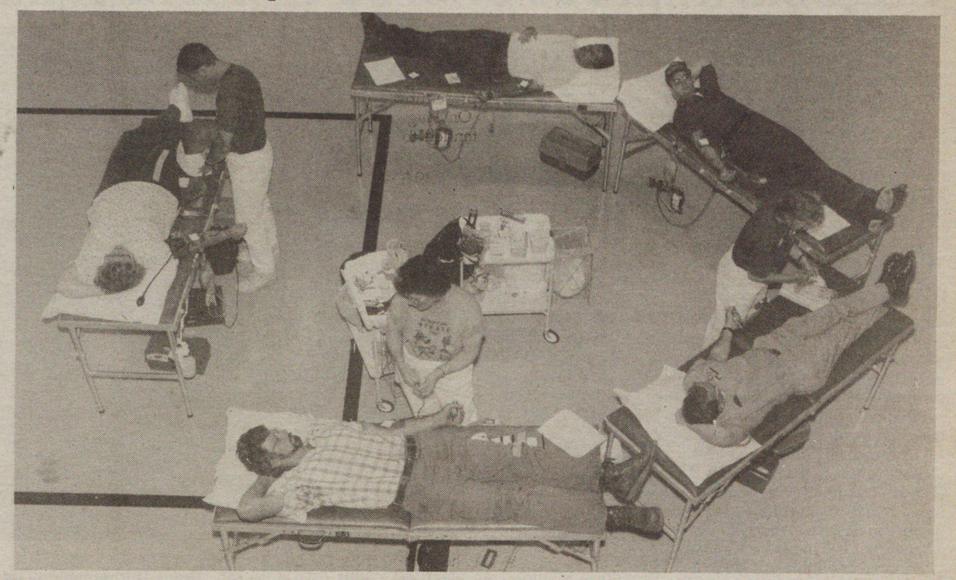


Photo by TED CAVANAUGH

Employees can donate blood at the Reserve Center every Friday between 10:15 a.m. and noon.

You can make an appointment to donate blood by contacting the Mississippi Valley Blood Center at 359-5401. Bring your badge or other form of employee identification to the donation site.

Blood donors are advised to eat an adequate meal before donating. They should also be prepared to go through a screening process that includes questions about health and personal habits.

Government Bridge closures announced

The Government Bridge linking Davenport to Arsenal Island will be closed on Sunday, June 18, from 7 a.m. to 5 p.m.

The bridge closure will occur in order to allow participants in the annual "Ride the River" family bike ride to cross the Mississippi River. Ride the River bikers normally cross the river via the Centennial Bridge, but that bridge is unavailable due to planned construction.

River traffic will not be interrupted for Ride the River, so bikers should anticipate delays at the bridge crossing. The bridge will also remain open to pedestrian traffic.

A separate bridge closure has been scheduled for the weekend of June 24-25. The bridge will close to vehicular and pedestrian traffic beginning at 7 a.m. on June 24, and is scheduled to reopen at 5 p.m. on June 25.

The closure is needed in order to replace and repair roadway expansion joints. River and rail traffic will not be affected by the closure.

Office symbol changes take effect July 1

Office symbols will change for both AMCCOM Headquarters and Rock Island Arsenal on July 1.

Beginning next month, all Headquarters office symbols will begin with the five-letter prefix "AMSIO," while all RIA office symbols will begin with the prefix "SIORI." The change will reflect the functional establishment of the U.S. Army Industrial Operations Command.

Similar office symbol changes will take place at the other installations which will make up IOC. In all cases, the old office symbols should be used until July 1.

Headquarters organizations will reflect the IOC structure on July 1, so changes will be made beyond substituting "AMSIO" for "AMSMC."

RIA organizations should, for the time being, simply substitute "SIORI" for "SMCRI"; however, more changes are expected on Oct. 1, when the new Pavemover organizational structure is due to take effect.

More guidance will be released on this subject as it becomes available.

ACS sponsors parenting workshops

The Army Community Services Office will sponsor two upcoming lunchtime parenting workshops.

Both workshops will take place from 11 a.m. to 1 p.m. in the training auditorium in Bldg. 102. Employees must use their own time to attend. Leading the workshops will be Chris McCormick-Pries, a psychiatric nurse from Vera French Mental Health Center.

On Thursday, June 22, a workshop for the parents of children with attention deficit disorder will be held. The topics covered will include understanding the diagnosis across the child's life span, treatment options, and management techniques for home and school.

On Thursday, July 20, a workshop for the parents of adolescents will be held. The topics covered will include growth and development, communication, and parenting techniques.

If you plan to attend either or both workshops, call the ACS Office at Ext. 2-0829 or forward an e-mail message to the address "nfrost."

Store seeks missing shopping carts

The Self-Service Supply Center is missing some shopping carts and so is asking for them to be returned.

Customers at the self-service store are allowed to borrow the carts to bring supplies back to their work areas. Some of the carts have not found their way back to the store, however.

If they are not returned, the practice of allowing customers to borrow the carts may be discontinued.

Return of the shopping carts will be accepted with no questions asked. If you can't bring a missing cart back yourself, call Ext. 2-1666 to arrange for pick-up.

The Self-Service Supply Center serves as a source of office supplies and other items for Arsenal Island, and for some customers off the island.

Answers to diversity quiz

From page 3A

1. b; 2. c; 3. d; 4. b; 5. c; 6. b.

BOAT SMART • BOAT SAFE • BOAT SOBER

Booze & Boats Don't Mix

National Safe Boating Council

LOHMAN BROTHERS
MLS

JOHN RUTLEDGE
Realtor
3850 Blackhawk Rd., Rock Island, IL 61201
Office: (309) 786-5000 Home: (309) 792-1398
Fax: (309) 786-1076

REAL ESTATE AND RELOCATION ASSISTANCE

John Rutledge retired from the U.S. Army in the grade of Sergeant Major, after service which included combat tours in both Korea and Viet Nam. Subsequently, he entered the Federal Civil Service in the Quality Assurance Specialist (Ammunition Surveillance) (QASAS) program. This program required mandatory mobility, and resulted in the Rutledge family transferring 10 times, and buying and selling 7 homes.

"A family move is a traumatic experience, whether it is to another country or just across town. I vividly remember all of the hardships, problems, and disappointments related to these moves. As a real estate agent, I try very hard to make moving transitions easier by providing many extra services to families, and by being accessible at all times."

Call John at his home or office if you are moving into or out of the area, or if you are buying or selling property for any other reason. You will receive professional, courteous, and efficient service by someone who thoroughly understands your needs and problems.

Bringing Vacation Dreams to Life

- Airline and rail ticketing
- Lowest applicable airfares
- Hotel and rental car arrangements
- Customized and pre-packaged tours
- All-inclusive cruise vacations
- Group travel and reunions

Call or visit your local SatoTravel leisure office:

Arsenal Bldg. 102
Rock Island, IL 61299

Arsenal Ext.: 26052
Outside Line: 788-5242
Outside the Quad Cities:
1-800-788-SATO

SatoTravel℠
A Full Service Travel Company

Projects improve energy efficiency in Bldg. 299

Arsenal Island's largest building is now more energy efficient, thanks to some improvement projects which were completed this spring.

The projects resulted in the replacement of most of the overhead lights in the storage area of Bldg. 299. Also replaced were some doors used to divide sections of the building, and all emergency exit lights.

Funding for the lighting project came from the Federal Energy Management Program, a Department of Energy program which funds energy-saving improvement projects at federal facilities.

The lighting project cost about $300,000, while the door replacement project cost about $90,000. According to current estimates, that total investment will be paid back in a little over three years in the form of energy savings.

During the lighting project, all incandescent lamps in the north half of Bldg. 299 were replaced with fluorescent fixtures. Some existing fluorescent fixtures were also replaced with new lights. In all, nearly 1,000 lights were replaced.

Fluorescent lights use much less energy than comparable incandescent lights. In part, this is because incandescents generate much more heat than fluorescents, and spread light in all directions.

Fluorescents run cooler, converting more of their energy input into needed light rather than wasted heat. It's also easier to direct fluorescent light onto an area in need of lighting. During the Bldg. 299 project, this was done by installing reflectors above the fluorescent lights, focusing light down below to where it is needed rather than onto the ceiling.

Along with saving energy, fluorescent lights reduce maintenance costs, since they last up to ten times longer than incandescents. This feature will be especially welcome in Bldg. 299, where ceilings are high and most lights are placed 20 feet or higher above the floor.

The lighting project involved more than just replacing existing fixtures. In some areas of Bldg. 299, the lighting pattern was redesigned and overhead fixtures were relocated so that the lights would shine where illumination was needed.

