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THE ROCKETEER

THURSDAY, FEBRUARY 20, 1992 NAVAL AIR WEAPONS STATION, CHINA LAKE VOLUME 48, NUMBER 7

Clint Spindler retires from Code 35 with Meritorious Civilian Service Award

Fishing, traveling, reading and "all of the other things I haven't had time to do" are in order for Clint Spindler, who retired as tech base manager for the Attack Weapons Department in January. At a retirement party at Kerr McGee Center, Weapons Director Sterling Haaland presented Spindler the Navy Meritorious Civilian Service Award in recognition of his illustrious 32-year career at China Lake.

Holding a BS in mechanical engineering, Spindler worked the summer of 1959 at the Naval Ordnance Test Station, China Lake, in the Propulsion Development Department and authored the first of some 20 technical papers. Returning to the University of Nebraska in the fall he completed his masters degree in mechanical engineering, then came back to the same department in February 1960.

He received two patents for his work on the Standing Detonation Wave Rocket Engine from 1961 to 1962. In 1966, he became a weapon systems analyst, a position in which he developed a methodology for weapon system evaluation; defined requirements for an early fuel-air explosive weapon; conducted the first studies on the Advanced Intercept Air-to-Air Missile; and designed, tested and evaluated a remotely piloted vehicle and two shipboard countermeasures systems.

In 1969, Spindler went to the Navy Laboratory Analysis Group in Saigon, Vietnam. For this assignment, where he developed a plan for ferro-cement river warfare boats, he received a letter of commendation from Adm. Elmo Zumwalt.

In 1973, he was named head of the Propulsion Mission Analysis Branch, where he led a team developing weapon technology requirements and in evaluating new weapon concepts for the Naval Air Systems Command. Among other accomplishments in this position, he authored the Air Weaponry Block needs and concepts document. This became a standard for research and development planning, used extensively throughout the Navy and industrial community.

Please see **SPINDLER** Page 8

EEO Responsibility

It is up to managers to ensure EEO progress and requirements are met at China Lake

2

Wellness Column

Use the VAX to set date and time for blood draw and assessment

14

The Weather Report

	Max.	Min.	Gusts	Precip.
Wed	49	43	6	.86"
Thurs	60	41	20	.18"
Fri	63	33	18	-
Sat	63	40	16	.34"
Sun	60	38	25	-
Mon	62	35	7	-
Tues	65	35	6	-



Reserve unit inspected

RAdm. K.P. Manning visits China Lake to see Reserve Support Unit 0176

3

Concert set Feb. 29

MWR is bringing R.E.O. Speedwagon, Kansas & Mickey Thomas to area

16

By Terry Pascarella



RENOVATION of the China Lake Conference Center (old Chief's Club) is on schedule and expected to be completed by the end of April. The effort will provide more efficient use of space and increase classified conference capabilities.

Organizational changes remain largely transparent to S&E community, Porter

By Steve Boster
Managing Editor

Most scientists and engineers at the China Lake and Point Mugu sites of the Naval Air Warfare Center - Weapons Division should find most changes brought about by the division's standup largely transparent, says Bill Porter, deputy commander for research and development.

From a personal perspective, Porter notes he now has responsibility spanning three sites, China Lake, Point Mugu and Albuquerque. But, he no longer has personal responsibility for the test and evaluation or procurement, information systems or technical information functions that were his concern when he was technical director of the now disestablished Naval Weapons Center.

While his functional responsibilities are spread over a wide area of the western United States, Porter expects no significant difficulties in dealing with this thanks to E-Mail between sites and regular video teleconference opportunities with the sites. He also noted key leaders, including himself and the directorate heads will spend time, as needed, at the sites other than their home base. One of the hardest adjustments is to stop saying the Naval Weapons Center. But this, and getting used to thinking about multiple sites of the Weapons Division, is a challenge facing people throughout the China Lake site.

Porter was especially pleased that RAdm. W.E. Newman, division commander, is committed to

being at the China Lake site at least one day a week. He noted RAdm. Newman is a strong and very capable leader who has a great understanding of weapons systems development. "I think the division will be well served by having a strong flag officer supporting our efforts," he added.

While there is a great deal of paradigm shifting required by the reorganization, the best aspects of the old ways will be retained. For example, Porter said he was very pleased with the strong support received from Weapons Division and Air Warfare Center leadership for the research and technology base. The Technology Advancement Group and Research Department were retained intact under NAWC-WPNS umbrella. "They now support the entire division, not just the China Lake site," he added.

Porter expects continued strong support for research and technology advancement. He noted the division actively pursues opportunities from the Strategic Defense Initiative Office and DARPA to fund work. "We have been successful in the past and will continue to do that in the years ahead."

He noted the current fiscal year had not been kind to Navy R&D funding, with congress actually cutting funds. But, he said President Bush's State of the Union Address and subsequent budget would provide more research and tech base funding for FY-93.

"One of the reasons China Lake and Point Mugu are a good fit in this new organization is

Please see **PORTER** Page 8

COMMENTARY

China Lake Calendar

- Thursday, February 20**
 •SOLE Luncheon, 11:30 a.m., the Hideaway.
- Friday, February 21**
 •hIDEA National Engineering Week dinner, 6 p.m., Carriage Inn.
- Tuesday, February 25**
 •Michelson Laboratory Awards lunch, 11:30 a.m., Seafarer Club.
- Thursday, February 27**
 •Building 60 Farewell Open House, 11:30 p.m.
- Saturday, February 29**
 •"Dune Tunes 92", Schoeffel Field
- Wednesday, March 4**
 •CLWISE meeting, 11:30 a.m., Carriage Inn.
- Thursday, March 5**
 •Code 36 Chili Cookoff, judging starts at 10 a.m., Wing 8 of Michelson lab.

The Commanding Officer's Desktop



The Commanding Officer's Desktop is a forum for China Lakers who have questions of broad interest. It is not the intent of this column to circumvent the normal chain of command. Questions may be called in to 939-2727 or mailed to "CO's Desktop, C/O Code 0033, NAWS, China Lake.

This is a response to a concern presented to the Commanding Officer, Naval Air Weapons Station, China Lake regarding advertising messages on the banner at the traffic circle.

The Morale, Welfare and Recreation (MWR) Department banner at the traffic circle is not only used to advertise official Station or MWR functions, but it becomes a source of revenue by renting it to authorized patrons.

Banner rental guidelines from MWR are:

- Renter must be a NAWCWPNs or NAWS, China Lake, employee and the purpose for the request must be an official (or semi-official) Station event, whether it be a retirement party, a club event or advertising for a station event, such as "Energy Awareness Month." The banner may also be used to show gratitude, congratulations or congeniality to individuals who work here, or work with Station employees, such as "Welcome Board VAdm. Briggs," or "Congrats to Debra Smart for winning the Desert 25K Run/Walk," etc.
- MWR charges \$120 per hanging and the request must be for a minimum of three working days. On occasion, if the banner is only needed one day, at MWR's discretion, this fee may be pro-rated to a \$40 per day charge.
- A future plan being considered, is the relocation of the banner to another highly visible area and, perhaps, installing a Station electronic reader board allowing a multitude of messages to be displayed.
- To rent the banner, please call MWR Publicity at 939-2602.

EEO is responsibility of managers, says Stein

By Peggy Shoaf
Staff Writer

The number of minorities in management positions at China Lake is declining, noted a Nov. 1, 1991 report, signed by Jerry Stein, head of the Equal Opportunity and Employment Division at the Naval Air Warfare Center, Weapons Division at the China Lake site. "During the period of April 1990 to August 1991, the number of minorities in section head and above positions decreased from 4.7 percent to 3.3 percent," reads the report. "During this time frame, the total number of supervisors declined by 7.9 percent, while the number of minority supervisors declined by 36 percent and white male supervisors declined by 6.1 percent."

The report noted the selection rate of minorities for supervisory positions remained well below that for white males, even though qualified minority candidates applied for the positions. "Of the 46 positions, there were 38 qualified minority candidates and only two were selected," the report stated.

Stein couldn't explain why non-minorities were hired over the qualified minorities. "There is the common profile that decides if a person is managerial material, such as education and experience," he

Please see EEO Page 12

CLWISE sets address on Simulation Lab

Dr. B.J. Holden, head of the China Lake's Missile Simulation Branch (Code 3914) will speak on the "Simulation Lab — An Overview," at the China Lake's Women in Science and Engineering (CLWISE) meeting set for March 4 at the Ridgecrest Carriage Inn Ban-

Pages From The Past

Feb. 19, 1982

NWC, the Fund for Animals and BLM agreed on a plan for removal and adoption of wild burros onboard the Center. . . March 6 is the date for the Bluejacket of the Year Banquet. . . Joe Johansen received his 40-year federal service pin. . . More than 300 people attended the Soldering Technology Seminar.

Feb. 18, 1972

Fire fighting tests on a simulated aircraft carrier were held at the Mini-Deck facility. . . Sir Noel Hall of Oxford University spoke to a local group on British politics. . . Final figures from the 1971 Combined Federal Campaign show \$74,800 in China Lake donations.

Feb. 23, 1962

Vice Chief of Naval Operations, Adm. C.V. Ricketts was part of a Defense Orientation Conference Association visit to NOTS last week. . . Two VX-5 sailors reenlisted in the Navy while flying 250-feet below sea level over Bad Water in Death Valley. . . Asst. CNO for Development, RAdm. C.E. Weakley visited NOTS Pasadena.

February 20, 1952

A free all-station dance set at the Anchorage on Friday. . . John Rinehart of the Research Department presented lectures at the University of Utah. . . Ralph Selfridge told a Science Club meeting of his experiments with wind-blown sand. . . Two Royal Canadian Navy officers were among visitors to China Lake last week.

quet Room from 11:30 a.m. to 1 p.m.
 In addition, Naomi Cho, a senior computer systems engineer with Boeing, will facilitate a discussion on how women and men view "Travel Etiquette" differently.
 The fee of \$6.25 will include soup, sandwich, fruit, beverage and tip. Reservations are required and may be made by mailing a check, made out to "Carriage Inn," to Socorro Williams in Code 225, or by calling her at 939-3317 by Feb. 28. Everyone is welcome to attend this meeting.

