

Management Promulgates RIF Information

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force notice. Specific information can be provided by contacting your Department PMA or the Employee Management Relations Division, Code 651.

Unemployment Insurance

Eligibility for unemployment compensation is gained as a result of Federal employment. However, the determination as to whether or not the compensation is payable is the responsibility of the State Department of Employment. Specific information concerning the filing of claims will be provided to those employees separated. Also a general meeting will be held by the State Department of Employment, at a date to be announced, on unemployment insurance and job placement.

Counseling Services

All employees who are separated or who are leaving the Center as a result of the RIF will be given an opportunity for counseling with a member of the personnel counseling team. Upon receipt of the RIF notice, the employee will be notified from whom, when, and where he can obtain counseling. Forms will be attached to the RIF notices. These forms should be completed and brought with the individual at the time of counseling.

Top Bluejacket To Be Honored By IWV Navy League

Members of the Indian Wells Valley Navy League Council have designated Saturday, October 26, as the day that they will formally honor the NWC "Bluejacket of the Year."

The event will take place at Hideaway Restaurant on China Lake Boulevard in Ridgecrest, according to Howie Sumrall, council President.

Cocktails will be served from 7:30-8:30 p.m.

According to Sumrall, all officers of the council will dress formally and all other members may wear business suits. Wives and female guests will be wearing evening dresses or gowns. Dinner will be served at \$5 per person.

Those members who plan to attend would help appreciably if they would notify one of the officers of the IWV Navy League so that the necessary arrangements can be made to accommodate them.

Aetna Agent At Community Center October 24, 25

The Aetna Insurance Representative, Mr. Howard Keenan, will be at the Community Center next Thursday and Friday, October 24 and 25, from 9 a.m. until 4 p.m. on Thursday and from 9 a.m. until 3 p.m. on Friday.

Reduction Information Questions and Answers

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23. Q—If an employee is in receipt of injury compensation under the Federal Employees' Compensation Act at the time of his separation, is he eligible for severance pay?

A—Such an employee is not eligible for severance pay. The only exception is if the employee is receiving payments under the Federal Employees' Compensation Act as a result of a scheduled award, e.g., for the loss of an eye, finger, etc., or if he is receiving compensation on account of death of another person.

24. Q—If offered a placement opportunity, will an employee have an opportunity to ask and receive information regarding the living conditions in the area?

A—Yes. 25. Q—If other government employment is involved, will employees be interviewed by the receiving activity?

A—This is entirely within the discretion of the receiving activity. 26. Q—Will the U.S. Government assume responsibility for a private employer's fulfilling promises regarding job conditions made to Center employees offered such employment through Center placement?

A—The U.S. Government cannot assume responsibility for a private employer's fulfilling promises regarding job conditions made to Center employees. The Government can assist the employee in determining what the actual job conditions are prior to a specific job offer being made.

27. Q—Will the U.S. Government pay moving cost of family and household when the job is at another government activity?

A—Yes. 28. Q—Will the U.S. Government pay moving costs of family and household when the job is in a privately-owned facility?

A—No; there is no legal basis for the Government to pay moving expenses of family and household under such circumstances. 29. Q—What are the limitations of expenses?

A—(a) An employee will be reimbursed for expenses in transporting himself and his immediate family on the same basis as if the employee were in receipt of normal travel orders. The general rule is that the cost to the Government shall not exceed the cost of transportation by the normal route from the old to the new duty station.

(b) The cost of shipping of household goods and personal effects shall not exceed the cost of shipping in one load by the most economical route from the old to the new duty station. Moreover, employees with immediate families whose families accompany or follow the employees to the new duty station are entitled to a net weight allowance not to exceed 11,000 lbs., and employees with no immediate families are entitled to an allowance not to exceed 5000 lbs., net weight.

30. Q—Will retention register order be observed in job offers?

A—Retention register order is not observed in job offers resulting from the DOD Central Referral System.

31. Q—When employees are sent out for job interviews, will the time be charged to administrative or annual leave?

A—In many instances, job interviews will be conducted within the limits of NWC and the time so spent will be excused time. However, employees who go outside the Center for job interviews may be required to use annual leave.

32. Q—As regards the payment of moving expenses, is there a minimum distance for which the Government will pay; is there a maximum time limit which to move after accepting employment at a different location; is there a maximum dollar amount that the Government will pay for moving?

A—There is no minimum distance for which the Government will pay moving expenses. However, this applies only to moving outside the commuting area. The maximum time within which the employee has to move after accepting employment at a different location is two years. While there are weight limits on the amount of household and personal effects for which the Government will pay the moving cost, there are no maximum dollar limitations.



STRATEGY SESSION — Members of the WACOM committee who are checking over final preparations for their gala "Talent Night" program to be held Saturday night, Oct. 19 at the Commissioned Officers' Mess include: (l-r) Jean Romero, Leah Little, Doris Valitchka, Mimi Chapman, and Joanne McLane. Ethel Kaufman, another member of the committee, is not shown in the picture. WACOM members and their husbands will enjoy a well-planned program that will include many exciting surprises.

33. Q—If three people are given the same job offer at another activity will a veteran get preference over a non-veteran?

A—No, although it is quite unlikely that more than one person will be given any specific job offer. If so, however, veterans status may be considered by the Receiving Activity along with all other pertinent factors.

34. Q—Will a man, under age 50, be permitted a 25-year discontinued service retirement if his RIF notice terminates his position within a short time of his reaching the 25 years of service?

A—No. We can offer no firm commitment that any employee will be retained merely for the purpose of enabling him to become eligible for pension; however, each case will be considered and everything possible will be done to accommodate the employee.

35. Q—Are retention rights carried to new jobs?

A—An employee who is transferred to another Federal agency in a non-temporary position retains his Career Status or Career-Conditional Status and creditable service, which he had at the Center.

36. Q—Is an interview required before being accepted for new jobs?

A—Whether an employee will be interviewed before being accepted for a new position is a determination made by the recruiting agency or employer.

37. Q—Are transfers limited to Defense Department only?

A—An employee is eligible for a transfer to any other agency in the Federal service, but must be accepted by that agency. If he is accepted for private employment, the action would not be a transfer, but the employee would be separated from the Center, by resignation, RIF, etc.

38. Q—In transferring to another agency under the Placement Program, will a physical examination be required by the other agency?

A—The recruiting activity may require a physical examination before accepting any applicant for employment in that agency.

39. Q—If we will accept Federal employment anywhere, will we be given a choice of all the available jobs for which we qualify?

A—If an employee has indicated that he is available and the determination is made that he is eligible for a specific Federal position, his availability will be referred to all the Federal agencies which have advised us that they have such vacant positions. The employee will be informed of each position for which the other agency will consider him or may offer him. 40. Q—If a man gets a job through Personnel and the hiring agency decides that they will not keep him, is he then still considered RIF'd or is he separated for cause? If the latter applies, has the man forfeited his option to retire?