Follow-up studies have shown that the new lights are more than adequate for illuminating Bldg. 299, and have in fact improved illumination in many areas. Some aisles in the storage area are now up to seven times brighter than they were before the project was completed.

To make sure that the lights would be used only when needed, occupancy sensors were installed in areas of the building which receive little traffic. The sensors, which are similar to the motion detectors used with household outdoor lights, turn the lights on automatically when someone enters the area, then turn them off after the person leaves.

The door replacement project involved six doorways which divide sections of Bldg. 299, separating heated areas from unheated areas. Forklifts and other service vehicles are regularly driven through these doorways, and so drivers must be able to open them without leaving their seats.

Before the project, impact doors were in place. The doors would swing open on impact from the vehicle driving through. Impact doors do not provide a good seal between heated and unheated areas to begin with, and become even less of a barrier over time as they are continuously battered.

Now, the six impact doors are gone, replaced by high-speed coil doors. Similar to an automatic garage door, the coil doors move up and down, providing a good seal when in the closed position.

An electric eye triggers the door to open automatically when a vehicle approaches, then closes it after the vehicle is through. Along with saving energy, the doors are spared from constant battering, making them easier to maintain.

Four old impact doors remain in Bldg. 299, but they will also be replaced by coil doors in the near future.

To achieve further energy savings, 15 emergency exit lights in Bldg. 299 were replaced with new models that use light-emitting diodes rather than standard bulbs. The replacements were done as part of a larger project involving 277 exit lights island-wide. The total cost of this project was $30,000, an investment that should offer a payback in two years.

LED exit lights require only four watts of electricity, rather than the 40 watts required by a standard light, yet are bright enough to meet safety standards. The new lights are also virtually maintenance-free, since they have an estimated life of 80 to 100 years.

Projects similar to those carried out in Bldg. 299 have either been completed or are planned for other buildings on the Arsenal. Beginning this summer, new fluorescent fixtures will be installed in Bldg. 350, the island's largest administration building. In the manufacturing area, fluorescent lights will go up in Bldg. 220.

New fluorescent lights have just been installed in two buildings in the V area, Bldg. 335 and Bldg. 340.

Environmental considerations were and will continue to be taken into account during the lighting projects. When possible, the lights which have been removed have been given to the Defense Reutilization and Marketing Office for reuse or sale to the public. Unusable lights have been separated and crushed in order to recycle their metal and glass.

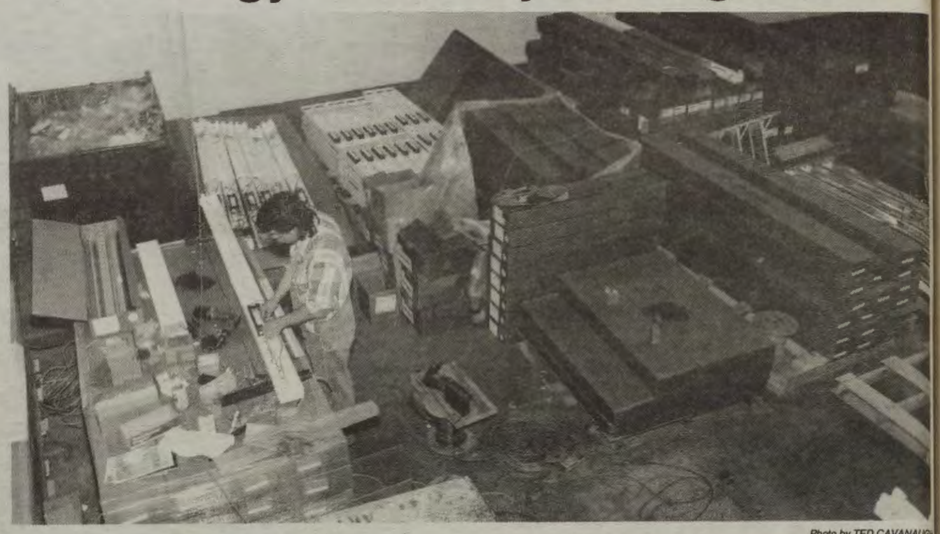


Photo by TED CAVANAUGH

John Inhelder, an electrician with Art-O-Lite Inc., prepares a fluorescent light for installation in Bldg. 299. During the project, nearly 1,000 light fixtures in the building were replaced.

Colonel Davenport House installs period lights, plans special observance

The restoration of the Colonel Davenport House took another step forward this spring when period lighting devices were installed in the house.

The devices, numbering 22 in all, are typical of those found in an American home of the 1830s. Included are candle holders and sconces, a whale oil lamp, and a silver snuffer tray. A candle box holding 24 beeswax candles and a variety of candle holders is also on display.

For safety's sake, the lighting devices will not be lit. In addition, the candle holders will remain empty for the most part because the candles might melt down in the un-air conditioned home.

The public is invited to see the new lights during a special observance that will mark the 150th anniversary of the death of Col. George Davenport.

The observance will be held on Sunday, July 9, at 3 p.m. Col. Davenport was murdered in his home by bandits on July 4, 1845, while the rest of his family was attending an Independence Day celebration.

The Colonel Davenport House will be open from noon until 4 p.m. Thursday through Sunday throughout the summer. More information is available by calling the Colonel Davenport Historical Foundation at 786-7336.

MOVING TO OR FROM THE IOWA OR ILLINOIS QUAD CITIES?
MEL FOSTER RELOCATION CENTER
Free Information
Housing • Schools • Culture & Sports
• Spouse Employment • Cost of Living Comparison
359-8099 or 1-800-367-1134
mel foster co.
THE QUAD CITIES REAL ESTATE LEADER



Arsenal needs HEARTS trainers

Volunteers must apply by June 23

Rock Island Arsenal is seeking employees who will volunteer to serve as HEARTS trainers.

The call for HEARTS volunteers is restricted to employees who work for RIA organizations. However, there are no restrictions in regard to grade, pay system, years of service, organization or job title.

Volunteers must be capable of meeting the strenuous physical requirements of HEARTS training, which involves climbing, lifting and running on an outdoor course in varying weather conditions.

In addition, volunteers should be outgoing and people-oriented; enthusiastic; motivated toward self-improvement and toward helping others; capable of working as members of a team; and committed to the concepts of HEARTS and to the change process.

In order to be selected as trainers, volunteers will need supervisory approval. During the months when HEARTS training is conducted, each trainer may be required to spend from two to four days a month conducting classes. Hours spent as a trainer will count as duty time.

Those who are selected will go through a "train the trainer" program in which they will learn about topics such as organizational change and improvement, team building, facilitation techniques, and course safety and inspection.

Once that training is complete, selected volunteers will be certified to instruct their RIA coworkers in HEARTS. HEARTS training is scheduled to be conducted among the RIA workforce later this year.

The purpose of HEARTS is to present participants with a series of physical and mental challenges designed to draw them out of their "comfort zones," and to demonstrate that they may be capable of doing more than they think they can. HEARTS training is done in groups, usually made up of people who work with one another daily, and so is designed to build organizational cohesion and teach people how to face challenges and changes together.

RIA employees interested in becoming HEARTS trainers should respond no later than June 23. Responses should, as a minimum include your name, office symbol and telephone number, and should be forwarded to SMCRI-QAE or to the e-mail address "sweller." More information is available by calling Sherry Weller at Ext. 2-7127.

HEARTS
HONESTY - ETHICS - ACCOUNTABILITY - RESPECT - TRUST - SUPPORT



AWAY WE GO!

The outdoor training season at the Arsenal's HEARTS course began recently when members of the Management Advisory Council completed HEARTS. Maria Vargas, a council member and management official with the Department of Defense Dependents School System, went airborne as she took the plunge after climbing the pole. The council is made up of Department of Defense management and labor officials who advise DoD on personnel issues and make National Performance Review recommendations. The roster of members includes John Tacker of the Civilian Personnel Office and local union leader Barbara Pena, who invited the entire council to come here for HEARTS and for a briefing on labor-management partnerships.

Auxiliary police hold membership drive

The auxiliary police force at Rock Island Arsenal is conducting a membership drive.

Membership in the force is open to any Arsenal Island employee who can qualify for a security clearance. Auxiliary police officers must also qualify in shooting a 9mm pistol.

The mission of the auxiliary police force is to assist and supplement RIA's regular police force when needed. For example, the auxiliary police were deployed during the flood of 1993, and provided traffic and crowd control during the Armed Forces Day Open House and the Memorial Day ceremony.

