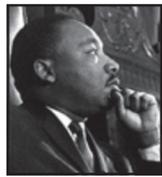


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# The Eagle

United States Army Space and Missile Defense Command

Volume 12, Number 1, January 2005



Photo by Sgt. 1st Class Dennis Beebe

## Going off to war

Staff Sgt. James Fix, 2nd Space Company, 1st Space Battalion, gets a special hug from Anthony Roth, during a sendoff ceremony held at Peterson Air Force Base, Colo., Dec. 16, 2004. The ceremony honored 18 Soldiers from Peterson Air Force Base and Fort Bliss, Texas, deploying to Iraq and Qatar in support of OPERATION IRAQI FREEDOM. The Soldiers are scheduled to be deployed for one year. See story page 4.

## Civilians to experience personnel changes, career opportunities

Army News Service

**WASHINGTON, D.C.** — The Army's civilian work force will soon experience shorter hiring times, personnel actions based on performance and increased flexibility for conversions and lateral movements, according to Mary E. Lacey, the program executive officer of the National Security Personnel System.

The new civilian personnel system is one of Defense Secretary Donald H. Rumsfeld's key initiatives designed to transform DoD operations to better meet 21st-century needs, Charles S. Abell, principal deputy under secretary of defense for personnel and readiness, said during a Dec. 13, 2004, interview at the Pentagon.

The NSPS replaces an outmoded, 50-year-old civilian personnel management system, Abell noted, that had rewarded employees for longevity. NSPS, he said, incorporates a performance-based pay system in tandem with a restructuring of the civilian work force to better support department missions.

Officials will be working with

installation and unit commanders from now until July, Abell noted, to discuss NSPS training needs and other issues prior to implementation.

Commanders, supervisors and employees "will want to get familiar with the system" between now and July, Abell pointed out. NSPS Program Executive Mary E. Lacey, who accompanied Abell at the interview, echoed his point.

"Before any work unit goes into the National Security Personnel System," Lacey explained, "senior leadership of the department, as well as their local management, is going to be there with them, making sure that the folks are trained, making sure that they fully understand the intricacies of the system as well as fully understand what's going to be expected of them."

The NSPS, she said, represents "an incredibly exciting opportunity for the department to move forward in its transformation" of how it uses, manages and trains its civilian personnel.

"I like to say that people are the only appreciating asset in

See NSPS page 15

## Dodgen meets with wounded Soldiers

Sgt. Kofi F. Antwi, left, a Soldier assigned to the 1/7 Armored Cavalry, enjoys a salad and exchanges conversation with Lt. Gen. Larry J. Dodgen, commander, U.S. Army Space and Missile Defense Command/ U.S. Army Forces Strategic Command during a special luncheon Dec. 3, 2004, at the Pentagon's executive dining room in honor of Soldiers and Marines wounded in OPERATION IRAQI FREEDOM. At the luncheon, Secretary of Defense Donald Rumsfeld and his wife were accompanied by Dodgen, Lt. Gen. James L. Campbell, director of the Army Staff, Office of the Chief of Staff — Army, other general officers, members of the United Service Organizations Inc. and family members of the wounded Soldiers and Marines from Walter Reed Army Medical Center. A special visitor, Joan Jett, of the rock band Joan Jett and the Blackhearts, was also at this event thanks to the USO. Antwi was just one of several warfighters at the luncheon who received an SMDC coin from Dodgen.



Photo by Mark Ramirez, Army Protocol Office - Pentagon

# The Command Corner



**Lt. Gen. Larry J. Dodgen**  
Commanding General



**CSM David L. Lady**  
Command Sergeant Major

**H**appy New Year! I hope you are ready for 2005. The New Year is here, full of optimism and one filled with numerous opportunities and challenges for the command, the Army and our nation. The events of this past year, while greatly significant as we supported an Army and nation at war, pursued numerous research, development and acquisition initiatives and technologies, and participated in the realization of the nation's first ballistic missile defense capability, all laid the groundwork for what lies ahead in 2005.

While there will be undoubtedly some uncertainty what the year ahead holds, let me assure you of a few things.

First, the U. S. Army Space and Missile Defense Command will continue to lead and focus the Army's efforts to integrate space capabilities into tactical operations and to protect the nation, our deployed forces and our friends and allies from missile attack. I recently visited with the Soldiers of the 49th Missile Defense Battalion (Ground-based Midcourse Defense) and their families stationed at Fort Greely, Alaska, where six ground-based interceptors have been installed to date. These National Guard Soldiers are trained, ready and proud of their mission. Officially activated one year ago this month, the battalion is working hard to ensure everything is being done to allow us to provide a true limited defensive operational capability to our nation, one of this command's top priorities.

Second, continued support to the Global War on Terrorism can be expected to be the norm throughout the year. Dr. Francis J. Harvey, the Secretary of the Army, recently talked about how our current security environment characterized by asymmetric adversaries, transnational terrorists, non-linear battlefields and intense post-conflict operations, is, perhaps, more complex than at any other time in our nation's history. This era of complexity is driving many of the challenges we, as a command and as a nation, will face in 2005.

Among others, we are continuing with internal realignment with the intent of expediting technological development to the warfighter as we complete the merger of the Missile Defense Battle Lab with the Force Development and Integration Center to form the new Space and Missile Defense Future Warfare Center. We are applying what we have learned from fielding the first Space Support Element (SSE) with the 3rd Infantry Division last year to our fielding SSEs with the next units: the 101st Airborne Division (Air Assault) and the 10th Mountain Division (Light Infantry), scheduled for later this year. These professionals will ensure space capabilities are fully integrated in support of the warfighter at the tactical level.

Of great importance to the command, is our new role as the Joint Functional Component Command for Integrated Missile Defense (JFCC-IMD) for the U. S. Strategic Command (STRATCOM). This is a priority mission for SMDC whose purpose is to integrate and globally synchronize missile defense plans to provide an optimized layered missile defense in depth and meet strategic objectives. The endstate will be a capability to protect national priorities through the agile and responsive application of ballistic missile defense system assets. We are currently developing the concept of operations (CONOPS) for the execution of the integrated missile defense mission and will be working closely with other joint functional component commanders, the combatant commanders, the Joint Air Missile Defense Organization, and the Missile Defense Agency to ensure we get it right. The headquarters for this element will be at the Joint National Integration Center in Colorado Springs.

So, I hope you are ready for 2005. We have lots of great opportunities ahead of us and much to look forward to. While 2004 was a banner year for us, I am excited about the future of this command and what 2005 will bring. Happy New Year!

**H**appy New Year, SMDC! Lt. Gen. Dodgen and I look forward to working on your behalf this year and to visiting your units and installations in order to praise your successes and learn of your problems.

SMDC will continue to do its part to help transform the Army while fighting the current war, in order to be ready for future wars. In the past year, our Space Support Elements have been assigned into the first three Units of Execution (UEX), and our troopers with the first UEX, 3rd Infantry Division, are certified and ready to deploy. Their experiences and successes during their rotation to Iraq will convince the Army of the proper structure for organic space support personnel in maneuver headquarters, and will determine the way ahead for further "normalizing" of space operations within the Army.

Progress has been made in the three critical mission areas our commanding general identified at the beginning of 2004. SMDC's support of the Global War on Terrorism has paid a large dividend to the nation: we have scanned sky and space for air and missile events, planned and assisted satellite communications traffic, and deployed an Army Space Support Team, a Commercial Exploitation Team, and a Theater Missile Warning Detachment (JTAGS) into the Central Command Area of Responsibility. We have activated, trained and stationed the nation's first operational national missile defense units, and our Soldiers of the 100th Missile Defense Brigade and the 49th Missile Defense Battalion stand ready to operate and secure the Ground-based Midcourse Missile Defense (GMD) System. We will continue to develop our relationship with U.S. Strategic Command. As part of our support to STRATCOM's commanding general, SMDC has successfully designed the new Joint Forces Component Command Headquarters for Integrated Missile Defense (JFCC-IMD). Lt. Gen. Dodgen will command this headquarters and lead a joint team to plan for national and worldwide ballistic missile defense.

Thanks to the commanders and command sergeants major of both 1st Space and 100th Missile Defense brigades, SMDC has developed fit and deployable Soldiers, trained and equipped to go anywhere, able to support the warfighting headquarters upon arrival. We will continue to emphasize professional development and training programs that will guide every Soldier to meet the key tenants of the Soldier's Creed: disciplined, physically and mentally tough, trained and proficient in warrior tasks and drills.

As we look to the new year, our command training guidance has seven operational priorities through FY 05/06: 1) supporting the warfighter in the Global War on Terrorism, 2) achieving Initial Operations Capabilities for the Ground-based Midcourse Defense, 3) defining and activating STRATCOM's JFCC-IMD, 4) continued definition of our role as the Army Service Component Command to STRATCOM, 5) continued development of the Space Support Element and the redesign of the Army Space Support Teams, 6) continued support to the Missile Defense Agency and 7) deployment of the M3P (Multi-Mission Mobile Processor) system during the 1st quarter, FY06.

None of these missions is easy, but all will be accomplished. The partnership between the operational and research/development/acquisition deputies, in support of our commanding general's priorities, will keep the command focused. The staff will continue to provide the critical support that enabled the accomplishments of last year. It will be another good year, and we will secure the high ground for the nation and our allies.

Finally, as we celebrate the birth of Dr. Martin Luther King Jr., let us remember his courage, his pride and his love for all people. He and his fellow heroes faced up to enormous and deadly opposition and finally convinced the federal government to take action and keep the promises of the Declaration of Independence and the U.S. Constitution. His life shows what an inspired person can inspire a nation to accomplish.

SECURE THE HIGH GROUND!

ON POINT!

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# Holiday celebrates life of civil rights pioneer

By Kimeko Langham

**F**ew events over the past 50 years compare in significance to the Civil Rights Movement. The events that took place from 1954-65 were monumental to all communities, all nations and all mankind. Dr. Martin Luther King Jr. is the most recognized hero of the civil rights movement.

In honoring the memory of King, we are to be reminded that the holiday is not a day off, but rather a day on. It is a day of remembrance, education and inspiration. King's nonviolent stance against segregation and discrimination proved victorious in bringing the most basic of human rights to all.

Though this one remarkable man took the burden of a nation and held it in his hands, there were a multitude of others who were also selfless in their efforts and tireless in the journey toward achieving equality and justice. Many of these unsung heroes resided in Montgomery and Birmingham, Alabama, cities which were vital to the civil rights movement.

Active on every level of the protests

were children. Leroy Allen, 19, was attacked by two police dogs during a protest march from Sixteenth Street Baptist Church to Birmingham city hall; and Claudette Colvin, a pregnant teenager, was arrested for refusing to give up her seat on a Montgomery bus. In Birmingham, one of the most segregated cities in the 1960s, children ages 6-18 demonstrated in Kelly Ingram Park on May 2, 1963, also known as D-Day.

These brave children bore the responsibility of the movement so that their parents could work and not lose their jobs. Some 959 children were arrested that day. Several marchers were attacked by police dogs and hosed by firefighters with streams of water powerful enough to break bones.

The events of D-Day forced businesses to integrate lunch counters and hire more blacks.

