



NOTS WISE OWLS — Six NOTS employees whose eyesight was saved by wearing safety glasses when an on-the-job accident occurred are officially initiated as members of the newly formed NOTS Wise Owl Club. Receiving their Wise Owl plaques from Capt. Blenman (1-r) are: William Norris, Warren Murbach, Bertram O. Stull, James Deal, Bea Pelligrini and Samuel Gee

Wise Owl Club Formed; Six Employees Initiated

A chapter of the Wise Owl Club of America has taken roost permanently at NOTS. Although the Club was chartered in April, the awards presentation was made to six NOTS employees in Capt. Blenman's office Monday morning.

Capt. Blenman presented Wise Owl plaques and gold lapel pins to the six charter members, five men and one woman, whose eyesights were saved because they were using proper eye protection when the on-the-job accident occurred.

Recipients were James R. Deal, Samuel Gee, Bertram O. Stull, Warren J. Murbach, William P. Norris, and Bea Pelligrini.

The Wise Owl Club of America is sponsored by the National Society for the Prevention of Blindness. The only non-profit voluntary agency dedicated to the prevention of blindness through a nationwide comprehensive program of professional and public education, research and industrial and community services.

The Wise Owl Club of America had its beginning in 1947 when a St. Louis foundry worker dropped an idea into a suggestion box which gave impetus to an industrial eye safety program. From the germ of this idea, an effective plan to reduce needless and costly eye accidents by encouraging the widespread use of proper eye protective equipment was developed.

The Wise Owl Club is used as an

Holiday Benefits Outlined For CS

Recent Government laws and regulations insure holiday benefits to all Civil Service employees with respect to New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Veteran's Day, Christmas Day, or any other day declared to be a holiday by Federal Statute or Executive Order.

When the basic workweek is Monday through Friday and any one of these holidays falls on Saturday, the holiday will be observed the preceding Friday.

If the basic workweek includes Saturday, and any one of these holidays falls on Saturday it will be observed on Saturday.

If any one of these holidays falls on any non-workday in the administrative workweek other than Sunday or other than the non-workday corresponding to Sunday, it will be observed on the workday immediately preceding such holiday.

If regular non-workdays fall on Sunday and Monday and a holiday falls on Sunday, the holiday will be observed on Saturday, but if the holiday falls on Monday, the holiday will be observed on Tuesday.

The laws and regulations pertaining to Labor Day and Thanksgiving Day remain unchanged. When either of these holidays falls on a day outside the employee's basic workweek, the next workweek day is observed.

WACOM FASHION SHOW	
9 p.m., Saturday Officers' Club	
TEMPERATURES	
	Max. Min.
Oct. 6...	94 55
Oct. 7...	78 70
Oct. 8...	65 53
Oct. 9...	71 47
Oct. 10...	70 40
Oct. 11...	80 45
Oct. 12...	83 48

Guidelines Cited to Assure An Attractive Community

In an effort to clarify contractor and tenant obligations relative to disposal of refuse and large items of debris which accumulate within the housing areas, a NOTS Community Council committee met with cognizant authorities in the Maintenance Control Division of the Public Works Department and set up an information guide governing this complaint item.

Under the contract terms with the private rubbish disposal firm, the contractor is obligated to perform the following functions:

- Dumpster units in Station areas and trash cans in the Wherry area are picked up twice weekly, excluding Sunday.
- In addition, an estimated weekly quantity of 240 cubic yards of rubbish will be picked up from areas adjacent to the garbage containers. This rubbish shall be removed by the contractor as often as necessary to keep the area clean and, under any circumstances, will not be left longer than one week.
- The contractor is required to collect accumulated trash and perform a reasonable amount of clean-up work in the vicinity of Dumpster units.

Tenant Cooperation
The following guidelines should be adhered to by the tenants in order to facilitate disposal of discarded items and refuse.

- Place leaves, weeds, small limbs and grass cuttings in the dumpster or in a box beside the garbage containers or dumpsters.
- Large tree limbs, boxes, lumber scraps and large items of discarded household effects may be placed in a compact pile beside the dumpster or garbage containers.