Employees who join the auxiliary police force receive training once a month, usually on the first Friday of the month. The training is conducted during duty time; however, other auxiliary police duties are usually carried out on a volunteer basis.

Auxiliary police training covers the full gamut of law enforcement, including weapons qualification and safety, surveillance, and security procedures.

The points of contact are Ed Timper, chief of the auxiliary police, at Ext. 2-5274, and Lt. Marion Hay, auxiliary liaison in the RIA Police Department, at Ext. 2-6135.

YOUR RV IS THE KEY TO FAMILY FUN!
Great Selections of 1995 Motorhomes, 5th Wheels, Trailers & Fold-Downs
1995 Corsica Lite Travel Trailers
Includes smooth fiberglass exterior, rubber roof, air, awning, TV antenna and MORE! Self-contained supplies limited.
16 FL $9,890
ONLY $135.43 Per Month 84 Months
Approx. Dry Weight 3,200 lbs.
Approx. Hitch Weight 340 lbs.
84 months at 10.99% A.P.R. 20% cash down. Sales tax and license not included. Credit Approval Required.
"LAST CHANCE" SALE!
ALSO INCLUDES FREE! CANOPY & SCREENROOM
FACTORY SPONSORED REBATE FROM $150 TO $300
OFFER ENDS JULY 1, 1995.
COLEMAN® FOLDING TRAILERS
Coleman® FLEETWOOD.
Up to 60 months at 10.99% A.P.R. No cash down, sales tax and license not included. Credit approval required.
1995 Flagstaff Folddown by Cobra
• Free awning • Free Furnace
• Free gas or electric refrigerator
OVER $1,000 VALUE FREE!
Cheyenne Best Buy
No Money Down
SALE PRICE $3,995
Flagstaff folddowns starting as low as $2,995 and $65.10 per month
$86.84 Per Month 60 Months
Cheyenne Camping Center
3 miles north of Davenport on Hwy. 61 at F45 Eldridge, Iowa Exit
Phone Toll Free (800) 397-5673 or Iowa Quad-Cities (319) 285-7878
All motorhomes financed at 9.99% 180 months with 20% cash or trade-in plus tax and plates. All trailers financed at 10.99% 120 months with 20% cash down or trade-in plus tax and plates. All fold down at 10.99% 60 months with no cash down plus tax and plates. All rebates applied to sale price.
CAR DOLLIES ONLY $895

Training aims at preventing repetitive motion injuries

The RIA Safety Office and the U.S. Army Health Clinic have teamed up to create a training program aimed at preventing repetitive motion injuries.

The program is titled "ergonomics training" because it deals with ergonomics, defined as the study of human motion and energy. The proper application of ergonomics can prevent repetitive motion injuries, which are those traumas to the body caused when the same motion is repeated again and again.

Though repetitive motion injuries can occur on the job, they can also be caused or aggravated by leisure time activities such as bowling, knitting, fishing or computer games.

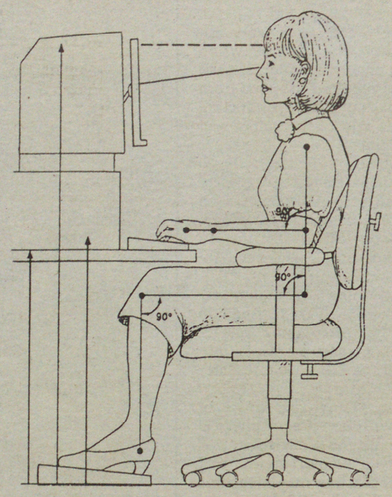
Repetitive motion injuries usually strike in the hands, neck, back, elbows and knees. They are caused by inflamed muscles, tendons, ligaments, nerves or blood vessels damaged by the cumulative stress of repeated motions.

The more common forms of repetitive motion injuries include carpal tunnel syndrome, a condition caused by too much pressure on the median nerve which runs through the wrist; epicondylitis or "tennis elbow," an inflammation of the tendons in the elbow; other forms of tendinitis; and "white finger," a condition which occurs due to damaged blood vessels in the finger.

These and other repetitive motion injuries are painful and may, if left untreated, cause permanent damage. But the good news is that repetitive motion injuries can be prevented, usually by making a few changes in habits and by applying a few simple principles of ergonomics.

Employees can learn more by taking ergonomics training. For those who work in administrative areas, the training consists of a 90-minute class taught in Bldg. 102.

To sign up for ergonomics training for office workers, contact your training coordinator.



This illustration shows the proper posture to adopt while working at a computer terminal.

In the case of manufacturing and logistics employees, ergonomics training is conducted at the work area and is specifically geared for particular functions. That's because the repetitive motion risks faced by those who work at a desk are basically alike, while the repetitive motion risks faced by a grinder are different from those faced by a tool kit assembler.

As a refresher for those who've attended ergonomics training, and as a service for those who haven't, here are a few pointers for preventing repetitive motion injuries:

•Arrange your work area so that the telephone and other commonly used items are close at hand. If you work at a keyboard, keep it straight in front of you, not at an angle. Avoid twisting and awkward motions.

•Those who sit most of the day should use a swivel chair adjusted to the proper height with good back support.

•When working at a computer or other keyboard, keep your elbows, hips and knees approximately at 90-degree angles, your wrists straight, and your feet flat on the floor. But don't be too rigid; properly done, this posture should feel relaxed and comfortable. Use wrist pads and other supports where needed. To keep your neck and head straight, adjust your screen so its top is just below your eye level.

•Use tools that feel comfortable in your hands, and pad them if possible. Take steps to reduce vibrations originating from power tools.

•When grasping an object, use your whole hand and not just your fingers. Use your legs and your arms when you lift, keep the object you're lifting close to your body, and avoid twisting motions.

•Both at work and at home, perform tasks at an unhurried pace, and arrange them so that you can take frequent, short breaks from repeated motions. Learn stretching and warm-up exercises that apply to your job or your hobby.

•If you think you might be suffering from a repetitive motion injury, see medical assistance. Don't attempt to diagnose or treat yourself.

For more information, call Michael Chaplin in the RIA Safety Office at Ext. 2-1381 or Susan Leuthauser in the Health Clinic at Ext. 2-0806.

Upcoming smoking clinic is last opportunity for 'patch' reimbursement



RIA's Community Counseling Center will conduct a smoking cessation clinic beginning Monday, June 19.

This "Freedom From Smoking" clinic is the last opportunity for those who wish to be reimbursed by the government for nicotine replacement therapy.

Under terms of the smoking policy which took effect last Oct. 1, Arsenal Island employees can be reimbursed up to $200 for out-of-pocket expenses associated with the therapy, which commonly comes in the form of nicotine patches or gum available by prescription. The government reimbursement is available only during fiscal year 1995.

The policy states that employees can only receive the reimbursement if they successfully complete the "Freedom From Smoking" clinic. Studies show that nicotine replacement therapy is most effective when combined with behavior modification training, such as that given in the clinic.

To receive the reimbursement, employees must file vouchers documenting their expenses. Vouchers are due from employees of AMCCOM/IOC Headquarters by Sept. 1, and from employees of RIA by Sept. 15.

The "Freedom From Smoking" clinic which begins on June 19, and which will continue for eight weeks, is the last that will be conducted before those deadlines.

Clinic sessions will be held on Mondays from 7 to 9 a.m. An additional session will take place during "quit week." No session will be held during the week of the Independence Day holiday.

The "Freedom From Smoking" clinic is led by instructors certified by the American Lung Association. The topics covered include the quitting process and tips for coping with it, weight control, stress management, and strategies for remaining smoke-free for life.

To reserve a spot in the clinic, and for more information, contact the Community Counseling Center at Ext. 2-2555 or 2-4357.

Long-distance credit cards available

If you're traveling somewhere with limited or no access to the government's DSN phone system, and you plan to make long-distance calls back to the office or for other official purposes, then you should carry an official telephone credit card with you.

The telephone credit card program is managed locally by RIA's Information Management Directorate. It was put into place as a cost saving measure, because using a credit card is usually much cheaper than alternatives such as calling collect or going through the operator.

Under terms of an Army-wide contract, AT&T cards are issued to those traveling within the continental United States, while MCI cards are issued to travelers going overseas. The Arsenal's current account includes about 250 AT&T cards and 100 MCI cards.

Unlike American Express government charge cards, official telephone credit cards are *not* issued in the names of individual employees. The bill for each card comes back to the Information Management Directorate, which acts as the account holder and is responsible for payment.

When IM issues a card to an individual employee, however, that employee becomes responsible for safeguarding the card and for using it only for official purposes. If the card is lost or stolen, the card holder should immediately call IM; if the loss or theft occurs after business hours, the card holder should call either AT&T or MCI, then follow up by contacting IM.