One of the most famous of the civil rights era was Rosa Parks, a National Association for the Advancement of Colored People worker who took special interest in Claudette Colvin's case. It was

Parks' arrest in December 1955 that set the Montgomery Bus Boycott in motion.

Jo Ann Robinson put the plans for the boycott in action by distributing fliers throughout Montgomery that urged blacks to stay off buses for one day. The boycott would not end until a year later; however, its efforts yielded a fully integrated bus service.

Those are just some of the names and the instances that helped shape America into what it is today. King was a leader of generations that demanded freedom and justice in a way that was unknown to America before.

Jan. 17, is a day to reflect on the accomplishments and the changes that took place as a result of King and the civil rights movement. It is a reminder that we are the beneficiaries of the strength, the vision and the struggle of those who played a prominent role in ensuring that there was equal opportunity for all.

*Editor's note: Kimeko Langham works in the SRBM Technical Analysis Division at Missile and Space Intelligence Center, Redstone Arsenal, Ala.*

## What We Think

### The Eagle asks:

**What issues would you like to see President Bush take on during his second term?**



Ron Mathews  
Military Personnel Specialist  
Personnel, G-1  
Arlington, Va.

President Bush needs to refocus on the national ban on assault guns. During his re-election campaign President Bush promised to support the ban; the previous national ban expired September last year. He needs to ensure that our next Congress addresses the national ban and adds verbiage to stop manufacturers from selling parts that will allow people to easily purchase legal guns and turn them into illegal ones. I feel that anyone involved with illegal assault weapons must be held accountable for their use.

I would like to see more assistance to the people who are in need in the United States.



Alice Hartley  
Security Systems Administrator  
InfoPro Corporation  
Huntsville, Ala.



George Anton  
Chief  
G-3, Force Management  
Colorado Springs, Colo.

Social Security is broken. President Bush and Congress must ensure that Social Security is solvent for my children and their children. Tort Reform — there are too many lawsuits. Medical costs are skyrocketing due to medical malpractice lawsuits. It is all about the future of our kids.



Henry Hollman  
General Engineer  
Computer Resources Division  
Huntsville, Ala.

Military issues are going to be with us for a while. The president should pay close attention to the terror issue because terror is not just in Iraq. We will continue to have terror issues manifest themselves in the ships that arrive in our ports affecting homeland security.

Increase funding for the troops in combat zones. Make sure the funding is there for protective clothing, body armor and vehicle shielding. Raise the pay for military service members and federal employees.



Australia Prince  
Administrative Support  
1st Space Battalion  
Colorado Springs, Colo.

I would like to see President Bush re-vitalize and re-structure the Social Security system to ensure financial security for future generations.



1st Lt. Leisl Hammond  
G-3 Reserve Affairs Liaison  
Colorado Springs, Colo.

Will there always be a U.S. presence in Iraq helping ensure the security of the Iraqi people?



Justin Novak  
Dept. of Army Intern  
Computer Engineer  
Battle Lab, Simulation Development Division  
Huntsville, Ala.

The main issue I want to see addressed is the strength or lack thereof of our Armed Forces. There are many places where U.S. presence is needed, and there are not enough "trained" people to fill the numerous requirements. I also feel strongly that the government as a whole should actively pursue/persuade the service members who are currently serving, and who have the knowledge, experience and the "know how" to remain on active duty. If you take care of those who are currently serving in uniform you would not have to spend so much money on recruitment. As a former service member, I know all too well the many sacrifices made to support and defend this great nation of ours. For all those who serve, thank you.



Nikol Van Epps  
Executive Assistant  
Personnel, G-1  
Arlington, Va.

# Exercise tests lessons learned in Iraq

By Sgt. 1st Class Dennis E. Beebe  
SMDC Public Affairs

**COLORADO SPRINGS, Colo.** — Exercise Terminal Fury, Dec. 3-11, 2004, allowed the U.S. Army Space and Missile Defense Command to test improvements in space support coordination processes that will improve support provided to the warfighter.

Over the past year, SMDC has deployed four Army Space Support Teams out with the Combined Forces Land Component Command, V Corps, III Marine Expeditionary Force, 4th Infantry Division (Mechanized) and other elements to support OPERATION IRAQI FREEDOM. Terminal Fury, at Hickam Air Force Base, Hawaii, and Camp Courtney, Okinawa, Japan, exercised the lessons learned by these ARSSTs.

"Our teams performed well in Iraq, but they learned that certain coordination elements would have enabled them to have more impact with the units they were supporting," said Maj. Troy McKeown, the Army senior space officer working as liaison with the Joint Forces Air Component Command during the exercise.

Based on guidance from SMDC's commanding general, the 1st Space Brigade developed a deployable Army Space Coordination Detachment to serve as the liaison to the JF Air Component Command and an Army Space Coordination Element to support the JF Land Component Command. These two elements provided space support and planning in the development of the theater campaign plan to each component commander.

Throughout Terminal Fury 05, SMDC space experts ensured space resources were in place and integrated into combat operations. With these space experts on hand, space assets were refined to provide maximum capabilities to friendly forces.

"What we are trying to do at the combatant commander level is be able to recommend a space control effect from the JF Land Component Command all the way up to the Joint Task Force and get it nominated for execution at the JF Air Component Command," said Maj. Richard Zellman, officer in charge of the ARSST in Okinawa. "We want to provide an avenue for cross talk between the space elements of the components.

"One of the major goals for the exercise

was to provide responsive space control support to the land component commander," Zellman said. "To accomplish this we had brigade space forces at both the land and air component of the Joint Task Force. This enabled us to submit a nomination from the land component commander, track the nomination through the JTF and air component, and ultimately execute the space control mission."

"With space providing a force multiplier, the warfighter is able to find, target and deliver the required effect to the enemy in hours, versus days or weeks using conventional methods," said Brian Finter, part of the Exercise Control Cell for Exercise Terminal Fury. "Space has helped the U.S. fighting force instill a new type of *blitzkrieg* on the battlefield, in the sky, on the sea and in space."

"One of the biggest advancements we got out of this exercise was that we nailed down some new processes and actually did some really good training in the area of deconfliction and coordination with Cheyenne Mountain Operation Center," McKeown said. "It was a very good exercise overall."

## GMD brigade and battalion begin pro-shifter training

By Sgt. Sara Storey  
100th Missile Defense  
Brigade Public Affairs

**COLORADO SPRINGS, Colo.** — Staff members of the 100th Missile Defense Brigade (Ground-based Midcourse Defense) here began specialized training this month.

The training, labeled "pro-shifter training" serves a dual purpose — one, educating brigade staffers on the system to improve their overall understanding of what the operators do, and two, enabling them to serve as temporary augmentees on crews to increase training and mission flexibility. The 49th Missile Defense Battalion (GMD), located at Fort Greely, Alaska, completed similar training last month.

These units, staffed by Colorado and Alaska National Guard, provide the first part of the nation's emerging missile defense program, designed to protect against accidental or intentional launches of ballistic missiles. Both units have five-person crews (operators) on shift 24/7 to operate the GMD system.

Pro-shifters are currently undergoing training that will allow them to fill in for an operator in a temporary capacity, according to Command Sgt. Maj. Dan Marques, command sergeant major, 100th MDB.

Traditional operators complete the Air Defense Artillery course at Fort Bliss, Texas, go through a 10-week operator course in Colorado Springs, Colo., and attend positional training here or in Alaska.

The pro-shifter training is a six-week course designed to give graduates the necessary knowledge to fill a crew position as a replacement crew member for a short period of time, according to Marques.

After completing the training, operators and pro-shifters complete a demanding certification process and are required to pass a recertification process every six months. Pro-shifters will also be required to pull shift at least two times each month to maintain their proficiency on the system.

"Training staff members to be pro-shifters really helps the unit in three ways," Marques said. "It gives the staff an operational perspective of the crews' requirements and the GMD system, it allows us more flexibility because pro-shifters can replace operators on the consoles in a temporary capacity, and it helps the staff better perform their duties of supporting the operators.

"Being a pro-shifter will require additional training, energy and evaluation on the part of the Soldiers," Marques said. "The pro-shifters will have to work hard at maintaining their skills because they won't have everyday exposure to the system like the operators."

Col. Gary Baumann, commander of the 100th MDB, believes the pro-shifter training is a valuable asset to both the brigade and battalion — so valuable that he is currently going through the brigade-sponsored training to become a pro-shifter himself, following the centuries-old military tradition of the commander being able to

perform the missions he asks his Soldiers to do.

"This training not only provides the command with an invaluable asset to allow flexibility in crew member

positions, it personally gives me a different perspective and much deeper appreciation for the degree of difficulty involved in operating the GMD system," Baumann said.

## 100th Missile Defense Brigade (GMD) to sew on new patch

By Sgt. Sara Storey, 100th Missile Defense Brigade  
and Maj. David Bennett, Crest and Patch Designer

**COLORADO SPRINGS, Colo.** — The 100th Missile Defense Brigade (Ground-based Midcourse Defense) Soldiers are scheduled to wear a newly designed patch and crest within the next few months.

The original concepts for the crest and patch were designed by Maj. David Bennett, assistant training and operations officer, 100th MDB. The final effort was a collaboration between Bennett and Rhonda Reiner, an artist with The Institute of Heraldry at Fort Belvoir, Va.

The patch and crest share similar features — an eagle, symbolizing the unit's commitment to national defense; a lightning bolt, representing the power and strength of the unit and its tie to Space and Missile Defense Command; and mountains,

replicating those on the state seal of Colorado and signifying the connection with the Colorado Army National Guard.

The motto that appears on the crest is "Contegamus et Cassamus," a Latin phrase meaning "Guard and Destroy." The word "guard" relates to the unit's National Guard heritage and its day-to-day mission of shielding and protecting the nation. "Destroy" embodies the mission — the launch of ground-based interceptors designed to protect against accidental or intentional launches of ballistic missiles.



New 100th MDB crest



New 100th MDB patch

## Civilian News

### Flexible Spending Account open season extended for belated enrollments

Due to the high volume of federal employees inquiring about flexible spending accounts (FSA) during the FSAFEDS Open Season, some federal employees were unable to successfully enroll for the 2005 Plan Year. The Office of Personnel Management (OPM) announced that the program is currently accepting belated enrollments. Employees who are current 2004 participants will need their passwords to enroll. Those who cannot remember their passwords should visit the "My Account" section of the FSAFEDS Web site and click on "Remind Me" to obtain a password reminder. For additional assistance with passwords, federal employees should contact FSAFEDS at (877) 372-3337. A benefits counselor is available for assistance from 9 a.m. to 9 p.m., Eastern Time. For more information, go to [fsafeds.com](http://fsafeds.com).

### Locality pay rates for 2005 available on-line

President Bush on Dec. 30, 2004, made official how the average 3.5 percent across-the-board pay raise for federal employees in 2005 will be divided between a straight raise and locality pay. The raise will be 2.5 percent and the remaining additional 1 percent will be locality pay. The Office of Personnel Management has posted pay tables and locality rate charts for 2005 on its Web site at <http://www.opm.gov/oca/05tables/>. The same number of locality pay areas (31) is authorized for 2005 as in 2004. Compared to 2004, the boundaries of most of the 31 separate locality pay areas have been expanded to reflect the application of new criteria for evaluating counties adjacent to locality pay areas for inclusion in the pay area. The new pay and locality pay rates are effective with the first pay period beginning on or after Jan. 1.