A—If an employee is accepted by another Federal agency, he will then be separated from the Center rolls. As an employee of a new agency, if he were to be separated, the action would be based on all the pertinent circumstances at that time and the applicable regulations. His eligibility to retire would depend on all the circumstances, conditions and the applicable regulations existing in his new job and new activity. 41. Q—If a person transfers for a month, to try it out, then decides to leave the government, will he be entitled to consideration of his former rights?

A—No. An employee who elects to transfer will be an employee of the new activity as of the effective date of transfer. Any benefits such as DOD priority referral or severance pay or discontinued service annuity will be lost. 42. Q—Will we receive any guarantees that any or all promotions will be made from within?

A—No. There can be no pre-determination of selectees for promotion. The provisions of applicable merit promotion plans must be observed. However, priority in promotion considerations will be given.

Local Chapter Of Retired Officers' Assoc. To Organize

A local chapter of the Retired Officers' Association is going to be organized in Indian Wells Valley. The first gathering will be a dinner meeting at 7 p.m., Wednesday, October 23 at the NWC Commissioned Officers' Mess.

Nominations will be from the floor for seven officers willing to serve on the staff. Capt. M. R. Etheridge, NWC Commander, will be the installing officer.

All officers, active or retired, are urged to attend and to bring their wives. Dinner is \$4.50 — reservations may be made by phoning Johnnie Hartley at Inyokern, 377-3131.

IN THIS ISSUE Management Promulgates Reduction In Force Information

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DEFINITIONS AND TECHNIQUES OF VALUE ENGINEERING STUDIED — NWC hosted a two-week course, October 7-18, in principles and applications of value engineering given to 44 students from 14 Air Force, Army, Navy and DSA activities. Miss Martha Patrick (c) was training coordinator, and to her right (l-r) are E. Ross, NASC, instructor Wayne Zellmer, NWC value engineering coordinator; M. Zauss, Hunters Point Naval Shipyard, instructor; and R. Barbrey, NOSC, instructor. Information on future value engineering courses may be obtained by phoning Wayne Zellmer, Ext. 71720.



Vol. XXII, No. 42 Naval Weapons Center, China Lake, California Fri., Oct. 18, 1968

Capt. Muncie Is Relieved At VX-5 Ceremonies Today At 2

Aircraft Flyover To Salute New VX-5 Commander

The VX-5 Change of Command will take place at 2 p.m. today in Hangar One at the Naval Air Facility.

The ceremony will be highlighted by a low level flyover and a speech by RAdm. F. L. Pinney Jr., Commander Operational Test and Evaluation Force.

The program will commence with a concert by the Commander Naval Air Forces Pacific Band and an invocation by Chaplain Thompson.

After the invocation, Capt. Fritz and Capt. Muncie will inspect the officers and men of VX-5. During this time, three flights of aircraft are scheduled to fly over the ceremony. Arrangements have been made with VA-112, VA-146 and VF-121 to provide 4 A-4, 4 A-7, and 4 F-4 aircraft respectively for a diamond flyover.

Then, RAdm. Pinney will speak. RAdm. Pinney is VX-5's operational "boss," whereas, RAdm. S. R. Brown, Jr., Commander Fleet Air Alameda, will also be present for the change of command, and is the squadron's administrative commander.

After RAdm. Pinney's speech, Capt. Muncie will give his departing remarks and the actual change of command will take place with Capt. Muncie and Capt. Fritz reading their orders.

After Capt. Fritz takes command, he will give his remarks and the ceremony will end with a benediction by Chaplain Jude Senieur.

After the Change of Command a reception will be held in the Mojave Room of the Commissioned Officers' Mess.



VX-5 CHANGES HANDS — Capt. W. B. Muncie (l) officially welcomes Capt. Charles W. Fritz aboard as his prospective relief. Capt. Fritz is scheduled to take command of VX-5 at 2 p.m. today. The ceremony will take place in Hangar One at the Naval Air Facility. Capt. Muncie is being transferred to OPNAV in Washington, D.C.

VA Urges Disabled Veteran To Insure

The Veterans Administration has urged thousands of disabled veterans — largely young veterans — to take advantage of the valuable insurance opportunities available to them.

The special low-cost insurance is available only to veterans separated from service after April 24, 1951, who have been rated by the VA as having a service-connected disability.

Disability ratings are given to some 7,000 veterans each month and each is encouraged to apply for the special "RH" insurance. Today only about 16 per cent submit applications despite the low premiums. A 25-year-old veteran, for example, can start a \$10,000 insurance program for only \$2.60 a month.

The VA emphasized that veterans who receive disability ratings may apply for the insurance whether or not they have converted their Servicemen's Group Life Insurance to a private policy after they got out of military service. Even if he converted his SGLI policy, the VA encourages him to apply for the RH insurance. RH and a converted

NWC Opens Range To Bird Hunters On November 2

Nearly 260 square miles of Navy acreage at NWC China Lake will be open for public cottontails, and jackrabbits. The specific gamebirds that will be in season for this special hunt will be chukar (red-legged partridge) and valley of mountain quail.

Three weekends have been set aside for the public hunts. They are: November 2 and 3; November 16 and 17; and November 23 and 24. These periods will be the only times hunting, or the carrying of firearms will be permitted on the North Range.

Because of the rough terrain, hunters will have to work for their birds when they hunt the China Lake range. Most of the areas are malpais broken by steep basalt scarps and lava flows. Spralls and guzzlers distributed throughout the area keep the birds well spread over the high desert range.

Last year's hunting season attracted nearly 3,000 hunters to the Naval Weapons Center. Total bag of the three varieties of birds was around 4,000.

Entry to the NWC hunting area will be through the Darwin gate at the north end of the Center. This is reached via State Route 190 east from Olancha to the town of Darwin. The Navy gate is seven miles south of Darwin.

Entry permits, maps and instructions will be given visitors at the Darwin Gate. Firearms other than legal gauge shotguns may not be brought onto Navy lands. No two-wheeled vehicles will be permitted entry. Fire permits will be necessary for campfires and may be obtained from Security at the time of check-out.

California Department of Fish and Game Wildlife management personnel will assist with information and make bag checks during the hunting weekends.

A valid California hunting license will be required and all bag limits and regulations of the California Fish and Game Code will be enforced by the DFG.

Gamebirds other than chukar, mountain and valley quail may not be taken. Last July an experimental plant was made of seesee partridge and crested tinamou on the north range. Although the birds were introduced outside the open hunting area there is a possibility a few may have moved

Invest in U.S. SAVINGS BONDS, FREEDOM SHARES

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CHAPLAIN'S MESSAGE

Heuristic Awareness

BY CHAPLAIN JUDE R. SENIEUR



Traditional philosophy has become quite unacceptable in many intellectual circles. Traditional theology seems even less acceptable, particularly in the area of "demonstrating proofs." It may be painful to see some modern thinkers slight long standing concepts but it is interesting to review their approach to the understanding of reality.