SEABEES from Page 4

During the early stages of the war, NCBs operated as independent units. But, as more units came on line, and larger construction projects were undertaken, a higher echelon command structure was implemented. Naval Construction Regiments were formed and, in larger areas where many battalions operated, brigades were formed.

At the Battle of Okinawa, a task force unit was created that contained more than 100,000 Seabee, U.S. Army and British engineers.

Seabee strength during the war exceeded 250,000 men. Unit structure included 12 brigades, 54 regiments and 150 battalions.

The Seabees' primary function was the construction of advance bases built by a single battalions. More than 400 were built, some accommodating up to 50,000 men. They were also assigned to shipbuilding plants, port and harbor works, aviation facilities, ammunition and ordnance facilities, supply depots, hospitals, floating and graving docks, fleet bases and fuel depots.

The Seabees were made a permanent part of the Navy in 1946 and authorized specific construction ratings.

Early postwar Seabees were assigned to perform maintenance functions at overseas bases. With the advent of the

Korean conflict, they once again went into action.

Amphibious Seabees played a key role in the Inchon landing with pontooning and across-the-beach operations. The Cubi Point Naval Air Station was built in the Philippines. The project consisted of moving 17 million cubic yards of earth and rock.

The Seabees numbered 10,000 men in May of 1965, when the first battalions went across the beach at Chu Lai, Vietnam. During the peak of the conflict, Seabee strength went to 25,000 men in

21 battalions. Nearly \$100,000,000 worth of construction was placed by over three million man-days of effort. It was in Vietnam that Petty Officer Marvin Shields won the Seabees' first and only Congressional Medal of Honor.

During Vietnam, self-sufficient Seabee teams were formed. These teams were a breed of Civil action and counterinsurgency builder-fighters. They comprised an officer and 12 enlisted men, carried their own equipment and essentially became ambassadors of goodwill. Known today as Civic Action,

teams, they are still assigned to countries and trust territories in the Pacific.

During Operation Desert Shield/Storm, Seabees built advance bases for the Marines, constructed airfields and hardstands for Marine aircraft, provided petroleum and water facilities, and accompanied the Marines into Kuwait. Both active and reserve battalions served in-country and in other support locations worldwide. It was the largest recall of reserve Seabees since Vietnam and served to emphasize the success of the "One Navy" concept.

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<p>20 RENTALS</p> <p>1 BR QUIET, CLEAN - 1 block west of town center. Close to main gate. Laun facility, W/T/basic cable pd. \$360/mo. 718-A N. Sanders. 375-5425 or 371-1407 lv. msg.</p> <p>1 BR, \$345/MO. Excellent area. Good neighbors, great cond. Can furnish. ERA Vaughn Realty, 446-6561.</p> <p>CLEAN 3BR 2BA W/FP - Patio and large fenced yard. Close to NWC back gate, new elementary school and park. \$695/mo. + sec. dep. Call Jessie 371-3393 wkdays after 6pm. or lv msg.</p> <p>WANT SOMETHING THAT YOU CAN AFFORD? 2BR, W/D hookups, will furnish. \$375/mo., ref. + sec. dep. 375-7049.</p>	<p>30 SERVICES</p> <p>RESUME THAT WILL "GET YOU THE INTERVIEW". Let our team of professionals prepare your resume. Call before you pay too much. 24 hrs. 619-446-1629.</p>	<p>45 GARAGE SALES</p> <p>GARAGE SALE - Family moving overseas. Furniture, boy's clothes/toys, camping equipment, photo equipment, stereo. 1404 Essex Circle (on base) Sat 22, 8am-?</p>	<p>50 PETS/SUPPLIES</p> <p>FOR SALE - Female Lhaso Apso. AKC Registered. Call after 5pm. 446-9633.</p> <p>FREE PUPPIES - Call 446-2045.</p>
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COMMUNITY EVENTS

Youth soccer loop still accepting registrations

Registration for spring youth soccer is still being taken at the Youth Center at China Lake. The deadline to register is March 13. Evaluations will be held from 5 to 6 p.m. on Monday, March 16, for 7-8 year olds; Tuesday, March 17, for 9-10 year olds; and on Wednesday, March 18, for 11-14 year olds. A make-up evaluation session has been scheduled for Thursday, March 19, for all ages. The spring soccer season at

China Lake begins April 11 and concludes on June 13. Cost for the program ranges from \$18 for the first child and \$16 for the second child to \$25 and \$23, respectively. Coaches and referees are always in demand. A meeting for coaches will be held on March 24, while referees will meet on March 26. Both meetings will begin at 5:15 p.m. at the Youth Center. For full information, call the Youth Center at 939-2909.

St. Patrick's Day celebration at Barefoot Bar

Celebrate St. Patrick's Day at the Barefoot Bar on March 13! Starting at 4:30 p.m., enjoy a live Irish band, full Irish buffet and specialty beers for only \$5 each for club members and \$9.95 for

non-members. Tickets may be purchased at the Seafarer Club and the Barefoot Bar. This event is open to all eligible patrons of the Barefoot Bar.

China Lake Toastmasters meet weekly in Training Center

Toastmaster's is a non-profit organization providing a supportive and positive learning environment in which every member has the opportunity to develop communication and leadership skills. The China Lake Toastmasters Club meets every Thursday 6 to 8 p.m. at the Training Center. Club membership is open to everyone.

What's Happening

Rehearsals have been scheduled for the Easter "Messiah." The Committee to Present "Messiah" has scheduled rehearsals in the sanctuary of the All Faith Chapel aboard the Naval Air Weapons Station, China Lake. Anyone who would like to participate in this annual performance is invited to attend the chorus rehearsals at 3 p.m. on Feb. 23, March 15, March 29 and April 5. Solo try-outs will be held on March 1 from 3 to 5 p.m. Performances will be held on Sunday, April 12, at 4 p.m. and on Monday, April 13, at 7 p.m. in the All Faith Chapel. For more information, call Bess McDowell, 375-1540.

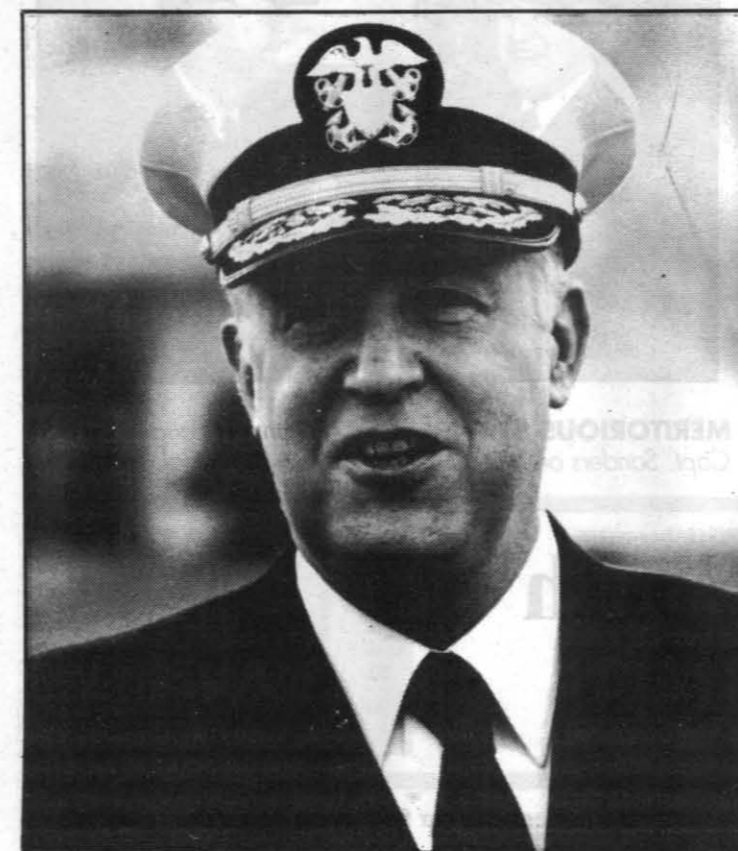
On Thursday, Feb. 27, the Greater Bakersfield Chamber of Commerce will host its third annual Heartland Saloon Night at the Kern County Fairgrounds. Sponsored by Pacific Bell SMART Yellow Pages, Heartland Saloon will be held from 6 to 11 p.m. Enjoy a western casino, country dance lessons and a barbecue dinner. Be careful! If you forget to wear western duds, you may be arrested! Tickets are \$15 per person if purchased by Feb. 25 and \$10 more if purchased after that date. For more information, or to purchase tickets, call the chamber at (805) 327-4421.

Little Deer Durvin's Satin and Silk will present "Family Affair," a fashion show benefit for Community Connection for Child Care, on Sunday, March 1, at the Elks Lodge (201 E. Church Street), starting at 2 p.m. The cost is \$8 per ticket. For more information, call 446-3414.

During National Heart Month, San Joaquin Community Hospital will host HeartSmart. The general public is invited to come in and have their cholesterol tested on Sunday, Feb. 23, or Monday, Feb. 24, from 11 a.m. to 7 p.m. at the Pacific Health Education Center, Garden Level Auditorium, 1524 27th Street, Bakersfield.

Social Security representatives will be at Ridgcrest City Hall, 100 W. California Ave., on the second, third and fourth Thursday of each month, unless that day is a federal holiday. For more information, call 1-800-772-1213.