### Veterans Benefits Improvement Act signed

On Dec. 10, 2004, the president signed into law S. 2486, the Veterans Benefits Improvement Act of 2004. The new law modifies and extends housing, education and other benefits for veterans. Specifically, it:

- increases the voluntary contribution amount that active duty members of the Armed Forces can make to receive increased monthly educational assistance under the Montgomery GI Bill;
- authorizes the Department of Veterans Affairs (VA) secretary to carry out a pilot program that allows veterans to extend their eligibility period for using GI Bill education benefits for specified instruction or training;
- excludes veterans' education benefits from the determination of eligibility for, or the amount of, federal education grants and loans;
- increases the maximum housing loan guarantee amount for which veterans are eligible;
- terminates the collection of housing loan fees from veterans rated eligible for compensation at pre-discharge disability examinations; and
- prohibits the collection of co-payments from veterans receiving hospice care from the VA.

### Electronic W2s for 2005 available on line

Electronic W2s for 2005 are available on myPay at <https://mypay.dfas.mil/mypay.aspx?flps=W2S~DCPS>. The Defense Finance and Accounting Service (DFAS) implemented the myPay Web-based system in March 2000. myPay delivers pay information and lets you process pay-related transactions timely, safely and securely. The Web-based system reduces the risks of identity theft associated with postal delivery by allowing members to access electronic W2s, leave and earning statements and other financial information. myPay matches industry standards for the highest level of encryption and security to protect myPay users. If you do not have a PIN for accessing myPay, you can obtain one via e-mail by clicking on the New PIN button on the myPay Web site at the web address shown above. A temporary PIN will be e-mailed to your official e-mail address. If you have any questions concerning myPay, please call contact center toll free at (800) 390-2348. If the information posted to your W-2 is incorrect, please contact your servicing pay office or your customer service representative for assistance.

## Military News

### Mid-2005 troop rotations planned for Iraq, Afghanistan

The Pentagon has decided on its troop rotation plans for mid-2005, which will keep force levels at the same strength for operations in Iraq and Afghanistan. There are roughly 138,000 troops in Iraq and 18,000 in Afghanistan; another 12,000 are being sent to Iraq to provide security for elections. The deployment would keep force levels at three brigades and a division headquarters element in Afghanistan, and 17 brigades and three division headquarters elements in Iraq.

For OPERATION ENDURING FREEDOM in Afghanistan, the troops set to rotate in include the 3rd and 4th brigades and headquarters elements, 10th Mountain Division, Fort Drum, N.Y., and the 53rd Infantry Brigade and headquarters elements, Florida National Guard. For OPERATION IRAQI FREEDOM, the following units have been tapped to rotate in:

- 4th Infantry Division — division headquarters and four brigades
- 101st Airborne Division, Air Assault, headquarters elements and four brigades, Fort Campbell, Ky.
- 48th Infantry Brigade (Separate), Georgia National Guard
- 172nd Stryker Brigade Combat Team, Fort Wainwright, Alaska
- 1st Brigade, 10th Mountain Division, Fort Drum, N.Y.
- 1st Brigade, 1st Infantry Division, Fort Riley, Kan.

### Pentagon increases housing allowance

Monthly housing allowances for 910,000 service members living off base in the United States will climb by an average of 9 percent, effective Jan. 1, say Defense Department officials. The rise in individual rates, however, will vary significantly, from no change for some grades in some areas to as much as 20 to 30 percent for military renters in high-cost areas such as Hawaii.

The 2005 Basic Allowance for Housing (BAH) rates not only will keep pace with an average 4.4 percent rise in rental costs nationwide over last year but are high enough also to close a remaining 3.5 percent gap between 2004 BAH and median rental expenses nationwide. BAH recipients will enjoy a fifth and final "above-inflation" annual adjustment that since 2000 has eliminated a 20 percent disparity between stateside allowances and rental costs reported in housing surveys. With the new rates, out-of-pocket costs for stateside renters will fall to zero, assuming they rent at the local median cost for the type of housing deemed appropriate to their pay grade.

### TRICARE transitions update

Since June 2004, DoD's TRICARE program has transitioned from 12 regions and four contractors to three regions and three contractors (TriWest, Humana and Health Net). While TRICARE benefits remain the same, there have been changes in program administration, which have led to some administrative problems. TRICARE Management Authority (TMA) leaders have posted information on the TRICARE Web site at [www.tricare.osd.mil/healthcarecontracts/default.cfm](http://www.tricare.osd.mil/healthcarecontracts/default.cfm) about these problems they have encountered and ongoing efforts to fix them in each of the TRICARE regions.

### Military W-2s make it easier to determine tax-credit eligibility

The 2004 W-2 forms for military members will now report pay earned while serving in combat zone tax-exclusion areas. This information will allow members to better determine their eligibility for two credits to their federal income tax payments, the Earned Income Tax Credit and Child Tax Credit, officials said. The combat zone pay information will be listed separately in Block 14 of the member's W-2 form and will not be included with taxable wage information. EITC and CTC qualifications are based on gross income, which includes pay earned while in a tax-exclusion area. The addition of this information on 2004 W-2s will help determine whether a member meets the IRS requirements for EITC and CTC and which method of computing taxes is most advantageous to each member's individual situation. The 2004 W-2s will be available in mid-to-late January, and service members can access their W-2s on the Defense Finance and Accounting Service's on-line "myPay" system. Officials recommend service members contact their unit tax advisers for more information on the Earned Income Tax Credit, Child Tax Credit or other tax issues.

# SATCON commander gets scoop on A Company

By Sgt. Joshua Pierce  
Unit reporter

**FORT DETRICK, Md.** — Lt. Col. Hae Sue Park, commander, 1st Satellite Control Battalion has a unique challenge when it comes to managing her Soldiers. That's because they are literally spread across the globe.

"With all the Wideband Satellite Operations Centers (WSOC) spread from Maryland to California and Germany to Japan, it's difficult for me to be with the troops as often as I would like," Park said.

So the "Global Guardians" of Alpha Company were delighted to host Park for a recent visit.

Alpha Company, located at Fort Detrick, Md., is seen as the test bed for all new equipment and software.

"This is often an exciting opportunity for Alpha Company operators because it puts them on the forefront of training and operations for the battalion," Park said.

The Soldiers of Fourth Squad were on shift the day of the visit and every Soldier prepared a brief on each of their respective positions. Park's day began with the daily operations brief, attended by the company commander, executive officer, operations NCO, platoon sergeant, and senior Defense Satellite Communications System (DSCS) controller.

"The commander had a strong grasp of the material we discussed, and was concerned about the welfare of all her Soldiers," Spc. Ryan Whitehouse said.

"The Soldiers, from the company commander down to the shift on the



Photo by 1st Sgt. Christopher Roberts

Sgt. Joshua Pierce briefs Battalion Commander, Lt. Col Hae Sue Park, as Company Commander, Capt. Joseph Schaefer looks on.

operations center floor certainly were knowledgeable of their jobs and aware of how important their mission is to supporting the warfighter worldwide," Park said.

Park's visit was another opportunity for her and some of her Soldiers to meet for the first time.

"Lt. Col. Park's visit allowed us to talk to our new battalion commander and show her in our own words what we do," Sgt.

Jeffery Yauch said.

Pfc. Anthony Cook added, "She was very motivated and wanted to know details about our day-to-day job."

Park's time at the company was a valuable experience for the command and Soldiers of Alpha Company alike enabling the Soldiers to show the battalion commander what they do best, 24/7, 365 days a year — manage the DSCS constellation in direct support of all users.

## Total Defender exercise works to integrate missile defense planning, net assessments

By Debra Valine  
Editor, *The Eagle*

**HUNTSVILLE, Ala.** — The U.S. Army Space and Missile Defense Command hosted the Total Defender 5.1 Global Integrated Missile Defense Seminar Dec. 13-16, 2004, at the Advanced Research Center in Huntsville, Ala.

The seminar focused on intelligence strategies to support missile defense planning; offense/defense integration; U.S. Strategic Command's (STRATCOM) missile defense regional net assessment and insights into the Joint Functional Component Command - Integrated Missile Defense (JFCC-IMD) functions.

The Total Defender Experiment is a partnership between STRATCOM and SMDC/Army Forces Strategic Command (ARSTRAT) to focus on the integration of all pillars of Global Ballistic Missile Defense through planning in a 2017 timeframe.

The Total Defender seminar series addresses STRATCOM's military capabilities that underwrite future strategic deterrence and present results to senior

leaders and experiment participants.

"We understand that missile warfare is more than missile defense," said Randy Wallace, a program engineer in SMDC's Future Warfare Center.

"We need to understand the best way to integrate our offensive and defensive operations in order to achieve the most efficient defense. We would rather blow threat missiles up on the ground before they are launched than shoot them in the air after launch. That is how you integrate offensive and defensive postures."

At the seminar in December, SMDC presented the results of analysis and planning tools that was done between spirals of the experiment. The last seminar was held Jan. 11-16, 2004, at STRATCOM.

"We started with a scenario nearly a year ago," Wallace said. "We used our analysis tools to optimize our courses of action when faced with missile threat. The real work was done in the weeks leading up to the seminar, where we

refined our courses of action."

Missile defense regional net assessment is based upon quantitative and qualitative analysis. Total Defender experimentation indicates that regional net assessment probably consists of policy guidance, intelligence assessments that include RED view of RED in addition to BLUE view of RED, offense-defense integration analysis, and BLUE/RED capabilities analysis.

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**'Total Defender is an ongoing event. It is definitely not an exercise or a training event.'**

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— Randy Wallace  
Future Warfare Center

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"This iteration of the experiment was conducted in three phases," said Pam Caruso, chief, Frontiers Division, Future Warfare Center. "Participants were asked to provide more insight into regional net assessment components given a series of briefings; provide additional data on intelligence

requirements for finding and tracking mobile missile systems, offense-defense integration methods, and operational analysis tools; and participate in senior mentor and leader seminars focused on 2017 concepts and requirements for planning global missile defense."

Lessons learned so far need to be re-examined in the context of the proposed STRATCOM Joint Force Component Command (JFCC) structure, with emphasis placed on the JFCC-IMD and its relationship to other STRATCOM JFCCs, Wallace said.

Lessons learned at this seminar will be analyzed and refined before being presented at the next seminar.

"We have another event examining a similar scenario under different ground rules scheduled for April 2005 at Offutt Air Force Base in Omaha, Neb.," Wallace said.

"Our experiments are lengthy processes that culminate in seminars and workshops," Wallace said. "Total Defender is an ongoing event. It is definitely not an exercise or a training event."

# 1st Space Battalion sends Soldiers to Iraq, Qatar

## SMDC Public Affairs

**PETERSON AIR FORCE BASE, Colo.** — A farewell ceremony Dec. 16 honored 18 Soldiers from the 1st Space Battalion who are deploying from Peterson Air Force Base, Colo., and Fort Bliss, Texas, in support of OPERATION IRAQI FREEDOM.