According to the moderns, the hang-up in traditional philosophy and theology is the over-emphasis on "theoretical understanding," "verbal analysis," and "universal ideas" to the neglect of personal experience. They insist, and perhaps rightly so, that traditional thinkers have become static in the security of "absolutes" and have rendered themselves no more human than a computer and much less efficient. The need is for genuine personal experience, not necessarily in the sense of "empirical knowledge," but rather in the sense of "stomach churning" appreciation or, as they term it, "heuristic awareness."

In all probability the men who first put into words the traditional ideas and concepts actually possessed this "heuristic awareness." But as the ideas were passed down through the centuries they became little more than the words used to pass them on. As long as ideas do not demand a personal response, they may be accepted for their intellectual content. But when a personal response is demanded, such as in the "proofs for the existence of God," more immediate personal experiences may well stand in the way of acceptance. Much of traditional moral philosophy and theology has come under the same fire and been found unacceptable, not because the ideas fail to convince but because they fail to provide "heuristic awareness" of reality.

This position of the moderns should not be taken lightly. Many of today's problems in human behavior may stem from yesterday's over-emphasis on theory. This has rendered us an unbalanced society. Our inability truly to appreciate each other as well as the God who made us, could easily stem from the fact that we fail to have an "heuristic awareness" of each other. The greatest and most effective proof for the existence of God is to "experience" Him in our lives. And the key to world peace might well be an awakening of "heuristic awareness" of how much we need each other.

China Lake Elem. PTA Meets

The first meeting of the China Lake Elementary PTA is scheduled for 7:30 p.m., October 24, at Desert Park School.

are \$1 per person and can be sent to school by the parents with their child.

Each membership will help the PTA to carry on its many projects which include dental checks, student welfare, music scholarships, PTA educational program, campership donations, educational films, bicycle safety programs and weighing and measuring the school children.

Mr. Peek will introduce a movie entitled "A Desperate Afternoon" and answer questions that will be of special interest to all residents of our particular area.

The China Lake Elementary PTA will conduct its annual membership drive throughout this month. The goal this year is 1,000 members. The dues

Archeological Group To Study Petroglyphs

Rock paintings other than the local petroglyphs will be shown to members of the Maturango Museum and their guests on Saturday, October 19. At that time, all-round Desert Empire explorer T. T. Chapman will lead a field to two sites featuring the primitive rock paintings.

The group will be meeting at Coso Junction (Gill's Oasis) on Highway 14 at 9:30 a.m. on the 14th. They will then proceed to a location in the vicinity of Coso Hot Springs to examine and/or photograph a display of the drawings previously seen by relatively few people, both here and elsewhere.

The second stop will be at a similar "gallery" at the north end of Haiwee Reservoir. According to a museum spokesman, Chapman will describe what he has learned about the origin and symbolism of these early relics.

Royal Gould, field trip chairman, expects to have a large reflector available for highlighting photographs of the "artwork."

Archaeological Society To Guest

Special guests on this trip will be members of the archaeological society that was recently formed under the leadership of James W. Baird, president of the Maturango board of Trustees. The society, which expects to function in conjunction with the Museum, and which has been expanding in all dimensions in recent years is making great strides toward recognition as an important contributor to archaeological research.

WACOM Hat Sale Success



WACOM HAT SALE — The Mad Hatter of Alice in Wonderland fame would have had a marvelous time at the COM last Wednesday, October 9. New fall hats of all shapes and sizes were picked over very thoroughly by all the members of the Auxiliary who attended the cheerful event.

China Lake Vanquishes Corona

The Correspondence Chess match reported to have begun some months ago has finally been concluded.

The match was played between members of the China Lake Chess Club and the NWC Corona Chess Club over a period of ten months. China Lake was designated as the black team, and the Corona, white.

Under the rules of the match, the Corona team had 72 hours to make a move, after having received notification of China Lake's move. The correspondence was done by phone.

The match was concluded when the white team (Corona) resigned after the black team's (China Lake) 50th move.

The following table describes the action as it occurred, with the white team making the first move.

Members of the China Lake team who played in the tournament were: Marko Afendy-kiw (Team Captain); Milton Caves; Vernon Fagin; LCDR. J. J. Farbarik; Robert Lipton;

Cliff Pratt; Dr. M. Schroeder; Casey Tuman; and Charles E. Walden.

Members of the Corona team who participated in the match were: Dr. Richard Panzer (team captain); Stan Drummond; Ed DesMarets; Bill Frantz; Marvin Guthrie; Cliff Law; Harry McClain; and Seldon Schnur.

Table with columns: RETI, Opening, Corona (White), Corona (Black), China Lake (White), China Lake (Black). Lists chess moves and player names.

Senior Chaplain Bids Farewell



A FAREWELL GIFT WAS PRESENTED to Chaplain P. P. Romantum in recognition of his service as Executive Secretary to the local Navy Relief Society. Ann Etheridge, honorary chairman of volunteer women, presented the gift at a coffee given in his honor. Chaplain Romantum left October 14 for duty aboard the aircraft carrier USS Saratoga (CVA-60) where he will serve as senior chaplain.

THE LOCKER ROOM

My Kind Of Guy

BY ED RANCK



When you consider the fact that there have been a few thousand paragraphs published on the subject, locating a new angle from which to examine last week's World Series can be a bit difficult. An attempt to chronicle any aspect of the series would probably lead to a plagiarism suit, after all if Mickey Lolich gets a few extra miles out of his motorcycles by using Platforme then you can be sure that someone has told the story. Or, for example, if Don Wert, a refugee from the Pennsylvania Dutch country, eats sauerkraut and shoo-fly pie for breakfast then the story has been written, probably by the sports editor of a medical journal.

One new area that can be explored would be the subject of awards. Sport Magazine gave Lolich the Corvette, but nobody donated a foot-in-the-mouth award. This would have to go to the television commentator who advised the world after game five that the only question in doubt was whether Bob Gibson or Lou Brock would win the Corvette.

Detroit Victory Surprising

Detroit's last minute victory was a bit surprising. Psyched by the propaganda that proclaimed the Cards to be invincible, it's doubtful that many gave the Tigers a chance. Naturally your correspondent galloped along with the herd, picking the Cards in six.

The Gibson-McClain matchup was a natural for the amateur sociologists. One was depicted as the up-from-the-gutter hero, while the other was pictured as the rich-kid villain. It wasn't hard to determine who was who.

After Gibson had fanned seventeen and McClain had taken a pratfall, the story behind the story was told. Gibson, a family man, had spent the previous evening with his kids while McClain, the rounder, had been out carousing half the night.

Gibson was described as a man totally committed to excellence. He is a man driven by forces unknown to those of an ordinary background. Defeat, under any circumstances, was unacceptable. This, plus the fact that he has a great fastball, was why Bob defeated McClain.