MILITARY NEWS



RAdm. Kenneth P. Manning

RAdm. Kenneth Manning inspects Navy reserve units and presents service awards

By JOC Carolyn Dettling
Reserve Support Unit 0176

Following days of grey skies and rain, the sun was shining for the recent visit of Rear Admiral Kenneth P. Manning to Naval Air Weapons Station (NAWS), China Lake. Director of the Naval Air Systems Command Reserve Air Systems Program (ASP), Admiral Manning was hosted by China Lake's Reserve Support Unit 0176.

During a dress blues formation including members of several local and nearby units among the 52 under his command, Manning addressed the group and presented several service awards (see additional story Page 4). He was accompanied by Capt. Jesse James, commanding officer of Naval Air Reserve (NAR) Point Mugu and by his ASP Command Senior Chief.

Once the formalities were completed, Admiral Manning was taken to Michelson Laboratory for a briefing of the Naval Air Warfare Center Weapons Division/NAWS mission and a video helicopter tour of China Lake.

President of Universal Foods as a civilian, Manning began his reserve career in 1968 after serving four years of active duty as an engineering officer. His final active duty tour was as a project

officer in the Air-to-Surface Missile Branch of the former Bureau of Naval Weapons. As a reserve officer, he has served in every billet in the air systems program.

Because of Admiral Manning's interest in aircraft and weapons systems, a tour of the China Lake Exhibit Center was planned. Aircraft Weapons Integration Department Head Milt Burford, conducted the tour, describing the functional aspects of the weapons and test beds on display.

"The tour was a highlight of the day," said Manning. "I found it extremely interesting to see examples of the newer technology as well as some of the hardware I remember from my days on active duty. Mr. Burford's insight and technical expertise were most impressive, and the displays themselves are very well done."

After the exhibit center tour, the admiral spent time in informal discussions with China Lake's enlisted reservists before finishing the day with a tour of Armitage Airfield.

"I am proud to be director of a program with so many fine men and women dedicated to service to their country," concluded Manning. "This day has been filled with examples of the pride and professionalism the reserves exemplify in their Naval careers."

Separation pay and family programs top budget

Christopher Jehn, ASD for management and personnel, looks at fiscal year 1992 defense spending

By Master Sgt. Linda Lee, U.S. Army
American Forces Information Service

The fiscal 1992 DoD authorization recently signed into law offers no real funding trends for future personnel and family programs, according to Christopher Jehn, assistant secretary of defense for force management and personnel.

"We're expecting to execute the agreement that was previously worked out," said Jehn. There are no significant changes in the final authorization, Jehn added.

"The most important parts of the package to us are the authorization for the voluntary separation program and the funding for incentive pays," he said.

Under voluntary separation, some military members in certain pay grades and skills will be offered a choice of one of several monetary packages to leave the service. He believes voluntary separations will allow DoD to meet the required reduction in military end strengths by fiscal 1995 with few involuntary separations.

"Voluntary separation-incentive funding is extremely important," Jehn said.

In the end, the smaller force will be better for those who remain, he said, because it means a better aligned force. This, he continued, means better promotions and better assignments.

The budget authorization gives DoD a military "end strength of exactly what we requested. That is 1,886,000 on active duty at the end of fiscal 1992," Jehn said. To meet this, DoD must separate about 100,000 service members by the end of the fiscal year.

Many of these will be through attrition and retirement, but some cuts will have to be made through separations, both voluntary and involuntary. At this time there is no way to determine how many will be needed in either category, said Jehn.

However, the secretary of defense can waive up to two percent of the end strength to avoid too many involuntary separations, Jehn added.

He recommended that a service member offered voluntary separation seriously weigh the options. In many cases, he said, these individuals would be foolish not to get out now. The voluntary separation pay is more attractive than what is offered under the involuntary program.

"The individual service member needs to be completely realistic and honest with himself about what his future in the military will be," Jehn continued. For example, individuals with 12 to 14 years in service who don't think they will receive at least one more promotion before reaching 20 years should think about taking the voluntary separation incentive."

The importance of family programs was clearly recognized by Congress as it authorized the funding at levels requested, said Jehn. "These are the kinds of benefits that don't have a price tag, but mean so much to the service members and their families," he added. Family programs included an increase in the family separation allowance to \$75 per month, a change in the definition of dependent, child-care facilities and the reimbursement of incidental expenses for volunteers.

Other personnel issues addressed in the fiscal authorization:

- Increased imminent danger pay to \$150 per month;
- Establishment of an independent commission, appointed by the president, to study the issue of women in combat;

- Temporary authority to selectively retire officers in grades 03-04 through fiscal 1995;

- Requirement for DoD to study and report on casualty notification and assistance policy;

- Increased death gratuity to \$6,000;

- Requirement for officers coming on duty after Oct. 1, 1996, to serve one year as a reserve officer before receiving regular commission;

- Coverage of hospice care under certain conditions;

- Expansion of dependent dental insurance plan to include an option for supplemental care;

- Authorization of DoD to charge additional premiums for the Survivor Benefit Plan, as well as offering supplemental plan;

- Waiver authority for recoupment of overpayment claims to \$1,500, up from \$500;

- Authorization for accumulation of up to 90 days leave while serving in support of a contingency operation; and

- Limit on the basic allowance for quarters and paying child support to difference between the with-dependents and without-dependents amounts.

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Seabees will celebrate 50 years March 7

Celebrating the Seabees' 50th anniversary and the 125th anniversary of the Civil Engineer Corps (CEC), Naval Mobile Construction Battalion Seventeen, Detachment 0217, will host their annual Seabee Ball on March 7.

Guest speaker for the event, which begins with a cocktail hour at 6 p.m., is RAdm. Roy L. Dunlap (USNR, Ret.) former commander of the Reserve Naval Construction Force.

After the invocation, which starts at 7 p.m., a three-meat buffet dinner will be served, followed by the ceremony at 8 p.m.

During the ceremony, invited guests will reflect on the history of the CEC, the Seabees, Battalion Seventeen and Detachment 0217. To aid in this endeavor, photo displays and slide and video presentations will be shown.

When the Second World War began, the use of private contractors to build Naval facilities became impossible. Civilians could not resist enemy aggression and lacked the necessary training to defend themselves.

Naval Construction Battalions (NCBs) were proposed to meet the wartime construction requirements. They were authorized in January, 1942 and served under officers of the CEC. The name "Seabees" was derived from the initials for "construction battalion." Their primary job was construction, but they all received training in defensive combat tactics to defend their jobsite. And thus evolved the Seabee motto, *Construmus—Batumus, We build—We fight.*

Seabee battalions were totally self-sufficient with a complement of 32 officers and 1073 enlisted men with skills necessary to complete any job.

Please see SEABEES Page 19

Reservist Sanders receives Navy Meritorious Service Medal

Serving as Aircraft Battle Damage Repair (ABDR) Engineer, Naval Station Aviation Depot Operations Center European Rework and Repair Facility, Capt. George H. Sanders' "superb performance of duty was instrumental in the direct support of Third Marine Air Wing operations in northern Saudi Arabia." So read the citation accompanying the Navy Meritorious Service Medal presented to Sanders by RAdm. Kenneth P. Manning.

Sanders was the senior ABDR engineer at the facility and designed the ABDR support plan utilized throughout the air and land campaigns of the operation. During his tenure, Captain Sanders "flawlessly executed" a mission to evaluate, recover and transport a captured enemy helicopter from Kuwait International Airport to friendly lines while the battle continued around the airport. In addition, more than seven battle-damaged aircraft were returned to full flight status under his command.

A member of China Lake's Naval Reserve Support Unit 0176, Sanders has BS and MS degrees in nuclear engineering and is a registered professional engineer. Formerly on active duty with the Marines, he served a tour in Vietnam in the mid-sixties. Returning to civilian life, he completed his education and was commissioned in the Naval Reserve as an aeronautical engineering duty officer in 1972.

As a civilian, Captain Sanders is a program manager for low-level radioactive waste disposal for the Department of Energy. He lives in Richland, Washington, with his wife, the former Libby Sparks.



MERITORIOUS SERVICE—RAdm. Manning congratulates Capt. Sanders on Navy Meritorious Service Medal.

Chapel Call

By Lt. Gerald L. Goodman, CHC, USNR
Assistant Command Chaplain

It's Worth The Risk



Young students will tell you that one of the risky things about going to school is taking a chance on the food they're serving in the cafeterias these days. A little boy listened carefully as the teacher made the morning announcements to the class. And when he heard him say, "Today is Groundhog Day," he muttered, "Boy, I am glad I brought my lunch."

Life is filled with risk. And Jesus is telling us, "I want you to experience the joy of knowing God's truth about the meaning and purpose of your life. Follow Me and I will show you the way. But you must be open to new possibilities. You must be prepared to expect the unexpected. And if this sounds risky to you, it is!"

Consider the story of the Paralytic in Mark 2:1-5, who was lowered down through the roof by four stretcher bearers so that he could be in the presence of Jesus. It invites us to consider how we make room in our lives to care for one another. The four stretcher bearers were willing to take risks in order to help their friend. They worked together to give him the encouragement and support he needed in his time of crises.

It is easy to babble on about our faith and to listen to the Gospel stories. But it seems so hard at times to take the risky journey outward, to let go of a lot of sources of comfort and

security and demonstrate our faith by caring for one another.

During a therapy session, a 12-year-old boy, blind from birth, said, "I decided after being lost once and finding my way back, that the worst thing that could happen to a person isn't being blind. The worst thing in life is to lose all sense of direction and feel you haven't any place to go." Then he added, "If wishes could come true, I'd wish I could see. But if I had only one wish, I wouldn't waste it on wishing I could see. I'd wish instead that everybody could understand one another and how a person feels inside."

Most of us have the gift of sight. If wishes could come true, what would our wishes be? And if we had only one wish, what would it be? Would we opt for more comfort and security? Or, like the boy born blind, would we step out with the four stretcher bearers and risk our comfort for our friends?