Once a quarter, IM sends a summary of charges to individual card holders, who then must check the charges for accuracy. Supervisors are required to verify that all calls were made for official purposes. Disputed charges should be reported.

More information on the telephone credit card program is available by calling Ermelinda Ramirez at Ext. 2-1139.

Army Staff Management College offers non-resident program

Arsenal Island employees who are interested in an outstanding professional development opportunity should consider applying for the Army Staff Management College.

Since its establishment in 1986, the college has graduated more than 2,400 students, including about 40 of whom work on the island. Students are taken through an intensive curriculum focused on executive-level leadership, management and decision making and on Total Army strategies, doctrines and systems.

Applications for the college may be submitted by civilian employees in the grades GS-12 through GS/GM-14. GS/GM-15s may apply by exception. Applications from exceptionally qualified GS-11s are considered on a case-by-case basis and may be accepted with a waiver, depending on the availability of space.

Active and Reserve Component military officers in the grades of major or lieutenant colonel may apply for the college.

The Army Staff Management College is located at Fort Belvoir, Va. The college conducts three resident programs a year. Classes are 14 weeks in length and begin in January, May and September.

For those unable to attend the 14-week resident program due to professional or personal hardship, the college has announced that it will conduct a non-resident program in 1995. The program begins in April and continues for one year.

Non-resident students must spend one week at Fort Belvoir at the beginning of the program for orientation, and one week at the end for graduation. In between, they will attend two video teleconferences and will be responsible for completing assignments such as computer-based practical exercises, home-study lessons and research projects.

If you're interested in attending the Army Staff Management College, contact the training coordinator in your area for more information on application procedures and deadlines.

THE TARGET Next Distribution Date July 14th



THE TARGET
JUNE 1995
SECTION B 8 PAGES

INSIDE THIS SECTION

•Commission releases final report - *page 2B*
•QASAS program marks 75th year - *page 3B*
•Savings bond campaign ends June 30 - *page 5B*

How to build a better bayonet

Local engineers upgrade weapon, save nearly $1 million

By PAUL LEVESQUE
Target Editor

Build a better mousetrap, and the world may beat a path to your door.

Build a better bayonet, and you won't produce quite the same effect. As two Arsenal Island engineers discovered, though, building a better bayonet can lead to improved customer satisfaction and nearly $1 million in savings.

Loren Brunton and John Kreider work for the Engineering Support Directorate, a local element of the Armament Research, Development and Engineering Center. ARDEC manages hundreds of different items, including the M9 multi-purpose bayonet system, the long title for the standard bayonet used by Army and Marine Corps combat troops.

The M9 bayonet was first fielded in 1986, at a unit cost of $49.56 per bayonet. It was built according to commercial specifications and so shared similarities in design and composition to a hunting knife.

Though more than 316,000 bayonets were purchased during the initial buy, that supply had been depleted by the end of Operation Desert Storm. In 1992, another 32,000 bayonets were purchased, at a unit price that had dropped to $46.78 due to competitive procurement.

But ARDEC's goal was to do more than just lower the price of the bayonet. They also wanted to make it stronger, safer and more durable, and more in line with military rather than commercial requirements.

Mr. Brunton and Mr. Kreider, who work in their organization's M16 rifle group, were given the job of making that happen. To accomplish the task, the two engineers consulted with both the customer and the contractor.

Customer feedback was provided by both the Marine Corps and the Army Infantry School. Information and ideas were exchanged with Lancay Inc. of Carrollton, Ky., the company which holds the contract for producing bayonets.

Proposals for improving the bayonet originated from both the ARDEC engineers and the contractor. The result was a package of improvements that addressed both technical areas and problems which had been encountered by users in the field.

Last year, a contract to purchase 104,500 new and improved M9 bayonets was issued. In the 1994 contract, the unit price was listed at $37.40, a drop of $9.38 when compared to the 1986 buy. Overall savings totaled more than $980,000.

How do you take something as seemingly simple as a bayonet and make it both better and cheaper? Here's how:

•The blade was refined by eliminating the blood groove, relocating the saw teeth and making other design changes which both reduced breakage and lowered cost. Refinements were also made to the cutter plate by producing it as a one-piece investment casting rather than as two brazed pieces, making it both stronger and cheaper.

•The stainless steel attaching arms on the bayonet were replaced with carbon steel coated with manganese phosphate and a dry film. Carbon steel proved to be both lower in cost and more resistant to corrosion. Material for the tang was also changed to carbon steel, and other parts were given a protective coating of manganese phosphate, thus reducing rust and corrosion.

•Per the request of the user, the color of the bayonet's blade was changed from gray to matte black, apparently to further reduce reflections which could reveal a soldier's position.

•The screw tips protruding from the cutter plate were moved to the other side. This eliminated the problem of the tip jabbing the user in the leg, which happened when the bayonet was worn from the belt when detached. A similar annoyance was eliminated with the closing of some wire loops which had snagged clothing.

•The scabbard was redesigned to remove some unnecessary upper slots, and the strap covering the sharpening stone was eliminated, since usage had shown that the stone was already adequately protected by the scabbard assembly.

•The redesigned bayonet incorporates two important new safety features. A cutter stop was added to help reduce the possibility that the user will accidentally cut his fingers when using the bayonet as a wire cutter. A protective rib and checkering were added to the scabbard to both assure safer finger placement and protect the fingers.

Mr. Brunton and Mr. Kreider both noted that the bayonet improvements were the product of cooperation among a number of different people. They added that, while the bayonet is better, it still isn't perfect, so the search for further improvements will continue.



Photo by TONY LOPEZ

ARDEC engineeer John Kreider checks out the improved M9 bayonet in front of a sand pit used to test small arms. Mr. Kreider and his coworkers, Loren Brunton, led the effort to build a better bayonet.

ACALA scraps traditional organization in favor of teaming

By RAY GALL
ACALA Public Affairs

As the Army moves toward the next century, the Armament and Chemical Acquisition and Logistics Activity is keeping stride. ACALA, a business activity of the Tank-automotive and Armament Command, is adopting a teaming concept for the organization of its workforce, eschewing the traditional directorate and office structure.

Richard Husson, director of ACALA, said that the activity was working toward making the teaming concept a reality by the beginning of fiscal year 1996 on Oct. 1.

"I am committed to teaming, as is our entire ACALA management team," Mr. Husson said, "and I also believe it enjoys broad support among all our employees."

The teaming concept differs from the traditional organization structure in that, instead of separate directorates and offices dealing with one aspect of all weapon systems, teams have specialists from a variety of functional elements placed together to work on one specific weapon system.

This concept is already working successfully within ACALA. Currently, there are teams in



place for the Paladin howitzer system and for mortars. Teams have also been formed for ACALA management and business planning functions.

In addition, numerous special groups such as process action teams and best value acquisition teams have produced quality products at the best price for the Army.

Come October, the ACALA directorates of Material Management, Logistics Engineering and Maintenance, Customer Support and Weapon Systems, and the Integrated Logistic Support Office, will no longer exist. In their place will be a team structure.

According to current plans, this structure will consist of four product centers dealing with these areas: Artillery; armor; small arms and aircraft armament; and chemical, tools and equipment and TMDE.

Separate system teams will be found in each product center. For example, the M198 howitzer team will be located within the artillery product center.

There will also be a fifth center with a slightly different structure. The Integrated Materiel Management Center will be divided into groups representing a specific function. These groups will support all the weapon systems and chemical defensive equipment that ACALA deals with.

At this time, the groups planned under IMMC include training and fielding; logistics assistance; national maintenance point; weapon systems; and national inventory control point.

In the beginning, ACALA's teams will be "management directed." However, ACALA managers intend that the teams will, with time, develop into "self managed" teams.

Commission on Roles and Missions releases report

The Commission on Roles and Missions of the Armed Forces delivered its final report to Congress, the secretary of defense, and the chairman of the joint chiefs of staff last month.

Since it convened a year ago, the commission has reviewed the roles, missions and functions of the armed forces to assess their utility and appropriateness for the post-Cold War era. The resulting report, titled "Directions for Defense," contains an evaluation of those roles, missions, and functions, and recommends more than 150 specific changes.

Most of the commission's recommendations would require changes in law, regulation or policy to take effect.

The 11-member commission was led by Dr. John White, a former assistant secretary of defense who now heads the Center for Business and Government at Harvard University's Kennedy School of Government. The final report of the commission was dedicated to former defense secretary Les Aspin, who was a member of the commission but who died as the report was being finalized.