The 1st Space Company (Theater Missile Warning, or TMW) deployed five Soldiers from Colorado Springs and seven from El Paso to Qatar for a one-year tour.

"These are our finest Soldiers," said Lt. Col. Jeffrey Farnsworth, commander of the 1st Space Battalion. "They trained hard and have built solid teams. Now they are

going off to do their mission and nothing is more important. They are prepared and ready."

TMW team members are Team leader Chief Warrant Officer 2 Christopher Hall, Sgt. 1st Class Ronnie Price, Sgt. Dawn White, Sgt. Alexander Appleby and Spc. Michael Scott from Colorado.

The El Paso contingent consists of Staff Sgt. Christopher Lamb, Staff Sgt. Tracey Rosser, Sgt. Darrell Jones, Sgt. Gilbert Garcia, Sgt. Eric Robinett, Spc. Nicholas Carpenter and Spc. Joshua Williams. There are also three Soldiers who went out in advance of the larger deployment. They are Staff Sgt. Jeffrey Crane, Spc. Jonas Moody and Pfc. Theodore Fuller.

The 2nd Space Company also deployed six Soldiers of Army Space Support Team (ARSST) 1 to replace the members of Team 2 who have been manning the system in Baghdad for the past year. Team 1 members are Maj. Tod Pingrey, 1st Lt. Lauren Miller, Staff Sgt. James Fix, Sgt. Jason Martinez, Sgt. Paul Lizer and Spc. David McQuay.

The ARSST team supports the warfighter with products and information derived from space-based capabilities. Items such as satellite imagery maps, blue force tracking, satellite

communications and satellite weather are funneled directly to those who need them at all levels from planners to operators.



Photo by Sgt. 1st Class Dennis Beebe

Lt. Col. Jeffrey Farnsworth gives Chief Warrant Officer 2 Christopher Hall the traditional battalion coin to carry on the mission and to bring back safely along with his Soldiers.

## Election tops accomplishments in Afghanistan

By John D. Banusiewicz  
American Forces Press Service

**WASHINGTON, D.C.** — Afghanistan's successful voter registration and presidential election topped 2004's accomplishments in the country's progress from brutal dictatorship toward democracy, a U.S. military spokesman said Dec. 29, 2004, in the Afghan capital of Kabul.

Army Maj. Mark McCann, spokesman for Combined Forces Command Afghanistan, covered the year's accomplishments at a news conference on Dec. 29, 2004.

"Probably the most significant event was the first democratic presidential election, and subsequent presidential inauguration, in the history of Afghanistan," he said. "This was significant in many ways, because it mobilized and united the Afghan people against the violence of the past, and gave them hope for a more peaceful, prosperous future."

More than 10 million Afghans registered to vote — more than 40 percent of them women — and more than 8 million voted despite repeated Taliban threats of violence and intimidation, McCann noted. "They voted to end the rule of the gun and replace it with the rule of law," he said.

The Afghan government's increased capacity to run its defense sector and an increased presence of trained Afghan security forces throughout the country were big factors in the rule of law spreading through the country in 2004, the major said.

Afghanistan's army now has a visible presence throughout the four regions of the country, with the opening of its regional command centers in Herat, Mazar-e-Sharif, Gardez and Kandahar, McCann said.

"The cost of each compound is approximately \$60 million, and 75 percent of the 2,800 workers involved in the construction are local Afghans," he said.

"When complete, each camp will house the regional command headquarters and one of the regional command's brigades."

And with 24 of a scheduled 35 National Army Volunteer Centers now open, the Afghan National Army continues to attract

## Iraq election: 'high stakes' event

By Jim Garamone  
American Forces Press Service

**BAGHDAD, Iraq** — Troops from Multinational Force Iraq are working to ensure every Iraqi who wants to vote has the chance to do so in the Jan. 30 election.

The election is "a high stakes" event for the Iraqi people and for the coalition, said a senior MNFI official. "This is the first democratic election since the state of Iraq was established in 1928," said the official. "I guess you could really say it's the first election in this part of Iraq in 5,000 years."

The Independent Election Commission of Iraq is running the election. The commission, set up under the Transitional Administration Law, has nine members.

Iraq has 13 million eligible voters, roughly half the population. They already are registered to vote through the identification process set up for distributing rations. The commission plans to set up 6,000 voting sites nationwide, each with up to five voting booths. Iraqis living in 14 other countries also may vote in the election.

Iraqis will be voting for members of the 275-seat National Assembly. That group will then choose a president, deputy presidents and prime minister. Then the assembly will become a constitutional convention and design a permanent government for the country. At the end of December, 256

"entities," or parties, and 6,239 assembly candidates were registered for the election. The administrative law states that 25 percent of the assembly must be women.

Security obviously is the greatest concern as the election approaches, and officials expect violence in the country to intensify. Members of the voting commission, for example, received eight threats in November, 54 in December, and, as of Jan. 10, already had received 25 credible threats this month.

Iraqi and coalition officials are adamant that the election must have an Iraqi face, which means Iraqis must provide the security. MNFI officials are planning a layered security system around the polling places. Iraqi police and Iraqi army and National Guard personnel will provide immediate security around polling places.

Iraqi officials are looking at a number of emergency provisions to help the election be successful. These include declaring a three-day public holiday centered around the elections, closing schools from Jan. 17 to Feb. 1, restricting vehicle movement around polling centers due to the threat from vehicle-borne bombs, limiting pedestrians in polling areas, and so on. Some of these provisions already have been agreed to; others are under discussion.

After the election, the votes will be counted and the National Assembly will convene at the end of February.

and grow quality soldiers, McCann said. More than 18,000 "well trained, well led, disciplined soldiers" are serving in 28 kandaks, or brigades, in the ANA, he noted.

The past year also saw a significant number of civil affairs projects designed to provide basic services and improve the quality of life for people throughout the country, McCann noted.

"These PRTs not only expand the capability of the government into the remotest regions of the country," the major said, "but they also go a long way to providing basic services that improve the quality of life of all Afghan people living in these areas."

In 2004, more than 9,000 people have received treatment from coalition medical personnel, including many civilians who

received medical evacuation to military medical facilities for treatment, McCann said. Coalition veterinary personnel treated and immunized more than 13,200 animals and livestock, he added.

More than 700 schools educating more than 4.5 million Afghan children were built, rebuilt, repaired or refurbished or were supplied with equipment and academic materials, the major said.

McCann gave much of the credit for Afghanistan's progress to the Afghans themselves.

"None of this success would have occurred without continued support of the people and government of Afghanistan, the international community, and the will of free people everywhere who are determined to see Afghanistan succeed," he said.

# SMDC helps to spread holiday Charity, Fellowship

## Bravo Company holds annual holiday party with Santa Claus

By Spc. Stacy-Lyn De La Hoz  
Unit reporter

**FORT MEADE, Md.** — Bravo Company, 1st Satellite Control Battalion, celebrated the holidays Dec. 10, 2004, at McGill Training Center with a potluck dinner, a visit from Santa Claus and door prizes.

Before the food was served, attendees observed a moment of silence to recognize the Soldiers in Iraq, Afghanistan and elsewhere who were unable to celebrate the holidays with their loved ones.

For the meal, the officers and senior NCOs of Bravo Company provided a turkey, several hams and a roast. The Soldiers provided delicious side dishes and desserts.

After dinner the jolly fat man himself, Santa Claus, visited the children. The kids all sat on Santa's lap and told him what they wanted for Christmas while their parents snapped photographs for lasting memories. Each child then received a special gift from Santa.

Later, the adults received gifts. Door prizes, donated by the unit's family readiness group, were distributed by random drawing to the adults. Some of the prizes included:



Photo by Spc. Stacy-Lyn De La Hoz

Sitting on Santa's lap, Sgt. 1st Class David Combs and son Devyn tell Santa they've been good boys this year.

fishing poles, gift certificates to various retailers and restaurants, gift baskets, wreaths, movie passes and perhaps the most coveted ... a four-day pass.

Thanks to the generosity of the unit family readiness group, there were so many door prizes that nearly every family walked away with a gift.

Perhaps the most enjoyable part of the evening was the white elephant gift

exchange. Some of the most popular gifts of the night were the "Dodgeball" DVD and a giant stuffed pink pig.

Humorous gifts included a furry ladies' hat, leopard print dishes and a 1970 ice cream maker. Everyone assisted with the cleanup after the gift exchange. All exchanged farewells and holiday greetings before returning home. In the end, it was a fun-filled and light-hearted evening.

## Santa stops by Peterson Air Force Base en route to North Pole

SMDC Public Affairs

### PETERSON AIR FORCE

**BASE, Colo.** — Santa Claus made an early trip to Colorado Springs, Colo., on Dec. 18, 2004, to drop off presents for the children of Soldiers from the 1st Satellite Control Battalion, Headquarters and Headquarters Company. The family readiness group coordinated the early visit to be a part of the stopover. Good food and fun crafts such as decorating ornaments and making door hangers helped make the event a huge success.



Photo by Sharon Hartman

Daniel Perry, son of Maj. Michael Perry, props himself up on Santa's lap and lassoes in his Christmas present.

# cheer through: ship and Family



## ***SMDC participates in Marines' annual Toys for Tots holiday campaign***

By Debra Valine  
Editor, *The Eagle*

**HUNTSVILLE, Ala.** — Michael Schexnayder, deputy to the commander for Research, Development and Acquisition, U.S. Army Space and Missile Defense Command, presented Staff Sgt. Michael Lamar and Staff Sgt. Jim Wittkop, representatives from K Battery, 4th Battalion, 14th Marines, 4th Marine Division, the U.S. Marine Corps Reserve unit in Huntsville, Ala., with Toys for Tots donated by SMDC employees on Redstone Arsenal for the Marine Corps' Toys for Tots holiday drive.

"You are doing God's work," Schexnayder said, during the Dec. 10, 2004, ceremony.

SMDC collected 21 bicycles and 258 toys. All were distributed by the Marines to children residing in the Tennessee Valley.

"Everyone at Team SMDC should be proud of our collective efforts," said Robert Williams, SMDC Toys for Tots chairperson. "These toys and bikes will go a long way in ensuring that children in need will not go without this Christmas."

"This is huge," Wittkop said, "especially when you do not realize the number of children we help out in the Tennessee Valley. The events like this help us meet our mission."

During the 2003 drive Toys for Tots distributed more than 400,000 toys to some 6,000 children. The number of children who receive the toys depends largely on how involved the



Photo by Becky Proaps

Staff Sgt. Jim Wittkop, left, Staff Sgt. Michael Lamar, center, and Michael Schexnayder test drive three of the 21 bicycles donated by the U.S. Army Space and Missile Defense Command to the U.S. Marine Corps' Toys for Tots drive Dec. 10, 2004. Wittkop and Lamar are from K Battery, 4th Battalion, 14th Marines, 4th Marine Division. Schexnayder is the deputy to the commander for Research, Development and Acquisition, SMDC.

parents are.

"Parents come in and register the children to receive toys," Lamar said. Although the collection and distribution phase of the 2004 Toys for Tots campaign has been completed, the fundraising campaign continue.