It was hinted that the reasons for Denny's early failure were equally academic. He had his money and that is the name of the game. Furthermore, he knew that Gibson, guided by the forces of good, would win. This plus the fact that he hung a few curve balls, was why Denny lost to Gibson.

After reading the psychiatric reports, you had to wonder what Gibson would want with a Corvette anyway, when he had a fiery chariot to ride around in. And you had to concede that Joe Sparma, McClain's roommate, had a lot of guts. Especially on nights when the moon was full.

Mickey Lolich Big Hero

Lolich of course, emerged as the hero. While it may be hard to identify with the McClains and the Gibsons you have to know what Mickey is all about because he's one of us. Lolich should go to Hollywood and get a part in an anti-hero movie.

He's "Joe Blow," "Whatshisname?" and "Hey, you!" rolled into one. Mickey has been described as a loser. But he is a loser in the same way that most of us are, in a few, lose a few — without worrying too much about making the world our private ashtray.

Someone made the observation that Lolich had tears in his eyes after the game. It was explained later that the "tears" had come from a champagne bottle that had been emptied over his head.

Lolich was also asked if he, like Denny McClain, had a combo. He said he did, but explained that no one had ever paid them to play. He thought that maybe now they could begin to charge.

It was great to see a guy like Lolich make it into the spotlight. We, the losers, have finally found a hero.

VX-5 Vampires Devour Genge

The defending champion VX-5 Vampires were the only remaining unbeaten team in the China Lake Flag Football League as the schedule neared the halfway point. Previously unbeaten NAF fell to the Crabs, 19-13, Tuesday evening, while VX-5 rolled over Genge, 54-6 for their second win.

The Vampires were scheduled to play the Outlaws on Thursday, then meet NAF and the Crabs next week. Victories against the two military teams will give VX-5 a berth in the 11th Naval District Tournament at Long Beach, and a win against the Crabs will all but clinch the 1968 title.

Dick Lassalle scored three touchdowns in the Crabs victory over NAF. Lassalle scored

on touchdown runs of 2 and 10 yards and also on a 35 yard punt return that put the Crabs ahead early in the third period.

The loss dropped the Hawks into a temporary tie for first place with the Vampires, while the victory evened the Crabs record at 2-2.

Russ Draper fired five touchdown passes as the Vampires crushed Genge, 54-6.

Standings table with columns: Team, W, L, PF, PA. Lists VX-5, NAF, Outlaws, Crabs, Genge.

Invitational Golf Tournament Played



INVITATIONAL CHAMPS — The Seventh Annual Invitational Golf Championship was held last weekend at the China Lake Golf Course. 62 entries were reported making the rounds in what became one of the finest events in the history of the Golf Club. The winners, pictured above in the "best ball of partner" tournament are: (l-r) Marvin in Rush and Max Smith, 1st Low Gross; Marty Landau and Rol Boker, 1st Low Net.

Dalpiazz and Maxwell Approach 700

The race toward the China Lake Bowl's first 700 series continued last week as two local bowlers edged closer to the magic figure. Floyd Maxwell rolled a 672 series to set a new mark for the new lanes, but this score was matched early this week by Ken Dalpiazz.

Dalpiaz hit his 672 with games of 238-219-215 to lead the Premier League. Chuck Albright was second in Premier action with 228-234 and a 641, while Bobby Lockwood had 232-204 and a 628. Ray DeCastro also broke the 600 mark with 219-214 and 626. High individual games included Duane Blue 247; R. McCullough 241; Bob Sickle 224 and Byron Nelson 223.

The NWC team rolled a 2991 series to post the season's high team series. Only three points separated the top five teams in the Premier League, with Tom's Place maintaining a slim lead over NWC and Starlite.

Dick Furstenburg rolled a 256, high single game for the week, to lead the Friday Mixed Foursome. Furstenburg also had games of 208 and 192, finishing with a 657 series. Don Tucker was next with 246-609 and Darlene Herbstreit led the ladies with 587. Cynthia Schoenhals had high single game for the girls with 222.

In other Friday Foursome highlights, Ginger Tucker rolled 530; Maggie Branson 531; Jean Crom 514 and Sandy

Smith 502. Top individual games for the men included Dan Branson 225; Vern Jones 217 and Tom Zurn 217.

Joe Winter led the parade in the Desert League, hitting 238-176 - 224 for a 638 series. In the Women's Wednesday Handicap, Aline Schad rolled 524 and Connie Evans had 511, while Jerry Holland had high single game with 184. Liz Furstenberg topped the Women's Monday Scratch League with 200-573.

The VX-5 Skyhawks rolled a team score of 2467, high for the league this year, to lead the Military Handicap League. The Hospital won 4 games to take the league lead, and Avionics downed the Scope Dopes

NWC Opens Range To Bird Hunters

(Continued from Page 1)

into open regions. Hunters are cautioned to avoid shooting the new exotics. Seesees are considerably smaller than chukar, about the size of an eastern bobwhite, with slaty blue to tawny orange plumage. Their bills and legs are orange rather than red. Tinamous are about the size of a guinea fowl with an upstanding crest and prominently barred tan to brown plumage.

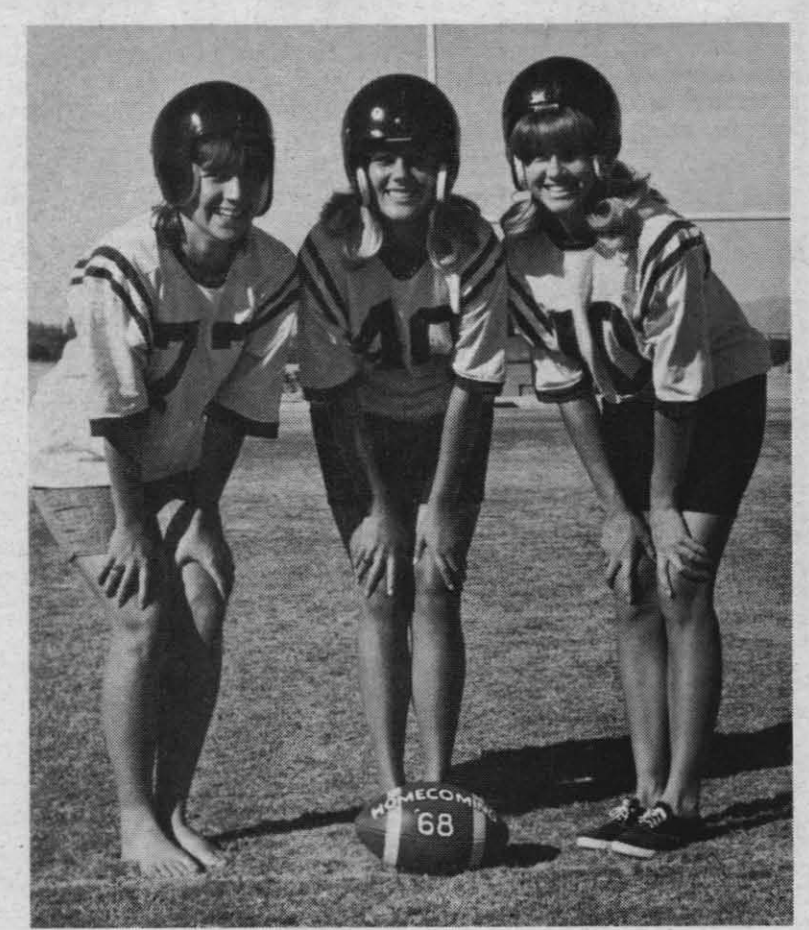
Successful adaptation of the exotic gamebirds may in time add to huntable species on the range. But at the present these two varieties are an experimental plant.