Pickup Exceptions
Items which will not be picked up by the contractor are: dirt and sod, whole trees or heavy tree stumps and concrete chunks.

If the tenant cannot arrange to haul these items to the dump, he

may call Ext. 71500 for assistance from the Public Works Department.

When hauling refuse to the dumping grounds, non-combustible items will be disposed in the area indicated by the green arrows. Combustible material must be disposed in the area indicated by red arrows. Anything that will burn is classed as combustible. Parents are reminded that children are not permitted free access within the dumping grounds.

It is hoped that this information will aid Station tenants in maintaining a more attractive residential area.

PROMOTED — Project Officer Lt. Cdr. Harold N. Wellman of the Naval Air Facility received his new half stripe from Capt. T. A. Grell on September 10, but his date of rank was effective July 1.

—Photo by Sam Wyatt

Red Cross Initiates Swim Program for Adult Handicapped

A free swim program for physically handicapped adults is in progress at local Red Cross Water Safety Instructors. It was announced this week by Red Cross Water Safety Director Carol Chatterton.

Persons interested in participating are advised that the first meeting will be held at the Station pool at 4:30 p.m. next Wednesday, Oct. 18, under the guidance of Bill Tom and Mary Bischel.

The program will be conducted on an individual basis where the therapeutic values of exercise under water will be administered by teachers who have background experience in this field.

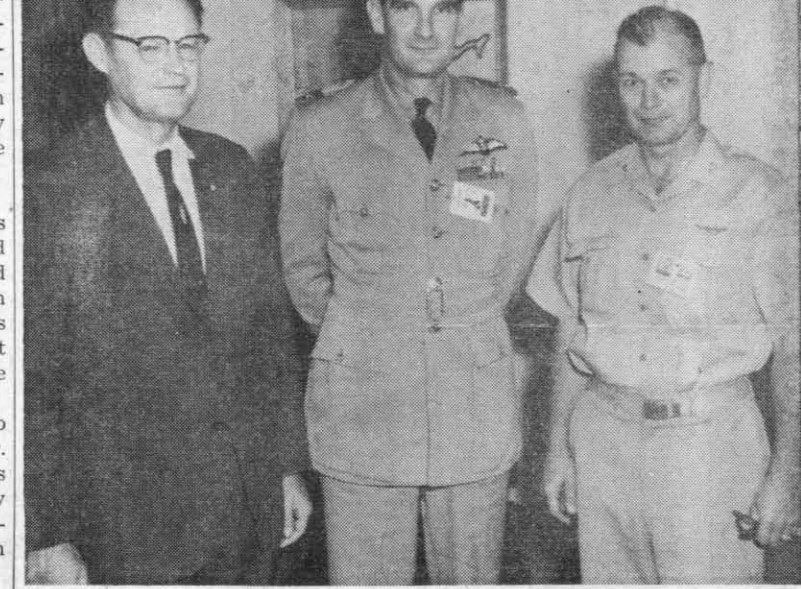
Further information may be obtained from Carol Chatterton, Ext. 724094.

UCLA To Offer New Arithmetic Course

Education X 328.1AB will be offered in the Fall semester of the UCLA Extension Program starting at 7 p.m. Friday, October 20 in Room 41 of Murray School.

The course involves new approaches to arithmetic in elementary schools. Discussion of recent research, techniques, materials, and methods, and analysis of arithmetic difficulties with suggestions for improvement.

The 2-unit course will be 30 hours of instruction on Friday nights and Saturday mornings by Grant Pinney at a fee of \$30. Registration will be held preceding the first class on October 20. A minimum of 15 students is required.



DISTINGUISHED VISITOR — Air Commodore E. G. L. Willington (center) Commandant of the Central Fighter Establishment, England, is shown with Tech. Director Dr. Wm. B. McLean and Station Commander Capt. Charles Blenman Jr. during his visit to the Station last week with a party of eight British officers for briefings on NOTS work.



In the forefront of this week's activities are the Station's Fire Department and its firefighters busily conducting their annual home inspection program in observance of our country's 50th anniversary of the presidentially-proclaimed Fire Prevention Week.