"Our most important finding is that traditional approaches to roles and missions issues are no longer appropriate," Dr. White said. "The context has changed significantly since the 1948 Key West Agreement about who should do what in the U.S. military.

"Instead, it is clear that our emphasis must be on molding DoD into a more cohesive set of institutions that work toward a common purpose — effective unified military operations — with the efforts of all organizations, processes and systems focused on that goal from the very beginning," he added.

The commission stressed that military operations are performed by geographic and functional commanders in chief, or CINCs. To be successful, CINCs must select from an array of capabilities and mold them into a unified force. This requires close cooperation with the services, support agencies, and decision makers in DoD.

To improve unified military operations, the report urges the creation of a joint vision to guide the CINCs and services; the expansion of joint doctrine; an increase in joint training by the CINCs, and the establishment of a new unified command for joint training; and the development of joint readiness indicators.

According to the commission, the CINCs' influence should be expanded over decisions that affect weapons systems development and acquisition, and theater support systems, such as communications, logistics and intelligence.

The commission also recommends integrating the management of military and intelligence space activities and assigning the Air Force primary responsibility for the acquisition and operation of jointly used space systems. The services should be focused on training and providing forces and support for unified military operations. Reserve components should be restructured to better match operational needs, and they should be sized, equipped and trained to meet the needs of the CINCs' war and contingency plans.

In this area, the commission also called for increased attention by the government and DoD on new mission priorities. Specifically, the commission calls for the vice president to head an inter-agency effort to combat the proliferation of nuclear, chemical and biological weapons; increased attention to peace operations that may deter, stop or reduce conflict between other nations before they threaten U.S. interests; and a concerted effort to develop information warfare capabilities.

To make support more efficient and responsive, the commission called for eliminating restrictions on out-sourcing, and urged DoD to rely on the private sector for support whenever market conditions permit.

Specifically, the commission recommends that DoD consider using the private sector for depot maintenance, national level materiel supply management, and selected auditing functions. It also recommends creating boards of directors to govern defense agencies.

Acquisition organizations must be streamlined and like activities reduced and consolidated, the commission concluded. The report recommended collating the services aviation acquisition organizations as a first step in this direction. Other recommendations include a single manager of support for helicopters of all services and one for their fixed-wing aircraft.

To improve defense management and direction, the government should conduct a quadrennial strategy review; streamline the planning, programming and budgeting system; adopt a mission-oriented integrating information framework; and develop a joint focus on the processes that develop and acquire military equipment.

The commission would also concentrate the secretary of defense staff on policy advice and independent analysis for the secretary; expand the chairman of the joint chief of staff's requirements reviews; combine the secretariat and the service staffs within each military department; and improve the quality of civilian personnel by revising the management of career personnel and substituting them for political appointees *(see related story, this page.)*

Army News Service

Report recommends major changes in civilian personnel development

The Commission on Roles and Missions of the Armed Forces recommended several changes in the professional development path of DoD career civilian employees.

Recommendations include mandatory rotational assignments, an "up-or-out" advancement policy, a structured educational system, access to more positions of greater responsibility, and meaningful compensation incentives. The report stated that such a system could attract and retain higher quality career personnel.

The report also recommended that civilians be given both line and staff assignments outside major staff organizations. It added that career civilians should have opportunities to attend military service schools and other educational institutions without penalty to their organizations.

As in the military personnel system, the report stated, replacements should be provided for employees in training. Those replacements should then move to new positions upon completion of educational assignments.

Senior career professionals should expect to advance at regular intervals or be dropped from the program, the commission concluded. Retirement provisions would have to allow for early departure, although not necessarily for the immediate payment of an annuity.

The report recommended reducing the number of political appointees. It noted that acquiring uniformly competent political appointees is inhibited by their relatively short tenure, financial disincentives, lengthy confirmation processes, and revolving door restrictions. Thus, the report calls for replacing political appointees with military and civilian professionals. To implement these recommendations, the commission asked Congress to establish a panel of former DoD officials to recommend ways of replacing senior DoD political appointees with career civilians.

Another action recommended by the commission was the establishment of a panel to review restrictive revolving door and conflict of interest provisions and recommend ways to get more high quality people to accept political appointments or limited term employment.

Army News Service

Building a future....



As your credit union we are here to help you build a future.

We provide the loans and investments you need to get the job done.

From financing your car to helping you save for your retirement you can count on the "credit union advantage" to help you get where you want to go a little faster.

Become a member today.

Membership open to anyone in the QC and surrounding areas.

Arsenal Office Rock Island, Illinois 61299
1522 - 46th Ave. Moline, Illinois 61265
3509 Harrison St. Davenport, Iowa 52806
4217 Utica Ridge Road Bettendorf, Iowa 52722

(319) 355-3800

FEDERAL R.I.A CREDIT UNION
At the Heart of the Community
NCUA
EQUAL HOUSING LENDER

Persian Gulf War Veterans

Health Concerns? Help is Available.

For information call VA's Help Line

1-800-PGW-VETS

You may be eligible for medical care or disability compensation.

Hearing impaired vets: TDD 1-800-829-4833

For computer access to VA's Bulletin Board, "VA Online," call: 1-800-US1-VETS

Department of Veterans Affairs

Space donated by this publication as a public service.

Army's oldest civilian career program marks 75th anniversary

The Army's oldest civilian career program will celebrate its 75th anniversary with a series of events scheduled for July 6 through July 8.

The events will include a golf outing, a formal banquet, a picnic and a tour, all designed to honor the contributions made by the people of the Quality Assurance Specialist (Ammunition Surveillance) program. The QASAS program is managed at the Defense Ammunition Center and School at Savanna, Ill.

The general public is invited to participate in all anniversary events. A special invitation is extended to any active or retired QASAS or to anyone else who worked closely with the program.

The golf outing will take place on Thursday, July 6, beginning at 10:30 a.m. at Golfmohr in Hampton. The fee is $20 per person, a price which includes cart rental. The scoring format will be four-person best ball, and a shotgun start will be used.

On Friday, July 7, the banquet will take place at the Moline Holiday Inn. Lt. Gen. John Coburn, who is both the deputy commanding general of the Army Materiel Command and the executive director for explosives safety, is scheduled to appear as the keynote speaker.

The banquet begins with a social hour at 6 p.m. Tickets are $12 for those who choose a beef entree and $10 for a chicken entree.

During the day on July 7, a free guided tour of USADACS and of Savanna Army Depot Activity will be conducted. Free transportation will be offered from the Quad Cities to Savanna; however, spaces are limited. Call Steve Dragan at Ext. 2-7518 for details.

The celebration concludes with the annual QASAS picnic at Memorial Field on Saturday, July 8. Cost is $12.50 per person, with children under age 10 free.



Photo Courtesy of USADACS

Wherever you find stockpile of American ammunition, you'll find a QASAS, as demonstrated by this photo taken in Somalia. The QASAS program will be honored in an upcoming 75th anniversary celebration.

A display featuring QASAS photos and memorabilia from throughout the years will be set up at the banquet and, weather permitting, at the picnic. Souvenirs will also be available.

The rich history of the QASAS program can be traced to the years immediately following World War I, when the Army decided that it needed a cadre of civilian technical experts armed with a uniform set of rules to carry out ammunition surveillance. Originally known as the ammunition inspection program, the QASAS program is designed to assure the safety and efficacy of conventional ammunition in storage and in the field.

Currently, there are 532 careerists in the QASAS program. They are stationed around the world, alongside combat units in the field or at storage locations. Like active members of the military, QASAS civilian careerists must agree to mandatory mobility, a unique feature of the program that has been in place since its inception.

If you'd like to reserve a place in any of the anniversary events, or need more information, call USADACS at DSN 585-8925. That's also the number to call if you have any QASAS memorabilia or photos which you'd like to share.

Live happily ever after...

Quality condominiums starting from $128,900

Featuring:

- Oak Trim
- First Floor Laundry
- 12 x 24 Treated Deck
- One or One 1/2 Story Units
- Total Exterior Maintenance
- Brick Fronts
- Dishwasher & Disposal
- High Efficiency Heating/Cooling
- Two or Three bedrooms

Come live on a private, quite cul-de-sac close to Short Hills, Illini Hospital, and Deere and Company.

RICHMOND HILL
EAST MOLINE

Call Abbitt Hanlin Realty at 309-755-7767 or visit Richmond Hill during the parade of homes.