The All Faith Chapel is sponsoring a seminar to help us learn how to give encouragement and support, and when we are hurting, how to receive it. It is called "Becoming a Stretcher Bearer," and will be held Saturday, March 7, from 8:30 a.m. to 4 p.m. at the Kerr McGee Center. If you would like more information, call the chapel office at 939-2873. I truly believe it's worth the risk!

All Faith Chapel Services

Protestant	Roman Catholic	Jewish (375-0385 Messages)	Islamic
Sunday Worship Service, East Wing	Sunday Mass, Main Chapel	Weekly Services (East Wing), Friday	Jumaa Prayer, Friday (1002 Blandly)
8:00 a.m.	9:00 a.m.	7:30 p.m.	12:00 p.m.
Sunday Worship Service, Main Chapel	Daily Mass, Small Chapel	Adult Hebrew Lessons (East Wing), Saturday	
10:30 a.m.	11:35 a.m.	(September thru June)	
Sunday School, 1008-10 Blandly & 1903-05 Mitscher	Confessions, Weekdays	3:00-5:00 p.m.	
9:00 a.m.	By appointment		
Bible Study (East Wing), Wednesday	Religious Education Classes, Sunday		
(September thru June)	(September thru May)		
11:30 a.m.	1902 Dibb, 1002 Blandly,		
Men's Prayer Breakfast, East Wing, Thursday	1008-10 Blandly &		
6:30 a.m.	1903-05 Mitscher		
Officers' Christian Fellowship/Christian Military Fellowships,	10:15 a.m.		
East Wing, Thursday	Scripture Classes, Tuesdays		
7:00 p.m.	(October-January)		
	St. Ann's Parish Hall		
	7-8:30 p.m.		



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CONCERT from Page 16

is, "Are children allowed to attend the concert? If so, what will the tickets cost?" Children 10 years of age, and older, will be charged full admission price. Children between the ages of 5 and 9, will receive free admittance.

Because of the length of the concert, Poindexter recommends that leaving the younger children, 5 and under, at home with a sitter is highly advisable.

"MWR will not allow coolers into the concert for many reasons," said Anderson. "One reason is seating space, and

another is access to alcohol by underage concert-goers. We want to restrict access to alcohol to adults, so that everyone can enjoy a safe concert."

Beer will be available at one of many concession booths. Others will provide hot dogs, pizza, hamburgers, and soda at reasonable prices.

Please leave your cameras at home. Musicians, under the contract, said cameras and video gear are not allowed, due to copyright and privacy rules.

MWR, in support of the designated

driver program, will have designated drivers available at this event. A flier, in regards to this program, will be distributed to all patrons on the day of the concert.

Volunteers are still needed for this event. If you would like to make a contribution of your valuable time, please phone Debra Oliver at 939-2909. Volunteers receive free admittance to the concert for working a minimum of 6 hours.

Ticket sales are brisk and MWR encourages you to buy your tickets as

soon as possible. See you at the concert.

Tickets may be purchased at Craftech, MWR Finance, Golf Pro Shop, Seafarer Club, and the Youth Center. If you are out and about in the city of Ridgecrest, stop in at Richer's Music, located on Norma Street in the Trivoli Center.

For further information on the biggest concert in years at China Lake, call the MWR Concert Hotline, 939-2081 or Andersen, concert coordinator, at 939-2602.

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MWR

MWR, Red Cross offer new class

During March 2-25, the Morale, Welfare & Recreation Department will sponsor a Red Cross Babysitting Course in the Child Care Center Conference Room. For youth 10-17 years of age, the course will be held from 4 to 5 p.m. on Mondays and Wednesdays. Cost is \$8 for military dependents, \$10 for Department of Defense dependents and \$12 for all others. Advance registration is required and may be made by calling

Debra Oliver at 939-2909 or Janet Presley, 939-6681.

The course outlines the fundamentals of caring for children in the absence of their parents.

Developmental levels of the children will be discussed, as well as checklists to help sitters perform tasks more effectively. There will be homework and all students will be given a manual to keep for a hand reference guide.

Hall Lanes begins a Family Night program

Beginning Friday, Feb. 21, until the end of May, Hall Memorial Lanes will host a Family Bowling Night every Friday from 6 until 10 p.m.

Families will be able to enjoy a night of bowling at discount prices - \$1.25 per

person, per game, for military personnel and their dependents; and \$1.35 per person, per game, for DoD employees and their dependents. Prices include shoe rental in what Bill Booth, manager, calls a "great bowling package."

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Dune Tunes '92:

Three top acts bring entertainment to rock the desert Feb. 29

Only nine more days until the desert rocks, featuring the sounds of REO Speedwagon, Kansas and Mickey Thomas, the former lead singer of Jefferson Starship. The MWR Department sponsored concert, will take place at high noon until 6 p.m. on Saturday, February 29th, at Schoeffel Field, aboard the Naval Air Weapons Station, China Lake.

Besides listening to well-known songs such as "Don't Let Him Go," "Carry on My Wayward Son," and "Fooled Around and Fell In Love," concert goers will be able to purchase commemorative silk screened sweat-shirts, (designed by Debra [Poindexter] Andersen, MWR Publicity Director) and other souvenirs that are sure to top off this day of fun.

According to Debra Poindexter, MWR's Concert Coordinator, China Lake Fire Station personnel inspected the Schoeffel Field area and noted that the field will be able to seat 10,000 concert goers.

Concert gates will open at 10:30 a.m. However, MWR encourages all

concert goers to arrive earlier for parking, etc. Concert goers not purchasing VIP bleacher seats (\$3.00 extra), are encouraged to bring blankets to sit on.

Ticket sales are brisk! Tickets are \$15.00 for military, active, retired and their dependents, and \$18.00 for civilians, including DoD.

MWR says concert preparations are going well, concert contracts are signed and MWR looks forward to your attendance of Dune Tunes '92, on February 29th.

MWR would like to address a few patron concerns. The most frequently asked question is, "Why can't we bring lawn chairs and coolers?" Space requirements must be adhered to if we are to allow the maximum number of patrons the opportunity to view this concert of the decade. Therefore, lawn chairs, that take up additional space, are not allowed. Another reason is safety. Lawn chairs can be tripped over, thrown and broken. However, MWR encourages you to bring a blanket and pillow.

Another frequently asked question

Please see **CONCERT** Page 17

Tax notes: What military income is taxable and what is not taxable

Along with base pay, military members receive a number of different incomes. Members may be confused about what is taxable and what is not.

Generally, the following military income is taxable: active duty pay; reserve training pay; special pay for foreign or hazardous duty; lump sum payments upon separation or release to inactive duty; re-enlistment bonuses; military retirement pay based on length of service or age; service academy pay; and amounts received by retired personnel serving as Junior ROTC instructors.

IRS officials say the following items generally are not taxable: family separation pay; basic quarters allowance; variable housing allowance; other quarters cost-of living allowances; forfeited pay,

but not fines; uniform allowance; moving and storage expenses provided in kind, or reimbursements for actual expenses for permanent-change-of-station moves; certain disability retirement pensions; benefits under Servicemen's Group Life Insurance; and Department of Veterans Affairs benefits.

Two free IRS booklets provide step-by-step instructions to do military taxes and answer most questions that might arise. For copies of IRS Publication 3, *Tax Information for Military Personnel*, and Publication 945, *Tax Information for Those Affected by Operation Desert Storm*, call toll free 1-800-829-3676 or write to Internal Revenue Service, Forms Distribution Center, P.O. Box 25866, Richmond, VA 23289.

Free tax assistance offered service families

Lt. Robert Gervais and Lt.j.g. Julie Toft are offering income tax assistance to military personnel and their dependents. Hours are from 2 to 4:30 p.m., Tuesdays and Thursdays, in the Hangar 3 Training Room.

For those without airfield access ("F" on badge), appointments can be made for Wednesdays at the Military Administration building by calling Lt.j.g. Toft at 939-2165. Priority will be given to those who make appointments.

Various federal and state tax forms are available for copying during the specified hours.

Changes announced for airfield bus schedule

Changes have been announced in the shuttle bus schedule between the Bachelor Enlisted Quarters and various points around Armitage Field. The shuttle bus provides free transportation for military members who work at the airfield. Service starts at 5:30 a.m. on weekdays and the last run starts from the airfield at 4:30 p.m. This new schedule is effective starting March 2.

Time	Departure	Location	Time	Departure	Location
5:30	BEQ		11:15	BEQ	
5:45	Hangar 1 (turnstile)		11:30	Hangar 1 (turnstile)	
5:50	Hangar 3 (turnstile)		11:35	Hangar 3 (turnstile)	
6:15	BEQ		NOON	BEQ	
6:30	Hangar 1 (turnstile)		12:15	Hangar 1 (turnstile)	
6:35	Hangar 3 (turnstile)		12:20	Hangar 3 (turnstile)	
7:00	BEQ		(to BEQ drop off only)		
7:15	Hangar 1 (turnstile)		1:30	BEQ (Wed. only)	(goes to Hangar 1 area only)
7:20	Hangar 3 (turnstile)		3:00	BEQ	
(returns to Clinic for drop off only)			3:35	Hangar 1 (turnstile)	
10:25	BEQ		3:40	Hangar 3 (turnstile)	
10:30	Clinic		4:05	BEQ	
10:45	Hangar 1 (turnstile)		4:25	Hangar 1 (turnstile)	
10:50	Hangar 3 (turnstile)		4:30	Hangar 3 (turnstile)	

Tom Schultz retirement scheduled March 19

Thomas L. Schultz, program manager for the Semi-Active Test Simulation program, is retiring from China Lake after 30 years of federal service. A no-host party will be held in his honor on Thursday, March 19, at 5:30 p.m. at the Seafarer Club.

The \$7 entrance fee will include heavy hors d'oeuvres.