Hunters are cautioned to drive the rough roads of the north range with care. Flash floods late in the summer have roughed up all the roads considerably. Drivers of low-slung passenger cars are warned to use caution on all the roads.

Two campsites have been designated for overnight camping at Junction Ranch and at Burcham Springs.

Dates for the open hunting weekends are subject to cancellation should military test schedules pre-empt the range. Any change or cancellation will be published if time permits.

Burros Plan Homecoming Tilt



BURROUGHS HOMECOMING — All set for the festive activities at the high school next week are Homecoming Queen candidates (l-r) Sybil Auld, Debbie Murphy and Susan Parry. They're shown inviting all residents of the IWV to attend their big Homecoming football game on October 25 with John F. Kennedy High. The game will be played at Burroughs at 8 p.m.

The Rocketeer

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DIVINE SERVICES

Protestant—(All Faith Chapel)—Morning Worship—8:15 and 11 a.m. Sunday School—9:30 a.m., Chapel Annexes 1, 2, 3, 4 (Dorms 5, 6, 7, 8) located opposite Center Restaurant. Roman Catholic (All Faith Chapel)—Holy Mass—7, 9:30 a.m., and 12:30 p.m. Sunday. Daily Mass—11:30 a.m. in Blessed Sacrament Chapel. Saturday, 8:30 a.m. Confessions—7 to 8:00 p.m. Saturday. NWC Jewish Services (East Wing All Faith Chapel)—8 p.m. every first and third Friday. Sabbath School—10 a.m. to noon, every first and third Saturday. Unitarian Fellowship—(Chapel Annex 95, 95 King Ave.)—Sundays, 7:30 p.m.

Sign up for SAVINGS BONDS FREEDOM SHARES

Three-Phase Reduction Plan Outlined

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dence of insurability is required for conversion to private policy under separation circumstances. Application for conversion and payment of first premium must be made within 31 days after separation.

Health Insurance: When an employee is separated as a result of RIF, he has a right to convert to a non-group health benefit contract offered by the carrier of his plan. Application for conversion to non-group plan must be made, and the first premium paid to the carrier, within 31 days after termination of the employee.

RETIEMENT

Mandatory Retirement—Age 70, 15 years creditable federal service including five years of civilian service, and has been employed under the retirement act at least one year within the two year period immediately preceding his separation.

Optional Retirement — Employed under the retirement act at least one year within the two year period immediately preceding the separation for retirement, and age 62 and five years of civilian service, or age 55 and 30 years creditable service, including five years civilian service.

Disability Retirement—Completed five years of civilian service and, must while employed become totally disabled for useful and efficient service in his position or any other position of the same grade or class.

Discontinued Service Retirement — Been employed under the retirement act for at least one year within the two year period immediately preceding the separation for retirement, and meets either of the following minimum requirements:

a. Age 50 and completed 20 years creditable service including five years civilian service or,

b. Regardless of age has completed 25 years of creditable service, including five years of civilian service. (If the retiring employee is under age 55, the annuity is reduced by 1/6 of 1 per cent for each full month (2 per cent a year) if any, he is under age 55.) The annuity does not increase after age 65. In addition he must be involuntarily separated.

Deferred Retirement — An employee who is separated from the service for any reason before meeting the requirements for an immediate annuity is entitled to a deferred annuity to commence at age 62 if: (a) he has completed at least five years of civilian service; and, (b) he has been employed under the Retirement Act for at least one year within the two year period immediately preceding his separation.

Travel and Transportation Allowances: Subject to eligibility conditions of the DOD Joint Travel Regulations, employees being separated under RIF may be entitled to certain travel allowances (Household goods movement, per diem, etc.) if they obtain employment in other Federal agencies. Such entitlement expires at the end of one year from the effective date of the employee's separation. Separated employees who obtain employment with private industry are not entitled to movement of household goods at Government expense.

Life Insurance: The employee's group life insurance stops 31 days after separation from the federal service. Employee will receive a notice of conversion privilege to an individual policy. No medical evi-

dence of insurability is required for conversion to private policy under separation circumstances. Application for conversion and payment of first premium must be made within 31 days after separation.

Health Insurance: When an employee is separated as a result of RIF, he has a right to convert to a non-group health benefit contract offered by the carrier of his plan. Application for conversion to non-group plan must be made, and the first premium paid to the carrier, within 31 days after termination of the employee.

RETIEMENT

Mandatory Retirement—Age 70, 15 years creditable federal service including five years of civilian service, and has been employed under the retirement act at least one year within the two year period immediately preceding his separation.

Optional Retirement — Employed under the retirement act at least one year within the two year period immediately preceding the separation for retirement, and age 62 and five years of civilian service, or age 55 and 30 years creditable service, including five years civilian service.

Disability Retirement—Completed five years of civilian service and, must while employed become totally disabled for useful and efficient service in his position or any other position of the same grade or class.

Discontinued Service Retirement — Been employed under the retirement act for at least one year within the two year period immediately preceding the separation for retirement, and meets either of the following minimum requirements:

a. Age 50 and completed 20 years creditable service including five years civilian service or,

b. Regardless of age has completed 25 years of creditable service, including five years of civilian service. (If the retiring employee is under age 55, the annuity is reduced by 1/6 of 1 per cent for each full month (2 per cent a year) if any, he is under age 55.) The annuity does not increase after age 65. In addition he must be involuntarily separated.

Deferred Retirement — An employee who is separated from the service for any reason before meeting the requirements for an immediate annuity is entitled to a deferred annuity to commence at age 62 if: (a) he has completed at least five years of civilian service; and, (b) he has been employed under the Retirement Act for at least one year within the two year period immediately preceding his separation.

AFFECTS OF REDUCTION IN FORCE ON HOUSING AT CHINA LAKE

Changing the Head of Household

A. Must be eligible for the housing category.

B. During the employment period, while in the category, the employee must have been reached for that type of housing.

1. Categories will be reconstructed to determine if the individual would have been within in reach.

A. Reassignment or change

to lower grade

1. Has no affect on current housing

2. Future housing would depend on the persons housing eligibility and NWC date at that time.

B. Separated

1. By request to the Housing Office you may stay up to 60 days past your separation date.

2. Rent must be paid in advance.

C. Re-hire

1. Housing provided based on category for the position at that time (Must meet all other conditions for housing as well).