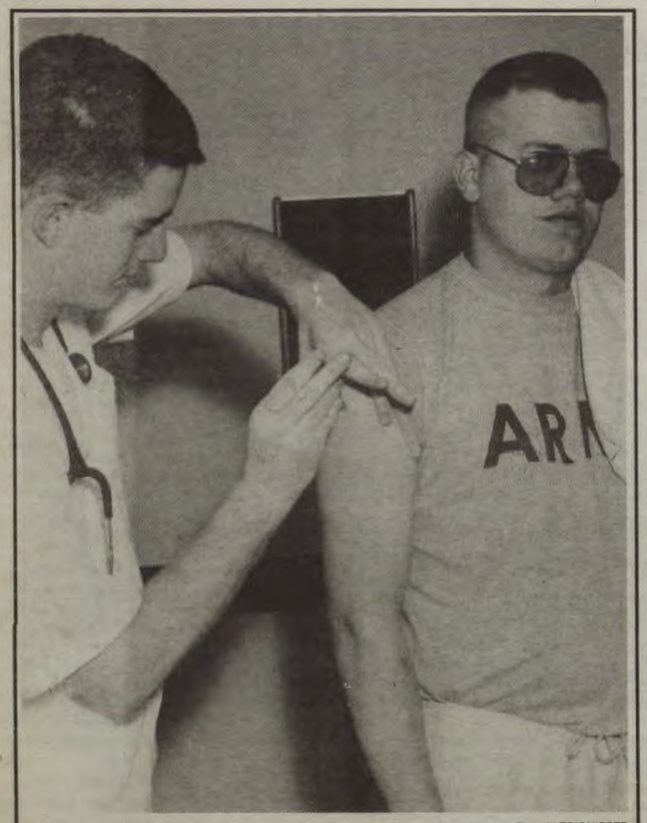


Photo by TONY LOPEZ

This won't hurt a bit

Spec. Michael Waller of the U.S. Army Health Clinic administers an immunization to a member of the 339th Military Police Company, an Army Reserve unit based in Davenport. Last month, the clinic gave more than 1,00 shots in three hours to members of the MP company, in advance of its deployment to Panama in June for annual training. Just before they left, the company returned to the clinic for further immunizations against yellow fever and hepatitis A. This is the first time that the Health Clinic has carried out such a mass immunization Program.

Army unveils first MWR logo

The Army's morale, welfare and recreation activities now have a corporate logo that can be used in conjunction with MWR programs worldwide.

The logo, the first ever for the Army's MWR programs, will be officially unveiled in conjunction with the Army birthday on June 14. Plans call for the local unveiling to take place as part of Island Fest 95 in August.

The logo incorporates a half-globe, symbolizing the worldwide scope of the Army's morale, welfare and recreation programs, atop the letters "MWR." Beneath is the slogan, "Serving America's Army." In its color version, the log uses blue and red graphics on a white background, giving it a patriotic look.

Last summer, the Army's Community and Family Support Center, the agency with oversight responsibility for MWR activities, held a contest to select an MWR logo and slogan. More than 140 entries were received. The winning design was submitted by Debra Bowman-Stacy, who works at Shades of Green at the Walt Disney World Resort in Orlando, Fla.

MWR
SERVING AMERICA'S ARMY

Brig. Gen. John Meyer Jr., commande of the Community and Family Suppor Center, said that the logo would hel give MWR programs recognition an visibility among customers.

"We want to create a new MWR co porate image which communicates ou mission to deliver top quality program to soldiers, civilians and their families," he said. "Our objective is to get MW employees excited about the change, to so they'll demonstrate through perfo mance that we are a world-clas organization."

Based on CFSC media relea

Junior marksmen host summer biathlon

The RIA Junior Marksmen Club will host a summer biathlon on Arsenal Island on Sunday, June 25 at 10 a.m.

The event is sanctioned by the United States Biathlon Association and is one of only 15 races that will make up its 1995 Summer Biathlon Series. However, it is open to competitors of all ages, both sexes, and all levels of skill and experience.

Summer biathlon combines running and shooting. Competitors in the Arsenal event will run or walk a distance of five kilometers, stopping twice along the way at shooting ranges. Each target successfully hit at the ranges earns competitors a deduction in the total time credited for completing the course.

Rifles will be provided at the race site Competitors may bring their own rifle provided that they are bolt or lever ac tion, .22 caliber and magazine-fed with five-shot clip.

In order to participate, you must hol a biathlon certification card or comple a safety clinic. Clinics will be held at th race site on June 24 at 1 p.m. and on th day of the race at 8 a.m.

The entry fee is $17 through June 2 Those who register on the day of the rac will be charged $20. A portion of all fee will benefit the Leukemia Society o America.

More information is available by con tacting Bob Nicewanner at (319 285-7373.

Community Events Office offers summmer fun at discount prices

It's summertime, and the livin' is easy, especially for Arsenal Island employees who take advantage of the discounts offered through the Community Events Office.

Here's a brief word on some of the summer fun sponsored by the office. For more information, call Sandi Blodgett at Ext. 2-6959 or visit the Community Events Office in Bldg. 60.

•Friday, June 16 will be RIA Family Fun Night at John O'Donnell Stadium in Davenport. Employees can pick up family tickets that offer free admission to the game between the Quad City River Bandits and the Kane County Cougars.

The first 1,000 kids under the age of 14 who pass through the gate will receive a baseball marked with the River Bandits logo. Gates open at 6 p.m. and the game begins at 7 p.m. June 17 is the rain date.

Tickets are available now at any Post Restaurant cafeteria, the Arsenal Club, the Credit Union, the Fitness Center and other locations.

•Discount tickets are on sale for the Quad City Air Show, which takes place June 24-25 at Davenport Municipal Airport. Through June 23, employees can purchase tickets for $7 for adults and $3.50 for children, compared to the gate price of $10 and $4.



Headlining the 1995 air show will be the Thunderbirds, the aerial demonstation team from the U.S. Air Force. Other highlights will include an aerial display of World War II aircraft.

•Before you head out of town o vacation, check out the discounts o fered by the Community Events Offic You could save a lot of money.

For example, the office is now offe ing tickets to Six Flags Mid-America i St. Louis, Mo., for $15, compared to th gate price of $29.50. These discoun tickets must be used by July 4.

Savings are also offered on attra tions such as Sea World, Busch Garden Universal Studios, Opryland an Dollywood. Call and see if a discount available on the attraction you're pla ning to visit.

RIBS & THINGS, INC.
"Lip Smackin' Good!"
Carry-Out • Dine In
Catering
Famous Memphis BBQ!
Baby Back and
Spare Ribs
Chicken • Beef Brisket
BBQ Sandwiches
And Much More!
Ph. 355-0255
1801 E. Kimberly Rd. Davenport
Corner of Eastern & Kimberly In
Northgate Shopping Center
Mention this ad & receive 15% off product

MARS ELECTONICS
"Free Service Estimates"
• TV's
• Camcorders
• VCR's
• Stereo Systems
110 42 Ave.
East Moline, IL
Ph. 792-0622

"Always the Right Turn"
Arsenal Bridge
92
4th AVE.
Knights of Columbus
420 - 23rd Street, Rock Island
DAILY LUNCH SPECIALS
Monday - Saturday – 11 a.m. to 2 p.m.
Salad Bar
All You Can Eat
$4.00 plus tax
Room Reservations
Parties, Luncheons, Meetings
Call Sally for Details
(309) 788-2275

BUNDE
CONSTRUCTION & DESIGN
"Log & Custom Homes"
319-323-1520 • 309-798-5401
• Call for personal attention to all your questions or building needs
• Owner participation welcome
• Bunde Const. is committed to affordability with quality in all types of residential construction
• Log & Frame model homes viewable by appt.
• Serving the great bi-state area since 1973
• Member Quad City Home Builders Association
Karter N. Klabunde
owner, builder

Changes in U.S. savings bonds take effect

Some major changes in the way that U.S. savings bonds earn interest took effect last month.

The changes were effective May 1 and apply only to series EE bonds purchased on or after that date. Bonds purchased before May 1 will earn interest according to the rules in effect at the time they were issued.

In announcing the changes, U.S. Treasury Department officials stated that they were designed to benefit small investors in bonds by paying more favorable interest rates; make the way bonds pay interest and grow in value easier to understand; and keep the interest cost of borrowing through savings bonds in line with the interest the Treasury pays when it borrows money in the open market.

Here is a summary of the changes and how they compare to the old rules:

•All U.S. savings bonds purchased since Nov. 1, 1982, have paid interest at a market-based rate adjusted every six months. However, bond purchasers would only earn those more favorable rates if they held their bonds for at least five years. Bonds redeemed less than five years after purchase earned interest at a fixed, graduated rate.