For reservations, gift donations, tickets or presentations, contact Millie Hayward at 939-3571, extension 305, or Tammi Johnson at 939-3571, extension 265, no later than March 2.

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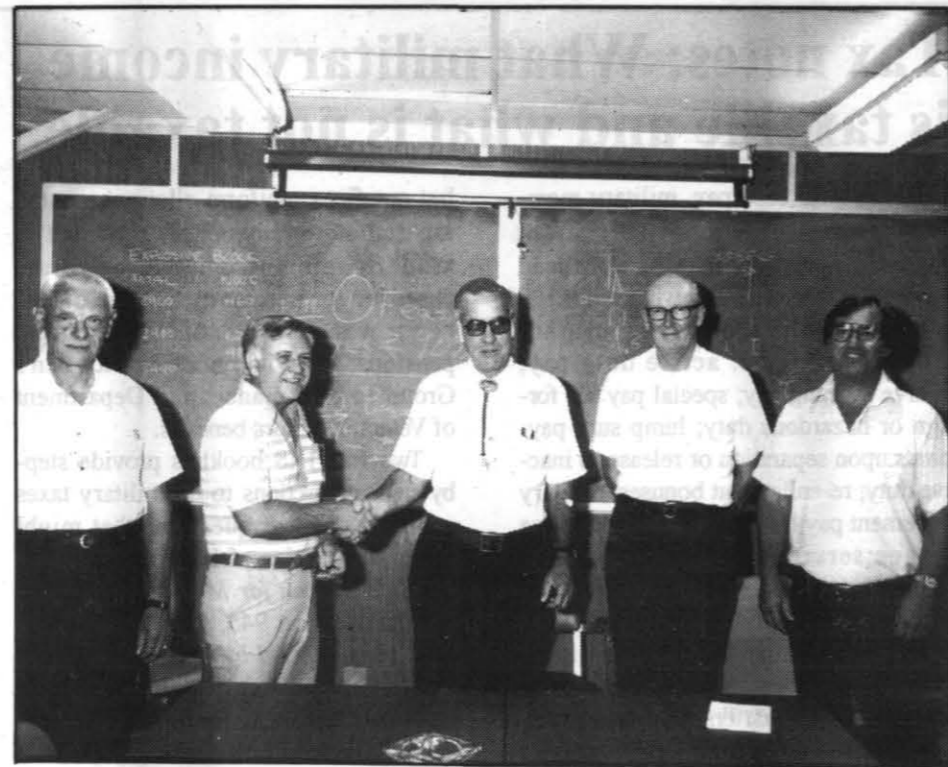


TECHNICAL HIGHLIGHTS

Building 60 ends service life after 40+ years on the line

What do Ray Boss, Cecil Glass, Dick De Marco, Jim Bowen, Diane Sullivan, Charlie Matin, Vern Powell, Carl Halsey, Paul Codle, Al Lopez, Milt Burford, Moyle Braithwaite, Lloyd Smith and Iva Jean Luth have in common? They and a slew of other China Lakers spent part of their civil service careers in Building 60 developing freefall weapons. Daytime residents of one of China Lake's oldest buildings were responsible for most of the "eye" weapons—Snake-eye, Rockeye, Brite Eye, Wet Eye, Big Eye—and a few others: various FAEs, Gator, ABF, BLU-110 and -111, controlled frag Mk-82 and many others. Boss, retired in 1985, reportedly "lived" in Building 60 in 1948. He was project engineer for BSU-85 air-inflatable retarder and BDU-45 quiet bomb.

Known as Mr. Mk-80 Series, Dick De Marco, also retired, was branch head of Code 3268 for many years and, although officially recognized as a program some 20 years later, is credited for starting the Advanced Bomb Family effort in 1968. Current residents (Codes 3263 and 3268) have scheduled an open house in memory of the building. It will be held in Building 60 on Thursday from 11:30 a.m. to 12:30 p.m. "Just because the building is going away, doesn't mean the capabilities are going away," said Larry Brauer, head of the Bomb Development Branch. "The historical characters responsible for so many of the freefall weapons did a very good job of mentoring their talents to the people who are still here. We'll be carrying on that tradition of expert design and modeling capabilities in our new 200K buildings up at the CLP area."



CIRCA 1978—Then Ordnance Systems Department Head Carl Schaniel (center) presented length of service pins to some residents in the Building 60 conference room: (from left) Donald Jacks (30 years federal), Ray Boss (30 years China Lake), Cecil Glass (30 years China Lake) and Frank Driggers (25 years federal). While conference rooms in the displaced branches' new homes won't come equipped with ashtrays, the capabilities developed by these folks will continue.

WACOM hosts talk on decorating at March 10 meeting

Marilyn Christensen is the featured speaker for the March 10 meeting of China Lake WACOM members at the Seafarer Club. The luncheon meeting starts at 11 a.m. Make reservations by calling Eleanor Rockdale at 446-6925 or Mary Martin at 375-4052.

Black History Month Coast Guardsman carries on family's life-saving traditions at sea

WASHINGTON (AFIS)—Dwight H. Meekins, a 42-year old commander in the Coast Guard, is carrying on a family tradition his grandfather, Theodore Meekins, started 111 years ago—rescuing people stranded at sea. Other than those along the Atlantic Coast and members of the Coast Guard, only a few people know about the accomplishments of America's first all-black lifesaving station at Pea Island, N.C. Grandpa Meekins was one of the first hired by the U.S. Lifesaving Service and second-in-command after Richard Etheridge took command of the station in January 1880. The service hired Etheridge after an investigation revealed the previous crew had been derelict during a shipwreck a month earlier. Assembling an all-black crew, he went on to make the station one of the tautest on the Carolina coast. His six successors and crews were black. Pea Island was noted for many famous rescues, but the most celebrated one Grandpa Meekins participated in happened on Oct. 11, 1896, when the three-masted schooner *E.S. Newman* wrecked during a vicious storm. Grandpa Meekins was one of the first

two men to fight powerful waves and undercurrents created by strong, gusting, howling winds to rescue the 3-year-old child of the ship's captain. In pitch darkness, he and his fellow surfmen rescued all nine passengers aboard the *Newman*. Cdr. Meekin's father, Nicholas, 86, and his uncle Noah were second-generation lifesavers. Nicholas Meeks was a Coast Guardsman for 37 months during World War II. "I never worked at Pea Island, but my father (Grandpa Meekins) spent 29 years there and my older brother, Noah, worked there 26 years," he said. "When I enlisted in 1942, I was in the Third Coast Guard District stationed at Hampton Bay Tiana Surf Station on Long Island, N.Y. I did the same type of beach patrol my father did at Pea Island," Nicholas Meekins said. "Tiana was also an all-black lifesaving station, but it was a temporary affair for training and temporary duty. But that was many years after Pea Island became the first." Grandpa Meekins died at sea, but not on a rescue mission. "One day after work, one of grandpa's co-workers asked him to help get a boatload of wood home. A sudden storm blew up, and no

one ever saw the two of them again," said Cdr. Meekins. The commander joined the Navy in 1971 and served three years as an enlisted electronics technician. Commissioned through the Navy's Officer Candidate School in March 1974, Meekins received an interservice transfer to the Coast Guard in 1980 to keep the family tradition going. "My grandpa was second in command of Pea Island. To give a black man that level of responsibility in the late 1800s and early 1900s was daring," he said. "They had a few skirmishes—the station burned down shortly after the all-black crew was hired, and there were a couple of other times the station almost burned down under suspicious circumstances. "What those first black lifesavers did should have a positive impact on the history of the United States, history of the Coast Guard and history of black people," said Cdr. Meekins. "The social climate for blacks in this country during that time wasn't as positive as it is today." In those days, African Americans were allowed to serve only as cooks, stewards and cabin boys. There were

racial problems in the Manteo, N.C., area, where most of the black surfmen lived, but most people, black and white, looked up to the black Coast Guardsmen of Pea Island. "They were given the greatest respect because people knew what they were up against," Nicholas Meekins added. "Their lives were constantly on the line during bad weather." The elder Meekins called his son a hero in his own right. In July 1988, while stationed in Hawaii, his son was awarded the Commandant's Letter of Commendation Ribbon Bar with the Operational Distinguishing Device for locating and helping rescue six men who had been aboard the tugboat *Miki Hana*. Hovering his HH-65A Dolphin helicopter over the life raft, Meekins directed his three-man crew to lower the hoist. He then shouted over the helicopter's loudspeakers for the men to put the most seriously injured person in the rescue basket. The mission is but one of 20 to 30 rescues in which Meekins has taken part during his 12-year Coast Guard career—in keeping with the Meekins family tradition, spanning three generations, of saving lives at sea.

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Wellness Corner

VAX scheduling of blood draw is recommended

The blood draw begins Feb. 26 and the schedule has been in previous Rocketeer's and is in the computer. The easiest way to make your appointment for a blood draw is by computer. You do not need an account number. Simply go to any computer or terminal that will connect to the SCFC VAX. If you have access to another VAX on the network, log on and type "set host scfc". Once connected to SCFC, "user name" will appear on the screen. Type in "Wellness". When "password" appears, type in "Wellness" and options will appear for scheduling, deleting, or looking up appointments for the blood draw and physical fitness assessments. If you do not have access to the SCFC VAX, call 939-2468 and leave a message giving your name, extension, code, and the date, place, and time you want your appointment. Employees at EWTES need to contact Bret Jacobson via In Box to schedule appointments. Kathy Learman at 939-7367 will schedule all appointments for employees east of the CLPL gate.

Coming up sometime in March or early April are the health risk appraisal and fitness assessment. Lifestyles are assessed through a health risk appraisal questionnaire. The appraisal evaluates heart health, health practices, stress, fitness, nutrition, safety, and wellness attitude. Survey booklets and answer sheets may be obtained at your blood draw or at the Training Center, rooms 210 or 212. You will need to bring your completed answer sheet to your fitness assessment appointment. Due to the limited number of survey booklets, we ask that you return them to Code 2243 so they can be circulated to other employees.