2. Individual retains total NWC service (for housing purposes) if: (1) Accepts first "qualified" offer of employment Center (qualified means official offer). No time limit. However, availability of employment at NWC must be continuous.

Annual Leave—Person being separated will be paid a lump sum for his annual leave up to 30 days or total amount authorized to be carried over under the "Grandfather" clause. Any excess leave should be used (or it will be lost) prior to 31 January 1969.

Sick Leave — Accumulated sick leave will normally be re-credited if the separated person is rehired or reinstated within three years.

Reemployment Priority List

NWC will establish two employment priority lists, one at China Lake and one at Corona. Each group I and group II employee who has not declined assignment to a full-time, non-temporary position essentially equal to that held when separated will be listed for reemployment at his respective activity for all positions for which he is qualified and available.

Nation-Wide Referral System

All employees separated as a result of the RIF will be eligible to register in this system for placement assistance in other government agencies. Questioning and counseling is done at the time employee registers into the system at the Personnel Department.

Displaced Employee Program

This is a Civil Service Commission program to assist career and career - conditional employees who are being separated from their agencies due to a reduction in force to be placed in other Federal positions. The employing agency receives applications from employees to be separated and routes them to the appropriate Commission examining office. The Commission then gives these employees priority over others in filling vacancies in the geographical area specified.

Job Placement Service

In addition to the above programs, the Center will provide an extensive job placement service to separated employees. This will include a variety of other government activities as well as private industry. Specific information will be available at the time of the counseling service.

Appeal Rights

Employees have the right to appeal the procedural aspects of the reduction in force as defined in appendix D of FPM 351. The appeal rights will appear on the reduction in

(Continued on Page 8)

RIF Questions and Answers

(Continued from Page 3)

wages for retirement purposes during a previous period of employment. Now, I'd like to pay it back so that the period of service will be counted when my annuity is computed. Is it too late? How do I go about it? To whom are the payments made? Do they have to be made in a lump sum?

A—No. It is not too late for you to pay back the money which was refunded to you for an earlier period of service in order to obtain retirement credit for such a period of service. Such payments into the retirement fund are known as re-deposits. You may submit an application for re-deposit on Standard Form 2803 (obtainable from Code 1762) through the Center to the Civil Service Commission. The Commission will compute the amount of the re-deposit required and will inform you of the amount of the payment to be made and the manner for making it. Generally speaking, re-deposits may be made in a lump sum, or if you desire, in installments of not less than \$10 each, paid directly to the Civil Service Commission. There are no specified intervals at which installments must be paid, but interest is chargeable on the unpaid balance. Payments cannot be made through payroll deductions. However, re-deposit must have been completed for a full period of service prior to action on the retirement application in order to get credit. If partial payments have been made they will be refunded.

7.Q—What is the "severance pay" provision of the Federal Employees Salary Law?

A—The severance pay provision is a relatively new fringe benefit for Federal employees designed to benefit the employee who is involuntarily separated from Federal Service after October 30, 1965 through no fault of his own; who is not entitled to an immediate Federal annuity, and who is not receiving injury compensation.

8.Q—What type of employee is eligible for severance pay?

A—Career and career conditional employees who are separated involuntarily (except for cause) are eligible.

9.Q—What type of employees are not eligible?

A—The following types of employees are not eligible for severance pay:

- Any employee who at the time of his involuntary separation is eligible for an immediate annuity.
- Any employee who at the time of his involuntary separation is receiving compensation under Federal Employees Compensation Act.
- Temporary employees with one exception.
- Employee who declined an equivalent position.

10.Q—Which temporary employees are eligible for severance pay?

A—An employee who has a temporary position which he has entered without a break in service of more than three days following service under a permanent appointment is eligible for severance pay.

11.Q—Does this mean that an employee who is eligible to apply for retirement at the time of his involuntary separation cannot receive severance pay?

A—Yes.

12.Q—Is an employee who is involuntarily separated because of misconduct, delinquency or inefficiency eligible for severance pay?

A—No.

13.Q—How is the amount of severance pay figured?

A—The basic severance pay allowance is computed on the basis of one week's basic compensation at the rate received immediately before separation for each year of civilian service up to ten years, and two week's pay for each year beyond ten years. This amount is further increased by ten per cent for each year that the employee is over 40 years of age. Total severance pay may not exceed one year's pay.

14.Q—Does military service time count for severance pay purposes?

A—No.

15.Q—Are there any requirements?

A—Yes. To be eligible for severance pay an employee must have been currently employed for a period of at least twelve months.

16.Q—In the future, will a person who has collected severance pay for a period of Federal service be able to collect again for the same period if reemployed?

A—No. Once severance pay has been completely paid for a period of service that time may not be used again for severance pay computation.

17.Q—Suppose a man gets another Federal job before all severance payments have been made?

A—His severance pay will be stopped effective the date of his new employment, but the unused amount may be payable to him at a later date.

18.Q—If a man dies while getting severance pay, what is the effect?

A—The severance pay continues and is paid to the survivor (next of kin).

19.Q—Is the period of severance payments creditable for retirement purposes as Federal Service?

A—No.

20.Q—Can a man have private employment while he is receiving severance pay?

A—Yes. The only restriction is that he may not have Federal employment.

21.Q—Is Civil Service Retirement payment withheld from severance pay?

A—No.

22.Q—Is a man who is receiving severance pay and is unemployed eligible for "unemployment" compensation payments?

A—Each state decides each case individually.

(Continued on Page 8)

NWC Tells RIF General Info

Three-Phase Reduction Plan Outlined

The Personnel Department will conduct the Reduction In Force in three general phases.

The first phase contains the procedural aspects of the reduction in force. The group responsible for this phase will determine who is affected by the RIF and how they are affected. They will issue the notices to the affected employees by departments and through the Personnel Representatives. They will continue to operate after the issuance of the notices to provide specific information to employees concerned and to reconstruct the reduction procedures since resignations, declinations, retirements, etc. change the initial situation.

The second phase of the reduction in force will be to provide detailed counseling to those employees who are (1) separated or (2) reassigned or changed to lower grade and who wish information on the various alternatives available to them. The counseling group is currently available to interested groups on the Center who wish information about the reduction in force. However, their efforts during the month of November will be primarily directed to counseling separated employees.

A schedule for counseling interviews will be arranged and employees who are separated will be notified of the time and place for counseling at the time their reduction in force notice is issued. (Ideally the counseling interview will provide for a "one stop, complete information" discussion with the affected employee.) Groups of employees who wish general information about the reduction in force should have their supervisor call 72676 or 71577 at China Lake or 4419 at Corona for arrangements.

The third phase of the reduction will be the outplacement service. The primary purpose of this service will be to find jobs for the employees who are separated.