Now, all savings bonds will earn interest at a market-based rate. For the first five years after they are issued, bonds will earn interest at a short-term rate; between five and 17 years after they are issued, they will earn interest at a long-term rate.

The short-term rate will be set at 85 percent of the average of six-month Treasury yields. The long-term rate, which will generally be higher than the short-term rate, will be set at 85 percent of the average of five-year Treasury yields.

As has been the case since bonds began paying market-based interest, the new rates will be announced in May and November. Short-term rates will be based on average yields over the three months preceding the announcement. Long-term rates will be based on average yields over the preceding six months.

As in the past, savings bonds will need to be held for a minimum of six months to earn any interest at all. All interest paid on savings bonds is compounded semi-annually.

•Series EE savings bonds, which are purchased for half their face value, are now guaranteed to reach face value in a minimum of 17 years.

Previously, the Treasury made no guarantee as to when bonds would reach face value, though they generally did so well before the 17-year minimum now in effect. For example, a bond earning interest at an average rate of 5 percent would reach face value in less than 15 years.

If market rates are insufficient to bring a savings bond up to face value after 17 years, the Treasury will make a one-time adjustment to increase the bond to face value at that time.

•Regardless of whether such an adjustment is needed or not, all savings bonds will reach initial maturity after 17 years. At that point, they will stop earning market-based rates and instead accumulate interest at the fixed rate then in effect for extensions.

Bonds will continue to earn interest at that rate until 30 years from the time they were purchased, when they reach final maturity. At that point, they must either be redeemed or exchanged for Series HH savings bonds, a Treasury instrument which provides semiannual payments to its holders.

•The timing of when investors choose to redeem bonds purchased after May 1 will be critical. That's because bonds will increase in value only once every six months, based on the most recent rate announcement.

This change can best be illustrated through example. John purchases a savings bond in December 1995. In May 1996, the Treasury announces a short-term rate of 5 percent. In June 1996, six months after John's bond was purchased, the value of the interest accumulated at the 5 percent rate is added to the bond.

The next December, John's bond increases in value again, based on the short-term rate announced in November. Interest is added to John's bond every June and December thereafter; in December 2000, five years after purchase, it begins to accumulate interest at the long-term rate.

Because John's bond increases in value just twice a year, he can maximize his return by redeeming it at the right time. The best months to redeem it would be either December and June, just after interest gains are posted. The worst months would be November and May, just before they are posted. If John chooses these unfavorable months to redeem his bond, he essentially forfeits five months worth of interest.

The moral of John's story is to be aware of the savings bond interest cycle and time the redemption of your bonds accordingly.

•Despite all that has changed about U.S. savings bonds, the basics of bonds remain the same.

Savings bonds are backed by the full faith and credit of the United States, and so are the safest investment you can find. Bonds can be purchased at most financial institutions or, best of all, through the Payroll Savings Plan. An initial payment of $5 is all you need to begin buying bonds.

Interest earnings from savings bonds are fully exempt from state and local taxation and are not taxed by the federal government until redemption. Bonds purchased on or after Jan. 1, 1990, may be completely exempt from federal income taxes if they are used to pay tuition and fees at a college or other institution of higher learning.

Campaign continues through June 30

Arsenal Island's annual savings bond campaign will continue through the end of this month.

Between now and June 30, employees who serve as bond canvassers will contact their coworkers and provide information packets on savings bonds. The packets will include the form needed to join the Payroll Savings Plan or to increase an existing savings bond allotment.

"Invest In Your Future Today" has been chosen as the theme for the 1995 campaign. More information on savings bonds is available by contacting the canvasser in your work area; if you're not sure who your canvasser is, call Pam Caldwell at Ext. 2-5263.

Treasury announces first short-term rate

The U.S. Treasury Department has announced the short-term and long-term interest rates for U.S. savings bonds. The rates took effect May 1 and will remain in force until new rates are announced on Nov. 1.

The short-term rate is the first ever set by the Treasury since new rules affecting the way savings bond accumulate interest were established.

The short-term rate from now until Oct. 31 will be 5.25 percent. The long-term rate is set at 6.31 percent.

Thrift Savings Plan open season continues

Arsenal Island employees are reminded that the Thrift Savings Plan open season continues through July 31.

The open season, which began May 15, provides employees with the opportunity to open a new individual thrift plan; terminate contributions to an existing plan; change the amount contributed to an existing plan; or change the way that contributions are distributed among the three TSP funds in an existing plan.

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

TSP investors can place their entire contribution in one fund, or divide it among the three. Breakdowns must be by percentage, and all percentages used must be multiples of five.

An individual's total contribution can be made either as a whole dollar amount or as a percentage of base pay. Contributions into a thrift plan can only be made via payroll deduction.

The forms needed to make open season changes are available in the Civilian Personnel Office in Bldg. 102. For more information, call Jim Tack at Ext. 2-1299.

Great Values
Huge Inventory
Free Delivery
Hyman's
The Largest Furniture Store
Between Chicago & Omaha
Save During Hyman's 75th Anniversary Sale!
Buy Quality With Value & Friendly Service
1600 Block 2nd Ave., 1700 Block 3rd Ave., Downtown Rock Island in The District
Phone 786-7766 • Open 9:00 to 5:00 Monday through Saturday •
• Immediate FREE Delivery •

Got Something to Sell?
Call 1-800-582-4373
THE TARGET
A Straight Shot
to Success

NO FISH - NO PAY
B & C Charters, Inc.
TROPHY SALMON &
TROUT FISHING ON
LAKE MICHIGAN
JUMBO PERCH FISHING
NORTHPOINT MARINA
Winthrop Harbor, IL
MAKE YOUR RESERVATIONS EARLY!
• Capt. Brian Schuchhardt
• Capt. Jason Schuchhardt
• C.G. Licensed
• 15 Years Experience
• State Licensed IL & WI
Quad Cities
Owned & Operated
Call for FREE Color Brochure
1-800-752-5893
1042 Meadow Lane
Colona, IL 61241

Mary C.
Brosman,
LCSW, LMFT
Individual, Marital,
& Family Therapy
Certified by the American
Association for Marriage
& Family Therapy
A FREE initial
consultation is offered to
all first time clients.
Call
319-359-4496
Evenings Available
Licensed IA & IL

Arsenal Island People

Suggestion Awards

Mary Adams
Tag Attebery
James Bisanz
Terry Buresh
Randy Busching
Paul Buser
Eddie Fowler
Ronda Fuller
Barbara Hansen
Sheryl Irey
Gregory Kotecki
David McCall
David Phillips
Andrew Stowe
William Swartz
Mary Swift
William Wiseman
Greg White
Jeannette Wright

Talk of the Town

Arsenal Island's recent community speakers included:

•**Dan Whiteman,** curator of the RIA Museum, who made presentations on the history of the Arsenal to the Geneseo Rotary Club and Salem Lutheran Church.

•**Capt. Eric Dietz,** commander of Headquarters Support Troops, who gave a Memorial Day speech to members of VFW Post 8890.

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

In The Spotlight

•**Carol Siegfried** of AMCCOM's Small Business Office has been named as th Special Staff Employee of the Quarter for the second quarter of fiscal year 1995. Ms Siegfried developed a method for tracking procurement and contract award da that helped improve the command's ability to measure its performance in meetin small business goals.

•**Jay Pienta** of RIA's Information Management Directorate has received a plaqu and certificate of appreciation for providing outstanding customer service. Th certificate was signed by Maj. Gen. George Steiner, who commands the 88th U.S Army Reserve Command at Fort Snelling, Minn. Mr. Pienta was cited for hi expertise in communications security and secure message handling while acting a an operator support role.

•The local chapter of the American Society of Military Comptrollers has electe a new slate of officers. The new ASMC officers are **Rhonda VandeCasteele** president; **Edgar Quintero**, first vice-president; **Janet Willman**, second vice-pres dent; **Barbara Levsen**, secretary; and **Cama Creger**, treasurer. The officers will b installed at the next ASMC meeting, scheduled for Thursday, June 15, at the Caisso Room.

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

"Time is what we want most but what we use worst."
—**William Penn**
(1644-1718)

Please

Don't Move Mike...ER..UH...ER...
Tom...ER..UH...ER...
Good Old What's-His-Name.

Respectfully submitted by the Benevolent Society for the Preservation of the DBOF.