The physical fitness assessment includes: height, weight, body composition, blood pressure, pulmonary function, aerobic capacity, grip strength, abdominal endurance, spine and hamstring flexibility. Your results will be electronically scanned and you will immediately receive an 11 page status report as well as a LIFE Guide. Individual fitness assessments take approximately one hour. The estimated fee for this service will be \$10.

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King uses tech mentor, co-op and JP programs in career

As the only person who has taken advantage of all three China Lake-sponsored school intake programs (Technical Mentor, Cooperative Education and Junior Professional), Walter King feels he can truthfully say the programs work.

During the summer of 1985, while a junior at Burroughs High School, King started work in what was then Code 3955, now Code 3921 (Weapons Control Branch in the Intercept Weapons Department), through the school's Community Education class. "I didn't receive any pay, but I did receive high school work credit," he said.

Later that year, the Technical Mentor Program was formed and King said he was told he was in it. "I think I was the first student they enrolled," he laughed.

It was while he was in the program he decided to go to college and become an electrical engineer. "I hadn't even decided to go to college let alone chosen a major when I started working here," he said. "Being thrown into a branch with dozens of electrical engineers influenced my decision to get a degree in electrical engineering."

After high school, King switched to the Cooperative Education (Co-op) Program and started college. "My work experience helped me excel in my course work at school," King said, "while at the

same time, my classes helped me at work. It was fascinating to realize what I learned in school, particularly math classes, had real-world applications."

King noted the Co-op Program has changed since he started the program. "At that time, we had to agree to take time off school for one semester to work on the base," he said. "They have since cancelled that requirement."

Asked how much time he actually spent working at China Lake while going to school in Fresno, King laughed and said, "I kept in constant contact with my home code and notified them whenever I was available for work. I worked during the summer and even during winter and Easter breaks."

After five and a half years, King finished college with a bachelor of science degree in electrical engineering and a 3.82 grade point average and started work as a China Lake junior professional (JP).

Still using Code 3921 as his home code, King is currently on a tour with the Aircraft Systems Engineering Division's AH-1 System Engineering Branch in the Aircraft Weapons Integration Department (Fighter/Attack).

King said he feels the Technical Mentor and Co-op programs provided him with an excellent start in the JP program. "I'm already career conditional," he said,

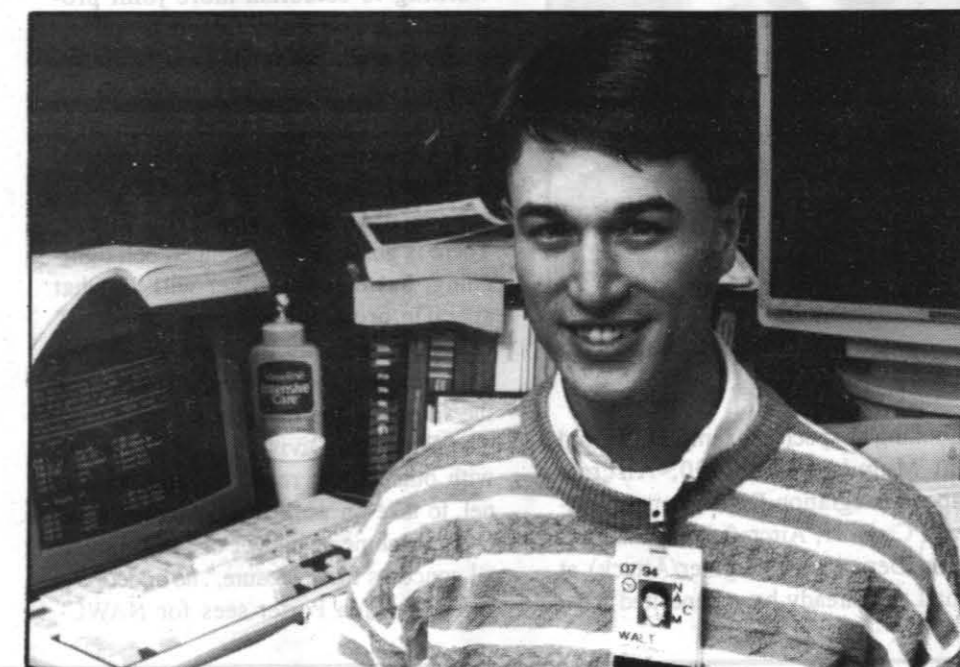
"and my past experience has put me at a higher rate than most JPs start at."

After his JP year, King plans to stay at China Lake. "I would like to have a career here," he said. "I like the work environment as well as the work and the people have been terrific."

During his free time, King likes to work around his house and do things with his church. He admits to spending a lot of time on the road, traveling to visit

his girlfriend who is living in Fresno.

His parents, Myron and Connie King, have been very supportive of his decisions to utilize the school intake programs. "Without them, I would have been able to have gone to college, eventually," King said, "but I would have had to borrow money and work at the same time. This way, I was able to concentrate on my studies and have a tremendous jump in starting my China Lake career."



Walter King

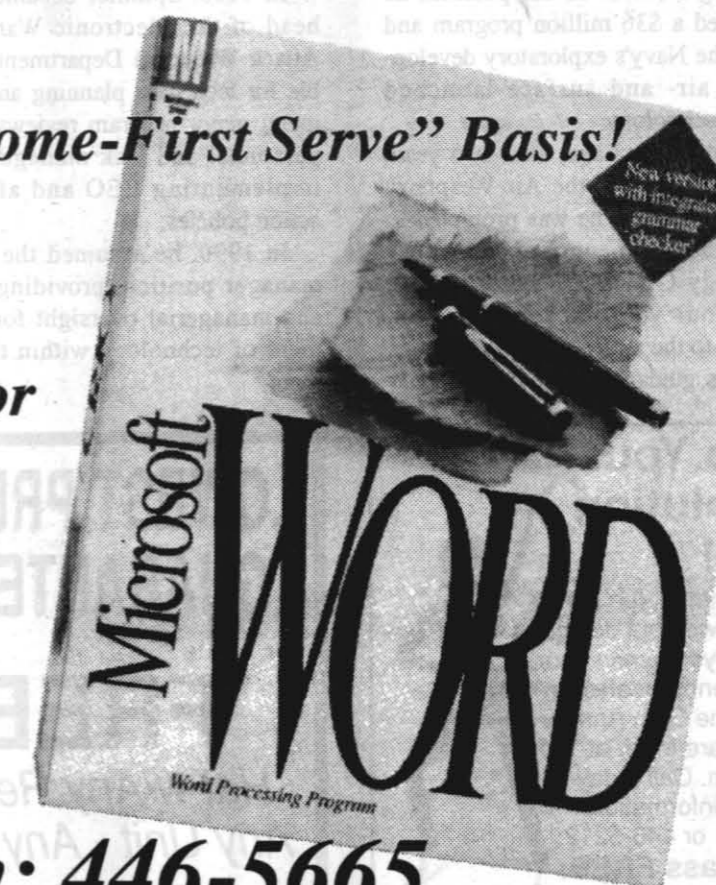
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PORTER from Page 1

the talent and quality of people at both sites bring to bear. We are stronger than we were as separate organizations," he commented.



Bill Porter

Looking at specific examples, he said Point Mugu's Code 9000, Aircraft Weapons Integration Department (Fighter) and Code 31, Aircraft Weapons Integration Department (Fighter/Attack) at China Lake already have benefited from

their initiatives. Likewise, Code 2000, In-Service Engineering Department, matches up well with the Engineering Department (Code 36) at China Lake.

About one third of the R&D organization is at Point Mugu with most of the rest from China Lake. The remaining contribution is from the Nuclear Weapons Department in Albuquerque.

"Jointness" is not just the latest buzz word says Porter. Rather, jointness is the wave of the future for the defense world. "Weapons Division managers are working to establish more joint programs. It seems likely Congress will not fund most new weapons systems unless they are joint efforts. To that end, we are striving to improve our ties to the Army and Air Force to open up more opportunities in the future," said Porter.

"I'm optimistic about the future. There is going to be continued belt tightening, but the real driver will be what specific projects the Navy supports," commented Porter. "I don't expect we will grow, but there are opportunities for the future as the downsizing continues. The Weapons Division is well placed, with outstanding resources and personnel, to take on work from other facilities if encroachment, budget or environmental concerns force closure," he added.

A key area Porter sees for NAWC-

WPNS research and development departments, is support of current weapons systems and upgrading weapons already deployed. "China Lake has been the Navy's primary missile laboratory and the division still has the leadership role for missiles and missile subsystems. That's all missiles, and we expect to continue in a R&D role in these areas," stressed Porter.

There are a whole raft of changes for some people and very little for others. Senior managers will see the most change because of the need to coordinate and supervise people at more than one site. On the other hand, Porter feels most of the changes will be transparent for the average engineer, scientist or technician working on particular projects.

"It's hard to have a crystal ball and forecast the future. The size of the force structure will guide the direction we go, but it's clear there will be fewer new weapons and fewer new aircraft or ships. But again, I'm confident the Weapons Division can use the talent and resources it has to stay in the weapons development business," noted Porter.