Donations received after December 2004 will go directly toward the campaign in 2005. For more information on the charitable activities performed by Toys for Tots, go to their Web site at: <http://www.toysfortots.org>.

## **1st Brigade celebrates the holiday season while recognizing Soldiers' sacrifices**

SMDC Public Affairs

**PETERSON AIR FORCE BASE, Colo.** — The 1st Space Brigade had quite a day on Dec. 16, 2004, celebrating the holiday season with a potluck luncheon, but also saying farewell to some who would be far from home for the holidays.

"We had a great event this morning as we sent off the deploying ARSST (Army Space Support Team) and JTAGS (Joint Tactical Ground Station) teams," said Col. Kurt Story, commander of the 1st Space Brigade during his opening remarks at the luncheon.

"This get-together and fine meal that everyone has contributed to is a continuation of that. This is a chance for the families to celebrate the holiday season and honor those who are deployed and spending the holidays away from their loved ones."

**'This is a chance for the families to celebrate the holiday season and honor those who are deployed and spending the holidays away from their loved ones.'**

— Col. Kurt Story



Photo by Sgt. 1st Class Dennis Beebe

Zachary, left, and B.J. Heffner show Lt. Col. Hae Sue Park, 1st Satellite Control Battalion commander how to play Yu-Gi-Oh, a card game based on a cartoon show.

# Awards/Promotions

## Civilian Promotions

**Alesia K. Barger**, GS-11, Huntsville, Personnel, G-1, Plans, Policy and Training Division

**Carol R. Bates**, GS-12, Huntsville, Resource Management, G-8, Program and Policy Division

**Chris P. LeBlanc**, GS-9, Huntsville, Resource Management, G-8, Program and Policy Division

**Tullie M. Miller**, GS-12, Huntsville, PARC/Office of Contracting and Acquisition Management, Branch K

**Sharon G. Mitchell**, GS-14, Huntsville, Engineering Division, NEPA Branch

**Justin R. Novak**, GS-9, Huntsville, Battle Lab, Simulation Development Division

**Chanda R. Tallman**, GS-9, Huntsville, PARC/Office of Contracting and Acquisition Management, Acquisition Management Division

**Rebecca K. White**, GS-13, Arlington, Force Development and Integration Center

## Military Promotions

**Staff Sgt. Jerry Teter**, HHC, 1st Space Battalion, to Sgt. First Class

**Staff Sgt. Andy Bryce**, 3rd Space Company, 1st Space Battalion to Sgt. First Class

**Staff Sgt. Clifton Goodwin**, HHC, 1st Space Battalion to Sgt. First Class

**Staff Sgt. Daniel Kesinger**, 2nd Space Company, 1st Space Battalion to Sgt. First Class

**Staff Sgt. Mark Lopez**, 1st Space Company, 1st Space Battalion to Sgt. First Class

**Staff Sgt. Jeremy Jones**, Commercial Exploitation Team, 1st Space Battalion to Sgt. First Class

## Military Awards

**Sgt. Katherine Braun**, 2nd Space Company, 1st Space Battalion, Army Commendation Medal

**Sgt. Brandon L. Deaton**, 2nd Space Company, 1st Space Battalion, Army Achievement Medal

**Spc. Genoveva J. Gonzales**, Headquarters and Headquarters Company, 1st Space Battalion, Army Achievement Medal

## On-the-Spot Cash Awards

**Adam M. Aberle**, Huntsville, Tech Center, Kinetic Energy Interceptor Directorate

**Carol R. Bates**, Huntsville, Resource Management, G-8, Program and Policy Division

**Norman B. Blackwell**, Huntsville, Tech Center, Test and Evaluation Directorate

**Brian D. Burnham**, Huntsville, Kwajalein Atoll/Reagan Test Site, Directorate of Resource Management (FWD)

**Timothy J. Cowles**, Huntsville, Tech Center, Kinetic Energy Interceptor Directorate

**Barbara C. Dixon**, Huntsville, Office of Technical Integration and Interoperability

**Douglas E. Engle**, Huntsville, Tech Center, Kinetic Energy Interceptor Directorate

**Kelly J. Helser**, Huntsville, Tech Center, Kinetic Energy Interceptor Directorate

**Paul L. Hester**, Huntsville, Tech Center, Data Analysis and Exploitation Directorate

**Wanda D. Igo**, Huntsville, Battle Lab, Analysis and Operations Directorate

**Marion L. Martin**, Huntsville, Resource Management, G-8, Management Division

**Kari A. Powers**, Huntsville, Tech Center, Kinetic Energy Interceptor Directorate

**Jeffery M. Shields**, Huntsville, Resource Management, G-8, Management Division

**Jo Carol Stermer**, Huntsville, Tech Center, Advanced Technology Directorate Matrix

**Edie L. Tyson**, Huntsville, Kwajalein Atoll/Reagan Test Site, Kwajalein Support Directorate

**Buddy D. Wagoner**, Honolulu, Kwajalein Atoll/Reagan Test Site, Honolulu Field Office

**Elaine M. Waldrep**, Huntsville, Office of Chief Counsel

**C. Phillip Watson**, Huntsville, Tech Center, Space Technology Directorate Matrix

**Roger E. Williams**, Huntsville, Tech Center, Systems Directorate Matrix

**Beverly W. Wills**, Huntsville, PARC/Office of Contracting and Acquisition Management, Branch T

## Special Act Awards

**Allen Alexander**, Huntsville, Tech Center, Test and Evaluation Directorate Matrix

**Terrance J. Bauer**, Huntsville, Tech Center, Joint Center for Test and Evaluation

**Jason R. Calvert**, Huntsville, Tech Center, Sensors Directorate

**Portia M. Davidson**, Arlington, Personnel, G-1, Community and Family Support Division

**John K. Dempsey**, Huntsville, Tech

Center, Information Science and Technology Directorate Matrix

**Luther W. Drennan**, Huntsville, Battle Lab, Battle Lab Operations Division

**Charlotte P. Green**, Huntsville, Tech Center, Office of the Director

**Anne P. Greene**, Kwajalein, Kwajalein Atoll/Reagan Test Site, Community Relations Office

**Yvonne S. Hampton**, Huntsville, Resource Management, G-8, Accounting Division

**Connie M. Hannaford**, Huntsville, Personnel, G-1, Plans, Policy and Training Division

**Beverly Vadasy Harbin**, Huntsville, Tech Center, Data Analysis and Exploitation Directorate

**David C. Hasley**, Huntsville, Engineering Division, NEPA Branch

**Barry W. Heflin**, Huntsville, Tech Center, Joint Center for Test and Evaluation

**Kelly J. Helser**, Huntsville, Tech Center, Kinetic Energy Interceptor Directorate

**Dana P. Henslee**, Huntsville, Business Initiatives Office

**Adele S. Jones**, Arlington, Resource Management, G-8, Resource Management Office

**Allen W. Kirkham**, Huntsville, Tech Center, Tech Center Operations

**Yancy C. Mitchell**, Huntsville, Tech Center, Tech Center Operations

**Clara L. Moore**, Huntsville, Resource Management, G-8, Management Division

**Mandy L. Mountain**, Huntsville, Tech Center

**Justin R. Novak**, Huntsville, Battle Lab, Simulation Development Division

**Ricardo L. Parks**, Huntsville, Tech Center, Kinetic Energy Interceptor Directorate

**Matthew T. Preston**, Huntsville, Tech Center

**Brenda L. Rains**, Huntsville, Tech Center, Tech Center Operations

**Vernal R. Scales**, Huntsville, Tech Center, Data Analysis and Exploitation Directorate

**Kenneth H. Shipman**, Huntsville, Tech Center, Sensors Directorate Matrix

**Ellen M. Smith**, Arlington, Personnel, G-1, Civilian Personnel Division

**Walter L. Trammell**, Huntsville, Office of Technical Integration and Interoperability

**Gregory T. Trammell**, Huntsville, Tech Center, Directed Energy Directorate

**Sarah V. Trial**, Huntsville, Personnel, G-1, Military Personnel Division

**Wanda H. Tucker**, Huntsville, Resource Management, G-8, Program and Policy Division

**James T. Watkins**, Huntsville, Battle Lab,



Photo by Pvt. Christopher B. Fowler

### Promotion, re-enlistment: great combination

Chief Warrant Officer 2 Mike Wisler, left, re-enlisted newly promoted Sgt. Matthew D. Hagen, right, Delta Company, 1st Satellite Control Battalion, Camp Roberts, Calif., at Hagen's home in scenic California Dec. 2, 2004.



Courtesy photo

### Adding a stripe

Staff Sgt. Jesse Walz of Alpha Company, 1st Satellite Control Battalion, Fort Detrick, Md., joins the senior noncommissioned officer ranks as SATCON Battalion Command Sgt. Maj. Reginald Williams, left, and Alpha Company 1st Sgt. Christopher Roberts pin on Walz's E-7 stripes.

# Productivity, improvement score Battle Lab another Alabama Quality Award

By Debra Valine  
Editor, *The Eagle*

**HUNTSVILLE, Ala.** — For innovations in doctrine, organizations, training, materiel, leadership, personnel and facilities, the U.S. Army Space and Missile Defense Command's Battle Lab received an Alabama Quality Award during a ceremony Dec. 2 in Tuscaloosa, Ala.

Col. Herbert Grogan, deputy director, Future Warfare Center, accepted the Level 2 Award for Progress Toward Excellence on behalf of the Battle Lab.

"The Army Space Support Team-Tactical Set (Dismounted) (formerly the Space Support Element Toolset-Light) is a great example of how SMDC takes a concept and refines it until it is accepted by the Army and delivered to the warfighter," said Dr. Roger Crowson, chief, Operations Division, Future Warfare Center.

This is not the first time the Battle Lab has received an Alabama Quality Award.

"We have received five or six showcase awards in the past few years," said Ed Layne, Alatec Inc., who provides contractor support to the Future Warfare Center. "This is the first time we applied for this level of award. We felt good about what we

have accomplished this year. After we applied for the SMDC Commander's Quality Award, we revised that application and submitted it to the Alabama Productivity Center for consideration for this award."

The Alabama Quality Award recognizes and honors organizations that use effective productivity and quality improvement strategies, techniques or practices which can be shared with other organizations to help contribute to the overall economic well-being in Alabama.

The award is based upon performance criteria that include the following: excellence in leadership; strategic planning; attention to customers and other stakeholders; market focus; process management; and analysis of organizational performance.

There are three levels: Level 1, Commitment to Excellence; Level 2, Progress Toward Excellence; and Level 3, the Alabama Excellence Award.

Companies use the criteria as a self-assessment tool to determine at which level of the Alabama Quality Award they should apply.

"Receiving this award identifies us as an



Photo by Rickey Yanaura, University Relations, University of Alabama

Rob Ecklin, left, Stoner Inc., 2003 Baldrige Winner; Kay Ivey, State Treasurer; Col. Herbert Grogan, deputy director, Future Warfare Center, SMDC, Alabama; Ed Layne, support contractor with Alatec Inc.; Jerry Townsan, BAE Systems; and David Miller, Director, Alabama Productivity Center (Administrator of Alabama Quality Award) display the Alabama Quality Award received by U.S. Army Space and Missile Defense Command's Future Warfare Center.

organization that is striving to be an effective, efficient organization," Crowson said.