The three major segments of this phase are (1) federal placement programs, (2) job interviews (private as well as federal) and (2) coordination with the State Employment Service.

The following information is provided to answer a number of questions that have been asked the Personnel Department over the past few weeks. It is general information and should be read only with that in mind. Your personnel representative or a member of the counseling group will provide you with specific information on how the reduction affects you.

Area Affected: For our purposes, there are two major areas affected at the Naval Weapons Center: (1) China Lake and (2) Corona. Each, for purpose of reduction in force, will have their own separate competitive areas and will not compete with one another.

China Lake employees with duty stations other than China Lake (including Educational Fellowships) will compete with the China Lake employees. Corona employees with duty stations other than Corona will compete with Corona employees.

Identifying Affected Employees: Center management is responsible for identifying the positions to be abolished. This information goes into phase one (mentioned earlier) and from the position information the individuals affected are identified.

Competitive Level: A position or number of positions that are so similar in all important respects that an employee can readily move from one to another without significant training and without unduly interrupting the work. Such things as similarity of duties, responsibilities, pay schedule, terms of appointment, requirements for experience, skills and aptitudes are characteristics shared by all positions.

Retention Standing: This is the relative standing of each employee within his competitive levels.

There are three major tenure groups: Group I — career employees not serving on probation; Group II — career-conditional employees and career employees serving probation; Group III — employees serving under any of the following types of appointments: Temporary, Indefinite, Taper, term or any other nonstatus appointment.

Within each tenure group there are two sub-groups: A — veterans; B — non-veterans. Within the sub-groups each employee is ranked according to his service computation date (Item No. 7 on the SF-50, Notification of Personnel Action); the highest person in each sub-group having the longest period of time and the lowest having the least amount of time. Retention standings are established for each competitive level.

Notice to Employees: For our purposes, NWC will utilize a maximum 95-day notice period. This will allow a written notice to be delivered during the last week in October and provide at least a 90-day notice period. During this period a restricted leave policy should be followed. The notice should be read thoroughly since it has a wide range of information about rights and benefits concerning the reduction in force. Additionally, each notice will advise the employee that he is being reassigned, changed to lower grade or separated.

Notices will be mailed to employees who are not available for personal delivery such as those on Educational Fellowships. General notices will be given to employees who will unavoidably be absent during the period 28-31 Oct. and 1 Nov.

Right of Assignment to Another Position: In general, the right of a released employee to another position depends on two things: (1) the existence of a position held by an employee with lower retention standing and, (2) the employee's qualifications for that position. Two significant points to remember:

(1) The employee has no right to choose his assignment, and (2) Management is not required to fill vacant positions in a reduction in force.

"Bumping" Rights: This is the right to displace an employee who is in a lower sub-group. (i.e. an employee in sub-group I-A can displace a B or anyone in group II or III; a II-B can displace a group III employee.

"Retreating and Administrative Assignment Rights": By definition, it is known as the right of an employee to a position he formerly held (or one essentially identical thereto) when the representative rate (step 4 in the GS; step 2 in the WB) is the same or lower than the position currently held; the position is occupied by an employee in the same retention sub-group but with lower standing; and the position represents a better offer than would be possible through bumping.

A Simple Reduction In Force Let's assume that we have identified 2 GS-11 Electronic Engineer positions to be abolished. The competitive level for people affected looks like this:

Name	Retention Group	Service Date
Joe Smith	I A	06-30-50
Sam Dooks	I B	05-25-55
Charlie Brown	I B	07-25-60
Harry Knees	II A	11-14-56
Norman Jones	II A	06-10-58
Robert Smith	II A	05-15-66
Sally Smile	II B	03-19-67

Charlie Brown and Harry Knees are the two people affected. Since we cannot normally retain a lower standing employee in a competitive level while releasing higher standing employees, Charlie Brown and Harry Knees eliminate the two lowest standing employees Robert Smith and Sally Smile. Since Charlie and Harry's positions were abolished they take over Robert and Sally's positions. Assuming no group III employees exist at the activity that Sally Smile qualifies for, she has no one to "Bump." Also, since this is the only position that she has held in the Federal Government she has no "retreat or administrative assignment rights." Sally Smile is therefore separated.

For Robert Smith we discover that he held a GS-9 position as an Electronic Engineer. On that competitive level there is a "IIB" employee. Since this is an individual in a lower sub-group Robert may "Bump" into the position.

Another possibility for Robert Smith is that he held a Mechanical Engineer GS-11 position prior to the time of his current position. Perhaps he could be administratively assigned? The person who filled the Mechanical Engineer GS-11 position (who is also the lowest person in that competitive level) is a group II-A employee with a service date of 02-09-65. Robert Smith could NOT retreat since the employee he would affect has more total service.

Therefore since the GS-9 is the best offer we can make to Robert Smith, the "bumping" action is taken.

All five employees would be issued a reduction in force notice.

(Continued on Page 6)

From: Commander, Naval Weapons Center

To: All Hands

Subj.: Reduction In Force; Information on

1. As you now know, this Center is in the process of a reduction in force. I have heard a number of rumors that have been circulating and many are exaggerations when compared to what I understand as fact. Because of this I wish to take the opportunity to describe to you what has led to this reduction, how it will be conducted and what benefits and alternatives are available to each individual.

2. On 24 September 1968 I received a message from the Chief of Naval Material establishing the Center's (i.e., China Lake and Corona) new full-time permanent ceiling for 31 January 1969 at 4622. Since this was not to be exceeded, I was authorized to commence an immediate reduction in force, if necessary, to meet the new ceiling. Our authorized ceiling at the time of this message was 5100. This amounted to a loss of 478 full-time permanent positions.

3. On 24 September 1968 the Center had 5079 full-time permanent employees. The simple arithmetic of this means that although we must abolish 478 positions, only 457 people will have to be separated. Between now and 31 January 1969 additional attrition will occur and even fewer than the 457 people will actually be separated. Currently it is our estimate that 300 people will be separated by the reduction in force.

4. The Civil Service system for accomplishing a reduction-in-force establishes a method whereby, in general, employees who have worked the longest for the government will have the greatest protection. In order to provide for this protection, and since we have identified the positions to be effected first — some of which will have employees with high retention standing, numerous "retreats" and "bumpings" will occur. This will result in a chain reaction that will require approximately 1200 notices to be issued. In the end, only those employees who actually receive separation notices that have not been cancelled, or those who declined the offer made to them will leave the Center.

5. It is currently projected that the notices of reduction in force will be issued to those employees affected between 28 October and 1 November, 1968. The effective date of the actions will be 31 January 1969.

6. I am certain that many of you have specific questions. On this page you will find a wide range of information which should answer most of your questions. If not, you should contact your immediate supervisor or your Department Personnel Representative.

CAPT. M. R. ETHERIDGE

Questions and Answers

Some specific questions concerning the rights of employees follow. These questions are extracts from an earlier reduction in force, by another activity, and are provided for general information only.