As an aside, Porter noted the Weapons Division has been innovative in areas other than science and engineering. For example, the personnel demo plan, procurement initiatives (such as SPEDI)

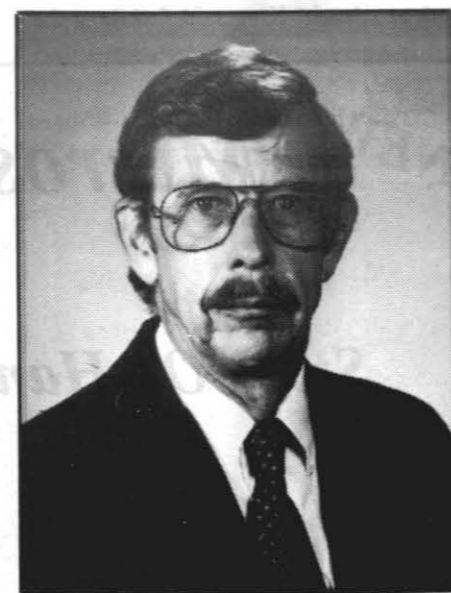
and the IDEAS Program. In addition:

The creation of the Services and Information Directorate, headed by Dil-lard Bullard, brings benefits to the entire organization.

The unlimited procurement authority enjoyed by China Lake prior to consolidation, is now available to all division sites as well. The Personnel Demonstration Project will be extended to cover all sites. With the SID providing support to the entire division, Porter looks forward to savings through common support systems and less duplication of effort at the various sites.

"I was here (China Lake) when we went from the Naval Ordnance Test Station to the Naval Weapons Center. People thought that was the end of world. We survived and prospered as NWC and we can do the same as the NAWC Weapons Division. The consolidation is going well, we have a strong leader in RAdm. Newman; the retention of Capt. Cook as the vice commander, located at China Lake, will help the transition and I'm pleased with the support we have from NAWC headquarters," he said.

"I'm not overly concerned about making consolidation work. There is much uncertainty about future budgets. We are in a strong position and I think we will remain that way," he concluded.



Clint Spindler

"Many of the weapon systems of tomorrow will have benefited from the vision and planning Mr. Spindler brought to the technology development process," the nominating letter reads.

"China Lake is a wonderful place that offers opportunities few in the engineering world get the chance to experience," Spindler said. "I enjoyed the camaraderie of the people and the spirit of the place."

Of his varied and extensive experience he said, "I got to do a lot. It just shows the opportunities are there if you want to take advantage of them."

For the near term, the Spindlers intend to stay in the area, and he intends to stay retired, "Unless I can't find enough to do as a retiree," he laughed.

SPINDLER from Page 1

In 1979 Spindler received the Technical Director's Award for contributions during a one-year assignment as Strike Warfare Program (Element I) Administrator for the Naval Material Command in Washington, D.C. In this position, he coordinated a \$36 million program and directed the Navy's exploratory development of air- and surface-launched weapons technology.

Back at China Lake, after two years as associate head of the Air Weaponry Technology Office, he was promoted to head of the Air-Launched Weaponry Technology Office in October 1982. During four years in this position, according to the award nomination letter, "Under his guidance, the Air Weaponry

Block pioneered developments in the areas of digital missile system architecture, electro-optical processing, automatic target recognition and real-time synthetic aperture radar."

In 1986, Spindler became associate head of the Electronic Warfare (now Attack Weapons) Department, responsible for tech base planning and management; major program reviews; resource, personnel and task management; and implementing EEO and affirmative action policies.

In 1990, he assumed the tech base manager position, providing technical and managerial oversight for advancement of technology within the department.

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ELECTION from Page 10

employees) will not attempt to influence the votes of others, nor take any part in the business of electioneering, that being deemed inconsistent with the spirit of the Constitution and his duties to it."

Title 5 of the United States Code, Sections 7324-7327, commonly known as the Hatch Act, is a law passed by Congress that limits federal employees from engaging in partisan political activities. The Hatch Act is a law that is often the center of controversy. Some people feel the act infringes on their rights under the First Amendment of the United States Constitution, or is otherwise unconstitutionally vague and over-broad. Such a determination, however, can only be made by the courts of law under our system of government. To that end, the Supreme Court of the United States has determined that the Hatch Act is a law that is constitutional.

The purpose of the Hatch Act is two fold. First, to remove all political activities from the government workplace, in particular the employment, promotion and dismissal of individuals based on partisan politics. The second purpose was to take government employees out of partisan political activities. It is important to note that the Hatch Act makes numerous distinctions between partisan political activities and nonpartisan political activities. Partisan political

activities are defined as activities supporting or relating to candidates or issues specifically identified with political parties.

The SECVININST 5370.2J provides detailed lists of prohibited activities and permissible activities under the Hatch Act. It is important that you be familiar with this instruction. Some of these activities are presented below for your information during this election year.

Civilian employees in the Department of the Navy are free to: register and vote in any election; express an opinion as an individual on political subjects and candidates; sign a political petition as an individual; display a political picture, sticker, badge or button; attend a political convention, fund-raising function or other political gathering; make a financial contribution to a political party or organization; take an active part in a nonpartisan elections; participate in nonpartisan activities of professional, civil or similar organizations; be politically active in connection with nonpartisan issues and questions; and perform nonpartisan duties in connection with an election.

Civilian employees of the Department of the Navy may not: use official authority or influence for the purposes of interfering with or affecting the result of an election, nor take an active part in politi-

cal management or in a political campaign, including, but not limited to the following: serve as an officer or committee member of a political party; serve as a delegate or alternate to a political party convention; serve as a candidate for an elected public office in a partisan election; take an active part in managing the campaign for a partisan candidate; take an active part at the polls on behalf of a political party; deal with the funds or fund raising for a partisan political purpose; solicit votes in support of, or against, a candidate in a partisan election; initiate or circulate a partisan nominating petition; and publicly endorse or oppose a candidate in a partisan election in a political advertisement, broadcast, campaign literature or similar material.

The penalties for violating provisions of the Hatch Act can be severe. Penalties can include suspensions of not less than 30 days without pay and possibly permanent removal from your position. It is also important to note that several administrative regulations and decisions maintain that it is the duty of government personnel who conceivably may come within the prohibitions in statutes such as the Hatch Act to shape their conduct so as to avoid raising questions of the applicability of the statute. In other words, it is your duty as a government employee to avoid political activities if

you are uncertain whether such activities fall within the broad prohibitions of the Hatch Act.

This article offers some general recommendations to aid you in applying and understanding the Hatch Act prohibitions. Specifically, you should limit political activities to issues and nonpartisan elections involving local matters such as School Board, City Council and other local issues such as the proposed prison. You should avoid any activities relating to the political management and campaigns in connection with state and federal partisan elections and candidates. In addition, you may not use government resources, such as government equipment, facilities and information in support of, or in opposition to, any political issues or candidates. You may not engage in any political activities during your working hours and you should maintain a separation between any political activities you choose to engage in and your position as a government employee.

Lastly, and most important, you should register and vote in the upcoming elections.

For answers to specific standards of conduct questions at China Lake, call the Office of Counsel at 939-3481

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EEO from Page 2

said, "but what makes someone choose one person over another when they both have similar qualifications? I don't think there's anyone who can tell you that. I don't think anyone has ever looked at all the criteria that makes someone senior manager material."

While China Lake is trying to hire minorities, Stein said, it is not meetings its goal of minorities in supervisory positions. The overall decline is attributed to a number of factors, including fewer supervisory positions and minority turnover. The turnover is a result of minorities experiencing rapid progression to the journeyman level and then going no farther.

"It's the glass ceiling effect," Stein said. "People get to see all these wonderful, high paying positions and watch others being promoted to them, but can't figure out how to get there. That creates a high level of frustration, resulting in turnover, which in turn, costs us money."

Catherine Rogers, China Lake's EEO complaints manager, feels the main problem resulting in the low numbers of

minorities in managerial positions is that minorities aren't being given the opportunity to position themselves. "People in higher level positions tend to gravitate to people just like themselves," she explained. "Upon recognizing kindred spirits, managers mentor them so they will be in the right position to take over when the time comes. Because the majority of managers are white males, they tend to mentor white males."

So, what can be done to alleviate the situation? "I don't really know," Rogers said, "except through awareness. Senior level managers need to be more aware of this situation, so all employees, including minorities and women, can benefit from the positive effects of mentoring relationships."

Stein agreed, saying many senior level managers acknowledge the mentoring they received helped them get to where they are today. "Sterling Haaland said he had several mentors who helped steer him in the direction that resulted in his present position," he said. "They helped him decide what to do and what

direction to take. In other words, they helped him lay out a roadmap showing how to get to the top of the heap.

"Managers have to understand the development process and apply that knowledge to everyone," Stein continued. "They have to think about what's going on."

Stein feels the budget cuts will help managers better utilize the skills and talents of current employees, increasing their responsibilities and learning more about each one of them.

In addition, Stein noted the relative percentage of minorities and women entering the scientific and engineering fields is growing. "The relative number of Caucasian males in those fields is dwindling," he said. "If an organization limits itself to white males, it is going to have a hard time attracting an appropriate workforce."

The final part of the equation in lowering the turnover rate is to prevent building unrealistic expectations in the workforce. "Don't imply that if a junior professional works hard for six months,

he (or she) will be promoted to technical director," Stein said. "It is important for the workforce to have realistic expectations and it is part of the manager's job to help them develop realistic perceptions, preventing disappointment and frustration. While not everyone wants to enter the managerial field, the people who do must realize it isn't going to be a stroll down the yellow brick road. They must realize they'll have to work hard and make a lot of sacrifices to have a change to reach the top."

The main purpose of the EEO Office, noted Stein, is to report the status of EEO in the workplace and to assist managers to carry out their EEO responsibilities. "But basically, EEO is a manager's program," he said. "If a workplace improves its efforts at EEO, the managers should get the credit. If it deteriorates, it's only the managers who can make improvements. They're the ones who have to implement the solutions and to carry them out. If they don't, our EEO situation will never improve. The EEO Office can't fix it, only managers can."