"We are recognized as being a leader in the state. It is recognition and acknowledgement that the command is committed to performance improvement initiatives."

"We also identified potential customers/users of new applications for our homeland defense models and simulations products," Layne said. "You learn a lot at these conferences. You have an opportunity to get new innovation ideas."

"For most organizations, the most valuable aspect of going through the award process is the feedback, both external and internal," said Dr. David Miller,

director of the Alabama Productivity Center.

"Externally, the award process provides an audit of whether the organization is doing the right things the right way. Internally, the process forces an organization to do a self-assessment by going through the steps of preparing an application."

The Alabama Quality Award is administered by the Alabama Productivity Center, a nonprofit organization, established in 1986 by The University of Alabama and Alabama Power Company. The center's purpose is to find ways to use university research and educational resources to stimulate economic development within the state.

## Awards/Promotions

Simulation Development Division  
**Daniel W. Wesnor**, Huntsville, Tech Center, Advanced Technology Directorate Matrix

### Time-Off Awards

**George A. Bennett**, Huntsville, Engineering Division, Operations Branch  
**Leah I. Bishop**, Huntsville, Engineering Division, NEPA Branch  
**Nancy E. Byrd**, Huntsville, Tech Center, Kinetic Energy Interceptor Directorate  
**Gary E. Canaday**, Huntsville, Engineering Division, Construction Branch  
**James W. Cossey**, Kwajalein, Kwajalein/Reagan Test Site, Test Support Division  
**Thomas M. Craven**, Huntsville, Engineering Division, E, P, C and R Branch  
**Tyrus R. Edwards**, Huntsville, Resource Management, G-8, Accounting Division  
**Julia F. Elliott**, Huntsville, Engineering Division, NEPA Branch  
**Gary W. Gunter**, Huntsville, Engineering Division, Technology Branch  
**Yvonne S. Hampton**, Huntsville, Resource Management, G-8, Accounting Division  
**Weldon H. Hill**, Huntsville, Engineering Division, Operations Branch  
**Hurley V. Hughes**, Huntsville, Resource Management, G-8, Accounting Division  
**Nancy W. Jones**, Huntsville, Engineering Division, Construction Branch

**Susan Dawn McRae**, Huntsville, Tech Center, Systems Directorate  
**Sharon G. Mitchell**, Huntsville, Engineering Division, NEPA Branch  
**William R. Mull**, Huntsville, Engineering Division, Operations Branch  
**Richard A. Mallowney**, Huntsville, Resource Management, G-8, Accounting Division  
**Glen D. Shonkwiler**, Huntsville, Engineering Division, Environmental Division  
**Dianne F. Trimble**, Huntsville, PARC/Office of Contracting and Acquisition Management, Branch N  
**Julia D. Williams**, Huntsville, Tech Center, Joint Center for Test and Evaluation

### Invention Award

**Brian R. Strickland**, Huntsville, Tech Center, Office of Associate Director, Missile Defense

### Length of Service Awards

#### 30 Years

**Linda Beach**, Huntsville, Battle Lab, Exercises and Training Division  
**Alexander Gilmore**, Huntsville, Tech Center, Advanced Technology Directorate

#### 25 Years

**John Dempsey**, Huntsville, Tech Center, Information Science and Technology Directorate  
**Vicki Edwards**, Huntsville, Intelligence, G-2, Security Branch  
**Stanley Smith**, Huntsville, Tech Center, Advanced Technology Directorate  
**Elaine M. Waldrep**, Huntsville, Office of Chief Counsel

#### 20 Years

**Roy Adams**, Huntsville, Tech Center, Advanced Technology Directorate  
**Karen Davis**, Colorado Springs, PARC, Contracting  
**Gregory Jones**, Huntsville, Tech Center, Joint Center for Technology Integration  
**Jeffrey Larkin**, Arlington, Congressional Affairs  
**Ellen Lively**, Huntsville, Tech Center, Kinetic Energy Interceptor Directorate  
**Claudette Owens**, Huntsville, Battle Lab, Computer Resources Division  
**Martin Sargent**, Huntsville, Tech Center, Information Science and Technology Directorate  
**Brayton Smoot**, White Sands Missile Range, High Energy Laser Systems Test Facility, Customer Support and Test Division

# Satellite Control Soldiers participate in Marine Corps martial arts program

By Sgt. 1st Class David Combs  
Unit reporter

Throughout history, warriors have been trained to fight in all areas of combat. They were educated in the art of war, and skilled in the use of weaponry and hand-to-hand combat. Today's warriors are no different from their ancient predecessors.

Six Soldiers from Bravo Company, 1st Satellite Control Battalion, Fort Meade, Md., sought to hone their "warrior" skills by engaging in hand-to-hand combat through the Marine Corps Martial Arts Program (MCMAP). Sgt. 1st Class David Combs, Staff Sgt. Matthew Smith, Staff Sgt. Eric Erisman, Sgt. Brett Elms, Spc. Joshua Rodriguez, and Spc. Andrew Sanders took part in the MCMAP tan belt program with the six Marines of Company B, Marine Cryptologic Support Battalion. The tan belt is the first level of MCMAP training.

MCMAP was implemented in October 2000 to improve warfighting capabilities of individual Marines and units, enhance Marines' self-confidence and esprit de corps and to further instill the Warrior Ethos. By participating in the MCMAP training, the Soldiers of Bravo Company hoped to improve their warfighting skills as well.

The course was conducted over two

weeks. Students were trained in fundamental martial arts techniques such as punches, kicks, chokes and throws. They also trained on knife and improvised weapons techniques, as well as how to react to enemy chokeholds and strikes. Marine Sgt. Jason Connelly and Marine Cpl. Aaron Marcum were the instructors of the MCMAP course.

"During the class, I emphasized technique over strength," Connelly said. "This shows the student the importance of conserving their energy. Ultimately, in real combat, endurance and technique will win the fight."

Two days before the final evaluation, both Soldiers and Marines had to endure a 90-minute combat stress drill. While carrying a rifle, they were put through a gauntlet of exercises such as: an individual 100-meter fireman carry, crabwalk, bearwalk and walking lunges, as well as squad push-ups and sit-ups to name a few of the exercises.

Immediately following each exercise, the Soldiers and Marines were required to perform one or more martial arts techniques while in a fatigued state. Exhausted, each Soldier and Marine pushed through the combat stress drill as one team, motivating and pushing each other until they successfully

completed the exercise.

"I have never been so exhausted in my life, but knowing I can still perform the techniques while fatigued made the training worth it," Rodriguez said.

With their spirits high, the warriors were ready for their final performance evaluation. On the final day of MCMAP training, all 12 Soldiers and Marines successfully completed the final performance evaluation and were awarded the MCMAP tan belt and certificates. As a token of gratitude, Capt. Timothy Root, commander of Bravo Company, 1st SATCON, presented both Connelly and Marcum with coins and certificates of appreciation for their efforts in training his SATCON Soldiers.

"This was a great training experience, and I hope to take part in the next phase of MCMAP training for the gray belt," Smith said.

Although the object of the training was to learn basic martial arts techniques, the SATCON Soldiers of Bravo Company came away with much more: they gained a greater sense of self-confidence in their abilities to survive in combat, and they earned the respect and friendship of their Marine brethren.



Photo by First Sgt. Joey Thornburg

Spc. Andrew Sanders holds an arm bar on one of the Marines participating in the Marine Corps Martial Arts Program tan belt training program.



Photo by First Sgt. Joey Thornburg

Sgt. 1st Class David Combs, left, Sgt. Brett Elms, Staff Sgt. Eric Erisman, Staff Sgt. Mathew Smith, Spc. Andrew Sanders and Spc. Joshua Rodriguez hold up the certificates they were awarded for completing the Marine Corps Martial Arts Program tan belt training program.

## Obstacles can't hold back Delta Company

**CAMP ROBERTS, Calif.** — Soldiers from Delta Company, 1st Satellite Control Battalion, recently worked their way through an obstacle course at nearby Fort Hunter Liggett and demonstrated the fact that "nothing can stop them."



Photo by Pvt. Christopher B. Fowler

Pfc. Daniel E. Zweifel, left, Sgt. Merl D. McKerrow, Staff Sgt. Clarence R. Rhoads and Sgt. Valencia A. Hollibaugh use careful footing to maneuver through the course.

# Tsunamis pose little threat to Kwajalein Atoll

By Mig Owens  
Assistant Editor, Kwajalein Hourglass

Like a stone in a pond that causes ripples, waves are a result of energy that has been expended. In the case of the tsunami disaster that struck Asia and Africa, a 9.0-magnitude under-sea earthquake in the Indian Ocean Dec. 26, 2004, agitated the water, which resulted in swells that became waves upon approaching shallow water at the shores of the devastated lands.

The resulting waves, or tsunami, gained momentum as it traveled and hit land with forces exceeding 500 mph, killing more than 150,000 people, leaving tens of thousands of people missing and millions homeless.

Understandably, phone calls from concerned relatives were received by Kwajalein residents in the wake of the disaster. Fortunately, because of the distance from the quake and the ocean topography, the island was physically, though not emotionally, unaffected. According to experts, Kwajalein does not have the make up to turn swells into tsunami-type breakers.

Tom Dillon, Marine Services port captain, explains that a wave is a vertical circular motion of the water molecules in any given water column.

"A tsunami at sea may only be three to four feet high compared to the surrounding water because the vertical circular motion of the wave has an unlimited water depth even though the motion could be a hundred feet deep," Dillon said. "This circular motion however as the wave approaches shallow water forces the wave to get higher until it becomes so high that the circular motion can no longer support the weight of the water and the wave collapses or breaks, which is what we see happening to all waves at the shore line."

Tsunamis travel through the water at such high speeds that with Kwajalein's very steep coral formation there is no time for the wave to build, Dillon explained. "For us the wave passes so quickly that we will see no obvious change to the water — it just goes around us."

Norm Black, Environmental Safety and Health manager, explained that Kwajalein Atoll sits atop limestone and coral that rise from the ocean bottom of 2,000-plus feet, with the live coral no more than 180

feet below the surface.

"When you stand on the beach and you see a swell coming in, energy at the bottom of the swell trips itself on the upslope to the beach causing what we know as surf or breakers," Black said. "We don't have trouble with most tsunamis because we don't have the gradual upsweeping land masses."

Tom Wright, chief meteorologist for 3D Research Corp., agrees.

"We have little to fear from tsunamis here on Kwajalein," Wright said. "Suffice it to say that Kwajalein Atoll lacks the gradually sloping undersea floor needed to produce a devastating tsunami."

The only exception, according to Wright, is "if an earthquake somewhere to our northwest were to produce a tsunami that came in through one of the passes, we may be able to get a small wave generated in the lagoon.

"If a tsunami from the northwest happened to be coincident with a very high tide and strong west winds, a tsunami might be able to produce a minor wash-over of the lowest parts of the island," Wright said. "However, the likelihood of those particular elements all coming together is exceedingly small."

## Lumer receives key to city for his contributions

By Japheth R. Edmonds  
SMDC Public Affairs

Mark Lumer, SMDC principal assistant responsible for contracting, received the key to the City of Grant, Ala., Dec. 22, 2004. It was presented to him by the Honorable Carolyn Dennis, mayor of Grant.