1. Q—If a person has 25 years of service and is between 50 and 55 years old, what is the percentage of reduction in his pension?

A—A person must be involuntarily separated as well as meet certain length of service requirements in order to be eligible for discontinued service retirement. In the case you describe, his annuity would be reduced by 1/6 of 1 per cent for each full month (2 per cent year) he is under age 55.

2.Q—What happens to annual leave earned from Jan. 1, 1969 to date of termination, over and above the excess leave you carry?

A—The Lump Sum Leave Act provides that whenever an employee is separated from the service he shall be paid in lump sum for annual leave to his credit, provided that it does not exceed 30 days or the number of days carried over to his credit, at the beginning of the leave year (in this case, Jan. 1, 1969), whichever is greater. Employees must use all leave earned in the current year before separation or loose unused portion which is in excess of their accumulated leave ceilings.

3.Q—If a person gets severance pay, and then gets reinstated, can he put money into the retirement fund, for the time out on severance?

A—No. Severance pay may not be used as basis for computation of any type of Federal benefits.

4.Q—If a person is offered a job in a Federal agency (other than the Navy Department) or private industry, who pays for the long distance moving involved?

A—If a person is offered and accepts a job in the Army or Air Force in another area his transportation and movement of his household effects will be paid by the Government. If he is offered a position in a non-defense Federal agency, every effort will be made to have that agency pay the cost of transportation. If he accepts a position in private industry, the government will NOT pay transportation costs, although the company concerned may elect to do so at its option.

5.Q—If I retire as a result of the Reduction In Force, am I eligible for unemployment compensation?

A—All employees separated may file a claim for unemployment compensation. The determination regarding eligibility for unemployment insurance and the specific amount is made by the officials of the California State Employment Service.

6.Q—I withdrew the money which was deducted from my

(Continued on Page 6)

A Tuesday In Autumn - An Evening to Remember



MRS. ETHERIDGE PRESENTED BOUQUET AFTER PERFORMANCE.



THE 60-PIECE NAVAL TRAINING CENTER BAND IN CONCERT AT SCHOEFFEL FIELD.



"ON THE GOOD SHIP, LOLLIPOP . . ."



PETER PALMER SINGS — Exhibiting the style and talent that won him stage and screen stardom, Peter Palmer fascinated the audience with his vocalizations.

Photography By:
PH1 Gary Bird
PHAN Mike Krause

IWV Residents Enjoy Concert At Schoeffel

If you happened to be one of those who missed the grand occasion of the outdoor concert that was held last Tuesday at Schoeffel Field, you'll never experience the thrill of having been there in person.

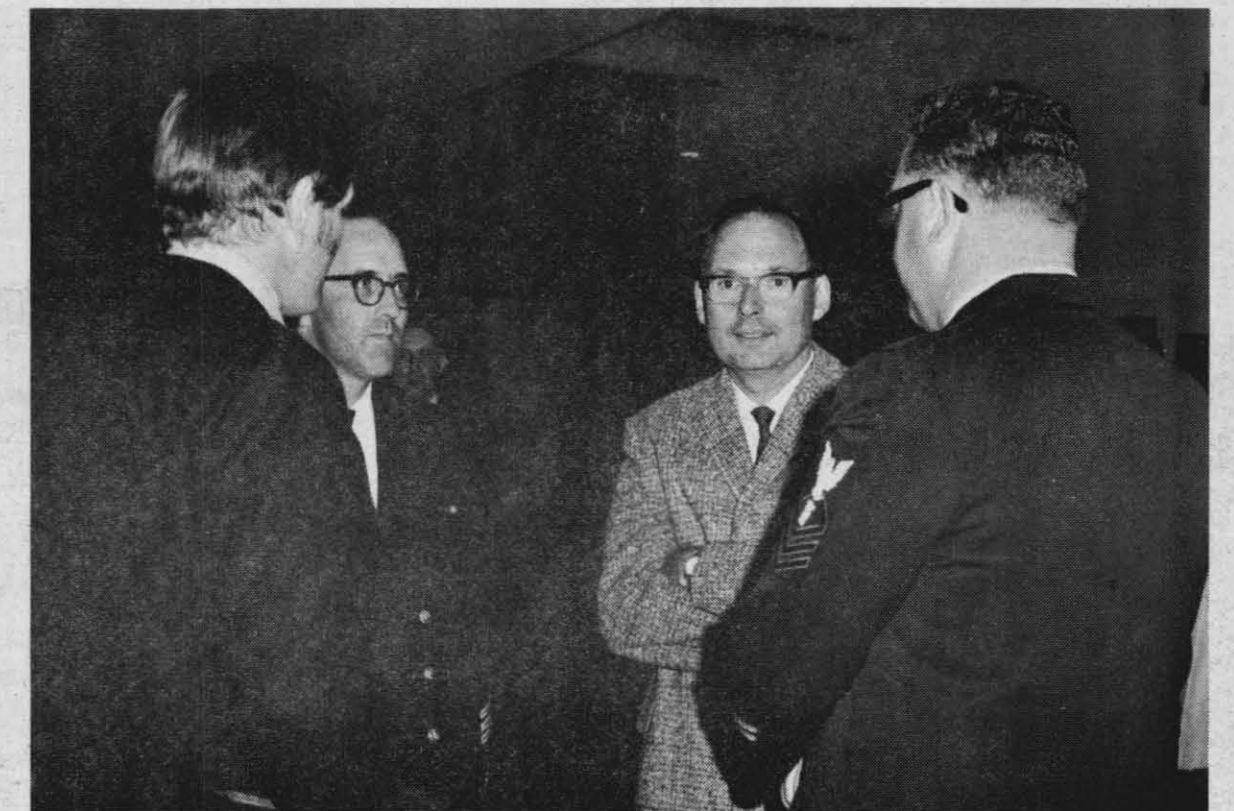
However, these pictures should help to relive the moments, both for those who did attend, and for those who didn't make it.

The music was superb, and Peter Palmer and his wife, Aniko Farrell gave fantastic performances.

A reception was held in the East Wing of the All - Faith Chapel immediately after the event, where many of you could have met them in person.



ANIKO RENDERS A HIGH NOTE — Miss Farrell's renditions underscored her ability as an accomplished, confident artist. Her singing was superb.



PALMER MEETS EVANS — Carrol L. Evans, Jr., of the China Lake Civic Concert Association discusses upcoming Concert series with evening's performers.



RECEPTION FOLLOWED — At the reception that was held later in the All Faith Chapel, Capt. and Mrs. Etheridge chat with Lt. King, band Director.



COMFORTABLE SEATING — Those who attended the performance brought their own chairs, blankets, etc. Entire families shared the excitement of the event.



MR. AND MRS. PETER PALMER—In real life, Peter Palmer and Aniko Farrell are man and wife. She was a former Miss Canada—he starred in "L'il Abner" on Broadway.