Last Monday, on the first day of Fire Prevention Week, Oct. 8-14, the following report of inspections by Fire Department personnel read as follows: Homes inspected, 35; no one home, 70; unoccupied, 4; not inspected due to sickness in family, 2; flammable liquid hazards found, 7; scrap lumber accumulation hazards, 2; miscellaneous hazards, 5; special hazard (ceramic kiln in bedroom), 1; electrical hazards, 15; hazard correction, 1.

Inspections will continue on every working day for the remainder of the month of October.

The aim of the program is to emphasize the need for continued fire safety and prevention, not just for a week, but on a year-round basis.

American Taxpayer Saved Millions By Benny Suggs

The American taxpayer benefited to the tune of more than \$101 million last year through the money-saving suggestions and superior job performance of federal employees.

Civil Service Commission Chairman John W. Macy Jr. announced that 189,367 civil servants were rewarded for ideas and efforts in the Incentive Awards Program. Figures available from the recently-completed summary of the program, Macy said, show that 110,295 employees earned special recognition for ideas, while 79,295 were rewarded for "above and beyond the call of duty" job performance.

Measurable return to the government for accepted ideas and high performance was computed at \$101,467,873, Macy said. Intangible or unmeasurable rewards might easily exceed this figure in importance, he emphasized, in view of the impact of some of the ideas in terms of national defense, scientific knowledge, improved service to the public, reduced accident hazards, and ways to improve efficiency.

For its \$101,467,873 return, the government paid out more than \$13 million in award money, paying \$2,669,998 for accepted suggestions and \$10,987,870 for sustained high performance.

"Increased urgency of federal programs puts a higher premium on effective management in government," Macy declared. "An indispensable source of added power is the federal employee, as evidenced by the quantity and quality of suggestions and hard work they advanced toward the cause of solving knotty problems."

Since the program began in 1954, Macy said, these results have been realized:

- 608,183 federal employees have earned \$16,890,766 in award money for making suggestions that resulted in savings of \$450,133,716.
- 339,888 federal employees have shared \$51,104,245 in award money for performance which was measured at \$354,791,764 in benefits to the government.

● Three engineers at the Army's Picatinny Arsenal shared \$25,000 for reducing the size of nuclear weapons, making one so small it can be used on the battlefield by foot soldiers.

● A clerk in Kansas City, Mo., received a \$50 award for suggesting how the Weather Bureau could save a thousand dollars a year in shipping helium used in upper air sounding balloons.

● At the bottom of the world a National Science Foundation scientist earned \$5000 from the Air Force for his outstanding achievements at Little America in connection with the Antarctic geophysical science program.

● An imaginative engineer at Fort Belvoir, Va., developed a modern solution to an old problem in the frozen northland—that of supplying water for military bases on Greenland's ice cap. He devised a nuclear probe which will create an underground lake beneath a glacier.

● On the domestic scene a group of Interior Department employees working after hours produced in record time a reference book to speed the design of small dams. Use of the book by designers in private firms seeking contracts with the government will save the time of federal engineers. The group shared an award of \$5000.

● A Department of Agriculture employee produced a blueprint (Continued on Page 2)



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ASCE Dinner Set at Hideaway Tonight Local Management Survey Gets New Interpretation

The evaluation of Personnel Management is a difficult problem, but extremely important to any organization. Because of the need for such work, the Station invited Dr. Edward P. Shaw, Head of the Industrial Relations and Personnel Management Department at San Jose State College, to conduct a study in this field.

Using an evaluation technique he developed, Dr. Shaw held interviews with key management officials and also distributed a two-form questionnaire, supervisory and non-supervisory types, to a random sample of employees at both China Lake and Pasadena. These questionnaires were developed with the assistance of Division Heads and the Associate Head, Personnel Department.

Theory Tested
This new technique explores the theory that efficiency gains are a product which emanates from supervisory performance in interpersonal relationships and group dynamics. A most significant result of this study was the determination of psychological commitment employees have for their jobs, supervisors, and work groups.

The hypothesis here is that an employee's efficiency and productivity is directly related to the individual's commitment, or "need" gratification. The local trend appears to indicate a rather high standard.

Lack of tension in work groups, participation, willingness to expend extra effort, and reluctance to change work group without considerable gain, all point to a healthy employee - personnel management relationship.