Lumer was given the key in recognition of his extensive contributions to the

Tennessee Valley. Each year Lumer works to secure more than \$1 billion in federal contracts, much of which is awarded to companies in the Tennessee Valley, accounting for nearly 25,000 jobs.

Lumer is also involved in a program called E-TEAMS which pull together local federal agencies and executive offices, that then pool together money that is awarded to local colleges and universities.

The program outlines federal

interest in specific technologies and, through grants, awards local schools the opportunity to perform research on these state-of-the-art technologies.

The goal is to show students that there are exciting opportunities within the federal government and to generate interest in federal employment.

Mark Lumer, SMDC principal assistant responsible for Contracting, holds the key to Grant, Ala.



Photo by Japheth R. Edmonds

## President wants 'prominent' military inauguration day role

By Sgt. 1st Class Doug Sample  
American Forces Press Service

WASHINGTON, D.C. — Though the military has had a role in presidential inaugurations since George Washington took office, President Bush has requested that the military play an even more prominent role when he's sworn in for his second term Jan. 20.

"That was the president's choice," Mississippi Sen. Trent Lott told reporters during a conference call Jan. 5 from Capitol Hill announcing events for this year's inaugural program.

The inaugural ceremony will take place on the west front lawn of the U.S. Capitol, and will feature patriotic musical performances before a crowd expected to number 250,000.

Lott, who heads the Joint Congressional Committee on Inaugural Ceremonies, said the "emphasis of the day and recognition of the military will be more than usual," adding that the president wanted a "prominence of military unit participation." The committee is charged with the oversight and planning of the presidential inauguration and related ceremonies on the U.S. Capitol grounds.

Military participation during inaugural ceremonies traditionally includes musical units, marching bands, color guards, firing details and salute batteries.

Though the theme for the inauguration

— "A Vision of America" — commemorates American exploration, development and conservation, Lott added the ceremony will show the country's gratitude for the military.

"This is about a vision of the future of America, but it's also a way to express our appreciation for the great job our military is doing around the world," the senator explained. "I think that throughout the day, and throughout the whole week, you will see every opportunity taken to express our appreciation to the military."

Navy Capt. Curt Reilly, director of public affairs for the Armed Forces Inaugural Committee, said the Defense Department is working with the Presidential Inaugural Committee to get invitations for OPERATION IRAQI FREEDOM and OPERATION ENDURING FREEDOM troops to attend some of the events.

Much of the entertainment for the ceremony will be provided by military bands and singers. The U.S. Naval Academy Glee Club and the "President's Own" U.S. Marine Corps Band are scheduled to perform along with the Army Herald Trumpets and the Navy Sea Chanters.

For the first time in inaugural history, the Air Force will have a performing role. The U.S. Air Force Band will accompany tenor vocalist Air Force Tech. Sgt. Bradley Bennett, a member of the Air Force "Singing Sergeants," in performing the national anthem. Lott said Bennett's

rendition of the "Star-Spangled Banner" should provide "one of the most memorable moments of the whole day."

Bennett, a native of Kent, Ohio, where he earned a degree in vocal music from Kent State University, said being chosen to sing at the inauguration is a "tremendous honor."

"It's very humbling, especially since it's the Air Force's first time," he said. "And I would just like to say 'thank you' again for this tremendous opportunity."

Following the swearing-in ceremony, the president will sign Cabinet nominations and later join invited guests for the traditional congressional luncheon. After lunch, he will then be escorted by Army Maj. Gen. Galen Jackman, commander of the Military District of Washington, to the east side of the U.S. Capitol for the pass in review of military units.

The focus will be on the military, as some 400 military troops will march.

When a reporter suggested that some might expect a lower-key ceremony with the nation at war, Lott noted the president's desire to use the event to salute the people serving the nation in uniform.

"I don't know how you would have made it lower-key and still have been able to express your appreciation verbally and vocally for what (military people) have done," the senator said.

# Satellite controllers get a different kind of space training

By Capt. Stacy Godshall  
Commander, Delta Company  
1st Satellite Control Battalion

**CAMP ROBERTS, Calif.** — The need for space cadre, or more specifically a cadre of military space professionals specifically trained in and knowledgeable about space, was identified by the Army several years ago and has continued to evolve to the point that the Space Operations Officer Qualification Course (SOOQC) is now an intensive academic program graduating more than 100 qualified officers yearly.

The qualification course is the model for space training and there are many areas that it covers to completely educate Functional Area 40 (FA40) space operations officers. Recently, one aspect of the course allowed some Delta Company Soldiers of the 1st Satellite Control Battalion to gain some first-time space education.

Maj. Sam Russ, U.S. Army Space and Missile Defense Command/U.S. Army Forces Strategic Command (SMDC/ARSTRAT), liaison to the 14th Air Force, recently visited Delta Company, 1st Satellite Control Battalion, and invited the company to send some Soldiers along with the Space Operations Officers on a November 2004 tour of both the Boeing and Northrop Grumman facilities in Los Angeles. This was a unique invitation and the company gladly accepted.

Excitement among the Soldiers was high, and because they arrived at the Northrop Grumman facility well before the officers of the SOOQC, they were given an added opportunity of viewing the Defense Support Program (DSP) satellite in the high-bay testing area. The tour guide gave a complete but unclassified lesson about this satellite. Later the SATCON Soldiers received briefings on Advanced Extremely High Frequency satellites and Force XXI Battle Command Battalion, Blue Force Tracking.

Once the briefings were concluded, the tour of the facility continued to include several of the high-bay areas where assembly and testing of the satellite subsystems are conducted.

When the tour finished, the group traveled to the Boeing facility a short distance away and began with a thorough

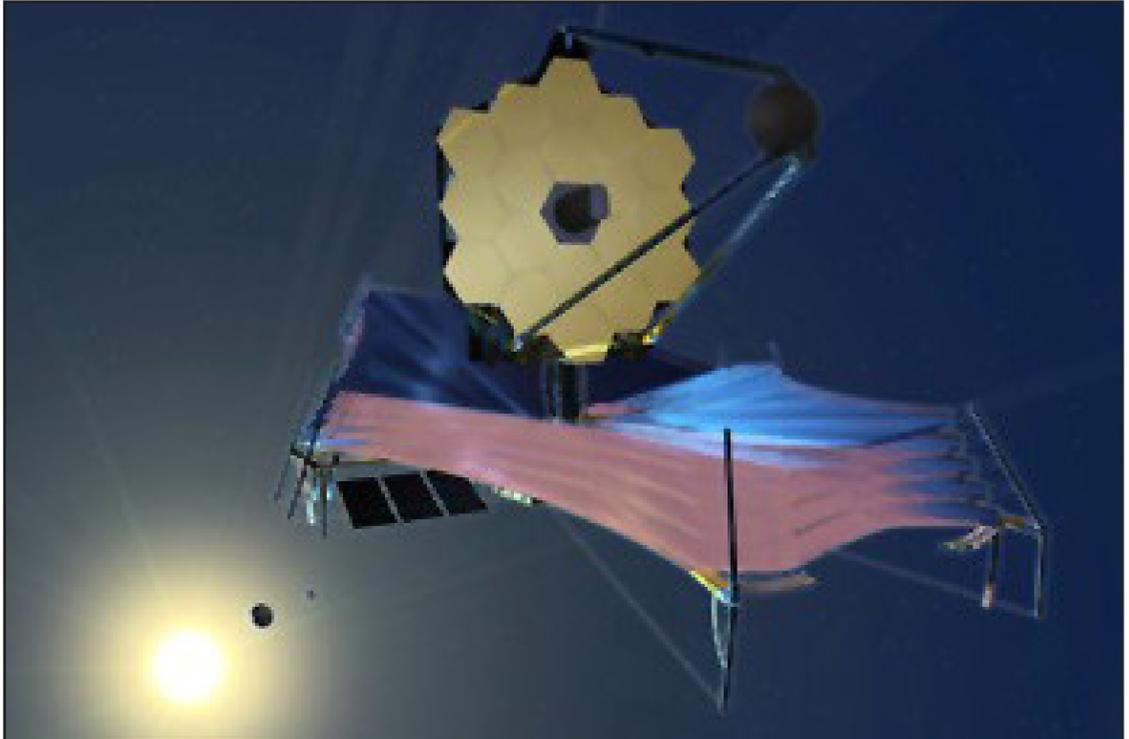


Photo courtesy of Northrop Grumman Space Technology

This artist's rendition of the James Webb Space Telescope (formerly known as the Next Generation Space Telescope) will be built by Northrop Grumman Space Technology (formerly TRW). The telescope is a large, infrared-optimized space telescope scheduled for launch in August 2011.

in-brief before the extensive walking tour.

The Boeing facility tour included information about many current Boeing Satellite System projects, but most importantly for the Soldiers from Delta Company were the Wideband Gapfiller Satellites (WGS), which will eventually replace the system currently being used, the Defense Satellite Communications System (DSCS). A portion of that tour showed the different stages of production and testing of the WGS. To see the payload and testing of a system that hasn't launched yet made it that much more tangible and allowed the Soldiers to make more of a connection with the equipment used in the mission than just the intangible uplinks, downlinks, telemetry, etc. which they monitor on a 24-hour basis.

Each of the satellite systems was in a different area of the facility to include testing areas such as the anechoic chamber and environmental testing areas.

The environmental testing areas are designed to simulate a specific condition,

allowing the engineers to identify any issues during the different stages of product development. From these tests they are able to make needed adjustments well before launch and thus prevent any issues once the satellite is in orbit.

The anechoic chamber was of great interest for the Delta Company "signalers" in the group, as it is the chamber used for antenna data collection to include antenna pattern measurements as well as gain performance.

These measurements allow the engineers to determine if the antennae are working according to specifications and will provide the earth coverage, beam patterns and Effective Isotropic Radiated Power that will be needed by the warfighters.

"It was really interesting to see satellites in the different stages of development," Spc. Robert A. Fletcher said.

An additional comment that came out of the visits was for the company, pending approval, to make quarterly trips to the facilities to provide the same education to all other company space cadre.



Photo by Kim Gillespie

## JROTC cadets learn SMDC mission

Staff Sgt. Ben McCoy of SMDC's 1st Space Brigade, describes his unit's role in missile defense to Jefferson High School (El Paso, Texas) Junior Reserve Officers' Training Corps (JROTC) cadets Sgt. Adrian Miranda, left, Sgt. Jack Soto, and Sgt. Natalie Cruz. Several hundred ROTC students from the area visited the Association of the U.S. Army (AUSA) El Paso Symposium Dec. 7-9, 2004, at the Judson F. Williams Convention Center to view the exhibits and talk to military, government and industry representatives about their organizations and responsibilities. The theme of the 2004 symposium was "Air, Space and Missile Defense — Global, Joint, Relevant Today and Ready for Tomorrow."