Psychic Reader & Advisor
Readings by Nancy
Tells Past, Present & Future
Gives Advice on All Affairs of Life
Call for Appointment • (309) 787-6254

The Wedding of your dreams
...means that every detail is carefully considered! Because only the best will do, we offer you beautiful WEDDING BOUTIQUE Wedding Stationery Album.
INVITATION & MATCHING ACCESSORIES
THANK YOU NOTES & SCROLLS
MATCHES, NAPKINS & PROGRAMS
Choose from a wide variety of contemporary as well as traditional designs.
The Times Record
113 S. College, Aledo • 582-5112

TICKETS AVAILABLE AT EAGLE COUNTRY MARKETS, FIRSTAR BANKS & CIVILIAN WELFARE OFFICE
FOR INFO., CALL 319-322-7469 OR CITYLINE 309-757-1000
CATEGORY B-L-U-E(2583)
QUAD CITY AIR SHOW
A FESTIVAL IN THE SKY
AIR SHOW
June 24 & 25
DAVENPORT AIRPORT
U.S.A.F. Thunderbirds
WWII Warbirds Tribute
And Many Other Exciting Attractions

HAPPY ADS ARE HERE AGAIN!
• BIRTHDAY
• ANNIVESARY
• PROMOTION
• LEAGUE CHAMPIONSHIP
• GRADUATION
• NEW BABY
• BON VOYAGE
• GOOD LUCK
• ENGAGEMENT
• WEDDING
• NEW HOME
PLACE THIS SIZE HAPPY AD!
$15.00
Call now, and make somebody's day!
Photos accepted at no extra charge
(309) 582-5112 ASK FOR MIKE ARTH! THE TARGET

Ready To Reshape Your World? Let Body Wise Help!



LOST 50 POUNDS!

"After my first month on the Body Wise Products, I lost 12 pounds and four inches off each thigh. The first few pounds came off so easily, I got really excited. Within a year, my excitement turned into a 48-pound weight loss. To date, I've lost 50 pounds, 33 inches throughout my body and have gone from a hefty size 16 to a pleasant size eight. It's great being thin again!"
Kimberly Cooper
Peoria, Illinois

• Top-quality nutritional supplements and powerful education
• 100% money-back guarantee



LOST 75 POUNDS

"I lost 75 pounds, reduced four dress sizes and dropped my cholesterol 90 points. The increased vitality and energy was noticeable right away, creating a tremendous effect on my productivity and overall sense of well-being."
Jan Anderson
La Jolla, California



LOST 42 POUNDS!

"I feel better each week. Since starting on the products, I've dropped 42 pounds, lowered my cholesterol by 61 points, lost 11 inches in my waist and decreased my body fat by 19 percent."
Dr. Jim Swim
San Diego, California

INDEPENDENT CONSULTANT
JIM HUNTER EVEINGS AT 798-5427
Body Wise INTERNATIONAL, INC

HI-PRO AWARD WINNERS

James Bisanz, AMSMC-VM
Did an excellent job in maintaining the value engineering data base. Used his knowledge of computer programming to generate reports for management and coworkers, and developed a VE analysis and reporting system now used by all AMC subordinate commands.

★

Diana Dale, AMSMC-DS
Assisted the U.S. Navy in cataloging over 1,500 non-standard stock numbers during a four-month period, an effort which involved a new way of doing business. Ms. Dale got the job done while maintaining record integrity and the trust of the customer.

★

David Harris, AMSMC-QA
Cited for his positive approach to customers and for systematically working with them to assure high accuracy, consistency and timeliness. Mr. Harris constantly searches for new methods and procedures which would improve service.

★

Amy Hayden, AMSMC-TA
Worked on a cross-functional team as a cost/price analyst, and broadened the application of her assignment to benefit all team members. Ms. Hayden introduced new concepts to the teaming environment and developed a computer program now used by the entire team.

★

Linda Jensen, AMSMC-PA
Provided coworkers with guidance on current procedures on high-visibility actions and promptly executed late travel orders. Ms. Jensen's technical skill and knowledge in preparing correspondence deserve special recognition.

★

Jacqueline Legare, AMSMC-DS
Provided extensive requisition assistance to DoD customers, and monitors requisitions to assure customer satisfaction. Ms. Legare is pleasant, helpful and always willing to put forth extra effort to get the job done.

★

Michael Lopez, AMSMC-VM
Was value engineering action officer on tank ammunition rounds with a high potential for savings. His participation in VE studies and the preparation of briefings for the VE Conference were notable, given the limited amount of time Mr. Lopez has worked in the VE area.

★

Susan McKinnis, AMSMC-PP
Cited for supporting the pre-positioned ship afloat program as a member of the contracting team. Ms. McKinnis provided technical advice concerning acquisition regulations and statutes, and coordinated with many groups to ensure completion of an acquisition plan and scope of work.

★

Linda Morrow, AMSMC-DS
Provided exceptional assistance in the completion of a demilitarization review project, during which over 800 items were reviewed in a short period of time. Ms. Morrow performed the task with enthusiasm and helped keep the workload flowing.

★

Aletha Kim Tinsley, AMSMC-VM
Cited for her outstanding performance at the VE Conference. She developed color slides and graphics for the conference, as well as distinctive questionnaires and registration packages which reflected the professional image of AMCCOM and its VE team.

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

Armed Forces Day Race results posted

The final results have been posted for the 1995 running of RIA's annual Armed Forces Day Race.

The overall winners of the 5-kilometer event were Martin Harle on the men's side, with a time of 15:35, and Kelly Timmerman on the women's side, with a time of 18:10.

Age category winners were as follows:

MALE

11-12: Kevin Kramer, 19:59. **13-14:** Eric Wesselman, 19:16. **15-19:** Seth Ketelson, 20:18. **20-24:** Jeff Fichtner, 16:13. **25-29:** Brad Thompson, 15:59. **30-34:** Steven Kilburg, 16:02. **35-39:** Stephen Gang, 16:28. **40-44:** Brad Noble, 16:33. **45-49:** Dale Keppy, 17:47. **50-54:** Dave Wiegand, 20:17. **55-59:** Dick Elias, 20:14. **60-65:** John Madden, 20:16. **66 and over:** Ray Boeding, 25:01.

FEMALE

11-12: Sarah Todd, 24:52. **13-14:** Kamiel Detoye, 24:33. **15-19:** Martha Bossch, 23:22. **20-24:** Laura Thompson, 19:15. **25-29:** Kristine Stuart, 18:40. **30-34:** Ann Coderko, 21:25. **35-39:** Muriel Naumann, 18:51. **40-44:** Karyl Colarusso, 21:55. **45-49:** Ann McIlleece, 19:27. **50-54:** Milly Heskett, 28:54. **55-59:** Kay Schleusener, 22:54. **60-65:** Donna Gulley, 25:21. **66 and over:** Betty Lynch, 39:50.

CCTV Schedule

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

June 12-13: AMERICAN HERITAGE 95: A preview of the upcoming annual event on June 21-22. *(15 minutes)*

June 14-16: LIVE AT ELEVEN: Milt Bossch hosts Personnel Roundup 20. *(Live at 11 a.m. on June 14; 15 minutes)*

June 19-20: AMERICAN HERITAGE 95. *(Rebroadcast)*

June 21-23: YOUR FUTURE ARMY...CONTINUING TO GROW: An update on Force XXI and where the Army is going. *(15 minutes)*

June 26-27: GROW AND MATURE: A look at the 1995 savings bond campaign. *(10 minutes)*

June 28-30: ALCOHOL AND COCAINE: THE SECRET OF ADDICTION: The latest medical findings on the effects of alcohol and cocaine. *(30 minutes)*

Schedule subject to change



Professional Seamstress will do sewing, alternations and upholstery. Quality work and very reasonable. Call 736-0326
P7t1

FOR SALE: Collectible Longaberger baskets and pottery. Call: Debbie Struck (319)243-3061
P7t1

Miss Iowa 1995 Pageant. Saturday June 10th, 1995. Adler Theatre, Davenport. Call: 326-855 for ticket information. Group discounts are available.
P7t1

To place your classified ad send them to "Target" P.O. Box 309, Aledo, IL 61231

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

CLASSIFIED ADVERTISING RATE:
20 WORDS....$5
Each Additional Word 15¢
To place your ad call: 1-800-582-4373.
Ask for Mike or Teresa

Please fill out the form below with your CLASSIFIED AD and mail to:
The Times Record Publishing Co.
"Target"
P.O. Box 309, Aledo, IL 61231

Name:_____
Phone:_____

Got Something to Sell?
Call MIKE OR TERESA
1-800-582-4373

BENEFIT PARTY
for
DOUG YORDY
Health & Life Ins. Officer
Rock Island Arsenal
JUNE 23, '95
3-7 p.m.
Rock Island Arsenal Club
$10.00 donation
FREE HORS D'OEUVRES & BEVERAGES
DJ & DOOR PRIZES!