Improvement Areas
On the minus side, it is generally felt that supervisors do not follow-up on employee training nor do they discuss performance evaluation to the extent considered satisfactory by employees. They also feel that the qualification standards are unrealistic and that the Department Review Committees do not perform adequately.

There is a strong opinion that employee views are rarely solicited or considered when formulating policies, and statements governing specific direction in relation to policy are relatively unavailable.

Personnel Service Attacked
In the area of personnel service and position classification, the consensus was that these areas lack vitality. The service provided by the Personnel Department, notably



Capt. R. A. Davidson ... ASCE Speaker

the many opportunities and experiences of the corps and the modern day space age challenges its engineer officers must meet. Many construction projects effected by the corps will be briefly described.

According to LCdr. R. C. Doeringhaus, program chairman, the program will be of interest to all engineers as well as the layman. Reservations should be made with John Cox, Ext. 71549.

Per Diem Wage Increase Approved

The Office of Industrial Relations informed the Station by dispatch yesterday that a new Schedule of Wages was approved for the China Lake and Los Angeles Wage Areas.

The average increase in pay is nine cents per hour, and increases at key points are: Pay Level 2 — 8 cents, Pay Level 5 — 9 cents, Pay Level 11 — 10 cents and Pay Level 14 — 9 cents. The new rates will be effective on October 22.

The Station will publish a detailed Schedule of Wages as soon as the information is received.

Health Benefits Extend Open Season Period

Because brochures were not received by the Station until October 6 and distribution was delayed until this week, the Open Season for Health Benefits Program which was originally scheduled from October 1-16 has been extended through Friday, October 20.

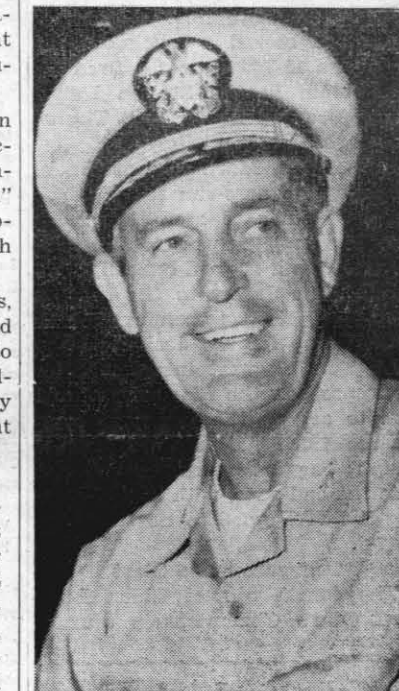
Everyone is urged to register as early as possible so that there will be no delays in processing new registrations.

Toyland Opens Today at 1 p.m.

Executive Officer Capt. J. A. Quensé will cut the ribbon today at 1 p.m. which will officially mark the opening of Toyland located at the rear of the Station restaurant.

Following the ribbon cutting ceremonies, Toyland will remain open until 6 tonight for the convenience of pre-Christmas shoppers, and will be open from 9 a.m. to 1 p.m. on Saturday.

Normal hours of operation will be from 10 a.m. to 6 p.m., Monday through Friday, and from 9 a.m. to 1 p.m. on Saturdays.



ASSISTANT PWO — Cdr. John A. McAllister, USNR, reports to relieve Assistant Public Works Officer Cdr. J. W. Gorman who left earlier this week for Subic Bay in the Philippines. Cdr. McAllister's last assignment was Public Works Officer at the U.S. Naval Construction Battalion Center, Port Hueneuco, California. He is a graduate of Georgia Tech where he earned a degree in mechanical engineering. He and his wife, Rose, have been assigned quarters at 506 Essex Circle.

Survival Kit to be Door Prize at CAP Meet

SET WITH PRIZE — Frank Breitenstien (1) is shown giving a survival kit to Robert T. Downing, CAP civil defense coordinator. The kit will be given as a door prize at the CAP "Survival Project" meet to be held at the Community Center next Wednesday, Oct. 18, at 7:30 p.m. Graeme Henderson will speak on "Civilian Reaction Under Fire." The public is invited to attend this second in a series meets.