Photo by Kim Gillespie

## Air defender honored during Fort Bliss ceremony

Lt. Gen. Larry J. Dodgen, U.S. Army Space and Missile Defense Command, commanding general, accepts a congratulatory handshake from Maj. Gen. Michael A. Vane, commanding general of Fort Bliss, Texas, after Dodgen's photograph was unveiled Dec. 9, 2004, at Fort Bliss, during the Air Defender Wall of Honor Induction ceremony. The General Officer Wall of Honor was established in 1997 to recognize distinguished air defenders who have attained the rank of lieutenant general and to inspire young Soldiers and officers with the values and achievements of their predecessors.

## NSPS

### continued from page 1

the Department of Defense," Lacey maintained. The National Security Personnel System, she added, sets the stage so the department "can truly acknowledge and reward" its civilian employees.

### Initial implementation of NSPS

Army employees at several arsenals and depots will be among the first to test the new DoD civilian personnel system.

The National Security Personnel System, or NSPS, will be implemented in groupings called "spirals," Navy Secretary Gordon England announced Dec. 15, 2004.

Spiral One will include about 300,000 general-schedule employees of all military services and some DoD agencies.

Spiral One will be rolled out in three phases over an 18-month period beginning as early as July 2005, England said.

In the first phase, Spiral 1.1, more than 1,000 Army employees will convert to NSPS at each of the following locations:

- Huntsville, Ala.
- Rock Island, Ill.
- Warren, Mich.
- Fort Monmouth, N.J.
- Picatinny Arsenal, N.J.
- Tacoma, Wash.

The announcement of the first phase of Spiral One participants at this time allows the leadership of those affected organizations to position themselves and look ahead to help prepare employees for the conversion, according to the DoD announcement. This will include training in what are called "soft skills," such as interpersonal communication, team building and conflict management, to help people adjust to the change.

Spiral Two will comprise the remainder of the eligible work force and will be initiated following an assessment of Spiral One and after the secretary of Defense certifies the Department's performance management system, officials said.

The law provides that the NSPS human resources system may not apply to organizations with more than 300,000 employees until the secretary of Defense determines and certifies that the department has a performance management system in place that meets the statutory criteria established for the NSPS performance management system.

Spiral One will provide the basis for this

certification prior to the deployment of Spiral Two, officials said. They said Spiral Three will comprise the DoD labs should current legislative restrictions be eliminated.

Congress authorized the new personnel system as part of the fiscal 2004 National Defense Authorization Act.

"NSPS provides an opportunity to improve the effectiveness of the department through a simplified personnel management system that will improve the way it hires and assigns, as well as compensates and rewards its employees," England said. "It will provide the department with a modern, flexible and agile human resource system that can be more responsive to the national security environment, while preserving employee protections and benefits."

The new system will be fully implemented in the July 2007 to January 2008 timeframe, England said.

To view the entire list of NSPS Spiral One participants see <http://www.defenselink.mil/news/Dec2004/d20041214osd.pdf>.

### Civilian personnel system

The current system needs to change to manage Department of Defense civilians effectively, Lacey said. Issues with the system include slow hiring practices, inadequate accountability, limited reassignment flexibility and set pay regardless of performance.

NSPS was established to make the civilian personnel management system more flexible and to make the Department of Defense a more competitive employer. NSPS will change how civilians are hired, compensated, promoted and disciplined, Lacey said.

### Personnel changes

The NSPS will include changes in staffing:

- The hiring time for emergency and hard-to-fill jobs will be shortened.
- Reduction in Forces will be based upon performance and not longevity.
- There will be increased flexibility for conversions and for lateral transfers.

The pay system will also change, Lacey said, adding that there will be significantly less than the 150 pay grades currently in the system.

Pay banding will combine similar occupations and positions into groups to simplify job classifications and broaden pay ranges. There will be no fixed step

rates and pay will be throughout a range and based on performance, not time-in-grade.

### Remaining the same

The following will remain the same under NSPS:

- Merit systems principles
- Veterans' preference principles
- Rules on employee training
- Safety and drug abuse programs
- Health insurance and retirement benefits
- Leave and attendance rules
- Anti-discrimination laws
- Travel and subsistence rules
- Rules against prohibited personnel practices

Lacey said the following principles are guiding the work: put the mission first; respect the individual and protect rights guaranteed by law; value talent and commitment to public service; be flexible, understandable and responsive; ensure accountability; balance human resources interoperability with unique mission requirements; and be competitive and cost effective.

### Military to civilian conversions

David S. Chu, undersecretary of defense for personnel and readiness, announced at the AUSA annual meeting in October 2004, that the Army is converting about 5,000 military billets to civilian positions. The positions will be located on garrison and headquarters staffs.

Examples of positions converting include:

- Supply technician
- Administrative support assistant
- Lead human resources assistant
- Operations assistant
- Information technology specialist

While the Army is currently in the process of identifying military positions to be converted, those interested in applying for these positions as they become available can view them at <http://cpolwapp.belvoir.army.mil/mil-civ/>.

For more information visit the NSPS Web site at [www.cpms.osd.mil/nsps](http://www.cpms.osd.mil/nsps). (Editor's note: Information for this article gathered from AUSA civilian conference, the NSPS Web site and press service articles.)

# Champion amateur bass angler vying for national championship title

By Kim Gillespie  
SMDC Public Affairs

**P**atience and concentration are the secrets to John Brannen's success as a champion amateur bass angler. While Brannen is usually on the water every weekend, on weekdays he serves as a communications specialist for the U.S. Army Space and Missile Defense Command's Chief Information Office.

After retiring from the Army as a master sergeant in the mid-1980s, Brannen began a second career as a civil servant and began seriously pursuing his hobby of bass fishing. Brannen primarily participates in amateur weekend tournaments, but he has also competed on the professional circuit.

He is currently tied for the American Bassfishing Club's (with around 10,000 members) number one ranking, and will compete in its National Championship Tournament to be held in Wisconsin in June. If he wins the National Championship Tournament and if he finishes first in the points standing, he will be named Angler of the Year. Being named Angler of the Year would be a repeat for Brannen — he held the title in 2002.

Brannen is also ranked number 169 among the American Bass Anglers, which boasts approximately 50,000 members. Brannen is quick to admit he likes to win.

"I like the competition," he said. He also likes the camaraderie. Surprisingly, for someone who fishes so well, he doesn't really like to eat fish. But then again, in competitive bass angling, the fish are always kept alive and released back into the water.

Bass fishing is the perfect sport for people living in the North Alabama area, Brannen said.

"Some of the best bass fishing in the U.S. is right here within 100 miles of Huntsville." Bass fishing is also a year-round competitive sport, but with individual tournament circuits determining the length of their "season."

"The ABC runs from February through October," explained Brannen. During that time, the anglers earn points determined by where they place in the tournament. "The winner gets 200 points, and the remaining points are awarded in descending increments of

**'You don't have to be rich to get into competitive bass fishing, or even have a boat. Most of the bass angling clubs will let you join as a non-boater and you are paired with a boater.'**

— John Brannen

miles in a day," Brannen said.

Most of the tournaments Brannen participates in are local, but he has traveled as far as upstate New York and west Texas to compete.

Most tournaments take place on the weekends, with the exception of big events like the National Championship which is spread across six days — three for practice and three for competition.

While most people would associate fishing with relaxing, the word exhausting might be a better



Courtesy Photo

John Brannen, communications specialist for the U.S. Army Space and Missile Defense Command's Chief Information Officer stands on his new Triton 196, 19-1/2-foot boat, with a 200-horsepower, 3.0 liter Mercury outboard motor.

two. For instance, second place earns 198 points, and third, gets 196, and so on," he said.

Winners are usually determined by the combined weight of the five biggest bass caught during the day. The money paid for winning or placing in tournaments can also be an incentive to compete in the sport.

"At the amateur level, if you are placing high, you can average about \$300 to \$700 a tournament," Brannen said. The difference between the professional and amateur circuits is the amount of money charged to enter to the tournaments and the winning payoffs. "The professional tournaments cost anywhere from \$1,500 to \$5,000 each to enter." Tournament entry fees for an amateur circuit club like the ABC is around \$50.

The cost of joining a bass angling club ranges from \$25 to \$50, and basic fishing equipment can average around \$200. "But like any other sport or hobby, the better you get and the more you like it the more you invest in it," Brannen said.

For Brannen, that means having 12 fishing rods and the recent purchase of a brand new, top-of-the-line bass boat.

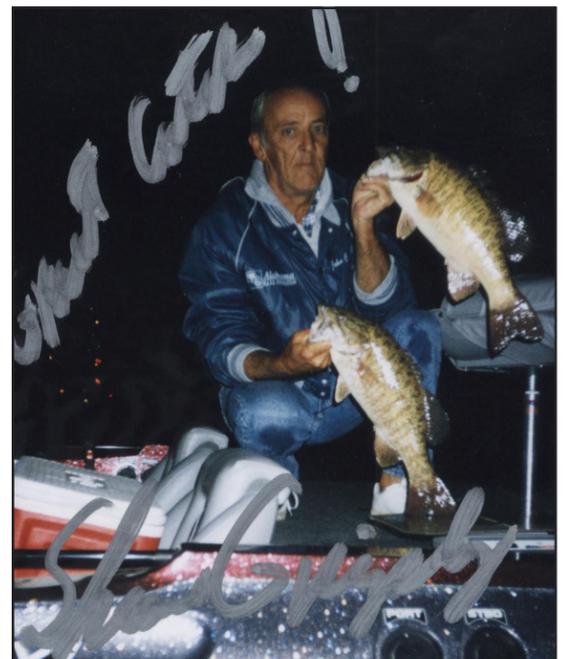
"It is a Triton 196, 19-1/2-foot boat, with a 200-horsepower, 3.0 liter Mercury outboard motor," Brannen said. A more powerful boat allows him to cover more lake area and waterways during the day. "It's not unusual for an angler to travel 100

miles in a day," Brannen said.

Most of the tournaments Brannen participates in are local, but he has traveled as far as upstate New York and west Texas to compete.

Most tournaments take place on the weekends, with the exception of big events like the National Championship which is spread across six days — three for practice and three for competition.

While most people would associate fishing with relaxing, the word exhausting might be a better



Courtesy Photo

Brannen displays his angling skills with two great catches.

description.

"After spending eight or nine hours straight standing on the front of a board casting all day, I'm usually worn out," Brannen said.

The rewards of bass fishing are numerous, and it's not just for adults. There is also a junior bracket for ages 16 and under, where scholarships and bonds are some of the rewards.

"We are also conservationists. We want to keep the fish alive to keep our lakes in balance, and we want to keep our waters clean," he said. "We also obey the rules of the water. We are probably the safest boaters out there," he added.

Brannen already has his four grandchildren fishing — three girls and one boy — and notes that women participate in both the national circuits. The sport takes great skill — expert casting requires the hook to hit an exact spot a great distance away. "Women are good anglers. My wife is a great angler, but she just doesn't have the patience to do it all day," Brannen said.

After Brannen retires he plans to enter more professional tournaments. In the meantime he is happy to compete in weekend amateur tournaments and talk fishing. "Here at SMDC, Jimmy Gilmore is also a bass angler, and we love to talk fishing." Brannen encourages anyone interested in bass fishing to join a club.

"You can locate clubs on the Internet, or you can read the local newspaper's outdoors column which provides information on these clubs and events," advised Brannen.