Chili Cookoff set next month with Code 36 sponsors

On Thursday, March 5, there will be a Code 36 Chili Cookoff in Wing 8 of Michelson Lab. The judging will begin at 10 a.m., followed by a chili lunch at 11 a.m. For \$2.50, enjoy a bowl of chili, a

soda, crackers and corn muffins. For \$5, eat all the chili you want with a soda, crackers and corn muffins. All China Lakers can test their chili recipes at this cookoff. To register, or for more information, call any Code 36 recreation

committee member—Ruth Davis, 939-1304; Joann Battaglia, 939-1408; Pam Clark, 939-1306; Tori Lilly, 939-1888; Joann Jarrett, 939-3441; Tempest Schardt, 939-4667; or Joe Lelis, 939-1731—by close of business Feb. 27.

Ideas Column

By Melanie Truesdale IDEAS Office

We have received 328 IDEAS since we hung the IDEAS Office shingle out in the hallway last April. That's about 32 IDEAS each month. It represents a wealth of good thinking by a lot of China Lake employees. Were you one of those folks? If you haven't sent in your good IDEA, then you are not taking advantage of one of the best ways to help yourself and your co-workers make this a better place to work.

It's easy to submit your IDEA, there are several ways: Send it in on the IDEAS form, send it in on a plain piece of paper, send it in on QuickMail or the VAX, or carry it into the office and talk

to us about it. Whatever method you choose, let's hear from you! And, if you have made an improvement on the way work is done in your work area and have already implemented it, then let us know about that too so we can give you the credit that you deserve and share it with the rest of the base. Let's continue to continuously improve!!

If you have any question or need any information about the IDEAS process, talk to your advocate or we'd be glad to talk with you, too. You can reach Bruce MacIntosh or Melanie Truesdale in the IDEAS office at 939-2311, or E mail - SCF::IDEAS, or QuickMail - "IDEAS"

Last week, these new IDEAS were submitted:

No. 323, Pneumatic Wheels on Delivery Carts, Donnie Woods, Code 051 (C034), proposed pneumatic wheels be put on the mail carts and trash carts used in Mich Lab to cut down the noise level.

No. 324, Guard Mail Envelopes -

Urgent, Richard Barr, Code 3683 (C2286), suggested the addition of a Urgent Guard Mail envelope to augment the existing system.

No. 325, Automated Registration, Robert Fitzpatrick, Code 22104 (C92106), suggested the badge scanning procedure be used in place of sign-in sheets for large training classes to avoid long lines.

No. 326, Junk Mail, Ruth Wesche, Code 6441 (C3322), asked if there is a way to sort out and do away with junk mail.

No. 327, SPEDI Ordering System on VAX, Tricia Hoover, Code 621 (C3210), proposed the SPEDI ordering system be run on the tandem VAX, rather than the SCF, to save on computer charges.

No. 328, Electrical Storm Warning, Bill Ledden, Code 6214 (C3214), suggested China Lake consider "joining" with an established network for the electrical storm warning system required for ordnance operations.

'Tree,' Peterson get SOLE honor

Lloyd R. "Tree" Crabtree, China Lake's recycling manager with the Environmental Project Office, and Chris R. Peterson, head of China Lake's Fleet Engineering Division (Code 366), were honored during the Hi-Desert Chapter of the Society of Logistics Engineers' (SOLE's) annual awards dinner held on Jan. 16.

Crabtree was named The Logician of the Year for 1991 for applying his knowledge of logistics gained in the commercial field in a unique manner to the concerns and problems of the defense community and the Indian Wells Valley. Peterson was named The Executive of the Year for 1991 for his outstanding support of the field of logistics, the local chapter and local logisticians.

"In his current position as recycling project manager, Crabtree has led the logistics profession in the application of logistics principles and procedures to the field of waste management," the release reads. "In his spare time, Crabtree stays equally busy, serving as SOLE chair and as the SOLE representative to and president of the High Desert Engineering Association (hIDEA).

Please see SOLE Page 11

SAME sets talks by newspaper publisher on March 3

Lee Kaylor, publisher of the Daily Independent, will be the featured speaker for the March 3rd meeting of the Society of Military Engineers (S.A.M.E.).

The meeting will begin at 11:30 a.m. at the Seafarer Club.

During his presentation, Kaylor will present information concerning the proposed prison for the Indian Wells Valley.

Reservations are required and may be made by calling Mike Pierce at 939-3411, ext. 316; Darrell Hovde, 939-3411, ext. 360; or Renee Lovern, 939-3411, ext. 412.

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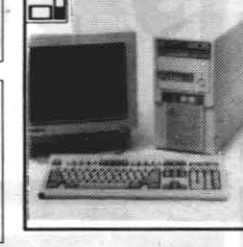
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March 13 is deadline for submitting 1992 Fellow Program nominations

Nominations are being accepted by the China Lake Fellow Selection Committee for the 1992 Fellow Program. All technical China Lake employees are eligible for the Fellow Designation, whether engineer, scientist, mathematician or other technologist engaged in research, development, test and evaluation; production process development; quality control; or other technical activities.

A major factor in the success of the Naval Air Warfare Center Weapons Division (NAWCWPNS) is the innovative talent of our technical people, noted Bill Porter, deputy commander for research and development.

Anyone may nominate a candidate for the Fellow Program by submitting the necessary documentation, which should include nominee's name, educational background, accomplishments, patents, publications and technical input (China Lake/national/international). Nominations should be submitted to the nominee's department technical staff selection committee. If no such committee exists, nominations can be submitted directly to the Fellow Selection Committee via the nominee's department head.

Department selection committee chairpersons are: Code 3196, Robert Berry, 939-4802; Code 3273, Bill Burdette, 939-7241; Code 35209, John Seybold, 939-3527; Code 3647, Henry Blazek, 939-1370; Code 371, Bob Schwartz, 939-1655; Code 3853, Bill Norris, 939-1640; Code 3944, Keith Clark, 939-1363; Code 6211, John Rogerson, 939-7497; and Code 64203, Jim Rieger, 939-6870.

These individuals are also members of the Fellow Selection Committee. As such, they may receive nominations and are available to answer questions about the China Lake Fellow Program.

Nominations may also be sent to the Employee Management Relations Division, Code 221, which will forward them to the appropriate committee. Nominations may be submitted anonymously, but it would be helpful if those making nominations would provide their names and phone extensions in case further information is required.

To complete the selection process, all nominations must be submitted no later than March 13.

The Fellow Program provides for

three steps of recognition (in ascending order): Fellow; Senior Fellow; and Distinguished Fellow.

Fellows shall be recognized as leading experts in their fields and shall have made identifiable technical contributions critical to China Lake programs. Patent or publication activity and recognition of capability by the technical community outside of China Lake is typical.

Senior Fellows shall have clearly extended the state of the art in their fields and made sustained, wide-ranging and crucial contributions to China Lake programs. Patent or publication activity and recognition by the technical community outside of China Lake is expected.

Distinguished Fellows shall have made pioneering developments in one or more technical fields of direct benefit to China Lake. They will be nationally/internationally recognized experts. Significant patent/publication activity is expected.

The Fellow Selection Committee encourages participation in the Fellow Program from any China Lake employees. For more information, call Fay Hoban or Marc Moulton, Fellow spokespersons, at 939-2527/3611.

From The Counsel

By Bob Hampsch

Hatch Act allows some non-partisan, restricts partisan, campaign activity

As federal and state elections draw near, we are reminded that elections and other political activities are an integral part of the operation of our system of government and our society in general. Just as important to the operation of our government are the people who perform government functions, people like you. It is for this reason that the political activities of federal employees receive great scrutiny.

Political activity by government employees has caused concern since the birth of this country. In fact, in 1801, Thomas Jefferson issued a circular expressing the prevailing view of the time that federal employees should be politically neutral, stating, "... it is expected that (federal

Please see **ELECTION** Page 13

China Lake Police officials warn against vandalism

Vandalism of vacant government housing units is ever present. Remember, vandalism is not a harmless prank, it's a crime.

The China Lake Police have a listing of all vacant units in the housing areas and surveillance has been increased. Please report any suspicious activity around vacant units to the

China Lake officials; call 939-3323.

Parents should be aware of where their children are playing. Some acts of vandalism involve fires. While they are costly, fortunately no one has been seriously injured.

Your help in eliminating this serious waste of government funds and your tax dollars is appreciated.

SOLE from Page 9

The press release noted that Peterson oversees the efforts of three logistics branches, two program branches and a systems environmental branch. "Chris is the base sponsor for SOLE Hi-Desert Chapter," reads the release. "His efforts have helped the local chapter to have a permanent office and necessary equipment to conduct its projects and business. He has been active in the local chapter, serving as a program speaker in TQM and attending local meetings. . . (he) has also attended SOLE classes in logistics and attended SOCAL 91 and other seminars.

Another China Lake employee honored was William T. Wilson, who received a SOLE Award of Excellence for his service as organizer and chair of the local chapter from 1988 to 1991, developing the chapter as a National award winner of the top SOLE chapter award, the Platinum Award, in less than three years. He also received the Chapter's top recruiter award.

Other China Lake employees who were recognized for their work in the logistics field and support of the local chapter were Kay Whitnell, Mike Coltrin and Jerry Banister, Code 3664 and Linda Whitham, Code 3663.

Work by Al Barbee, Douglas J. Whitnell, Wayne Zellmer, Mary Eshelman, Donald Ruff and Larry Peacock were also honored.



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Kensington Trackball ADB mouse for Mac SE & Mac II #62360
Farallon LocalTalk card #PN380

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memory, IBM 1ea 1MB 70ns SIMM #1MBX9-70
memory, IBM 1ea 4MB SIMM #4MBX9-70
memory, Mac kit 4ea 4MB SIMMs #4MBX8-80
memory, Mac 1ea 4MB SIMM #4MBX8-80
memory, Mac 1ea 4MB 70ns SIMM #4MBX8-70
SyQuest 44MB disk cartridge #SQ400
Farallon Connector, 8-pin miniDIN #PN308

Some of the items recently made available (you can order them now):
Novell 2-PC network starter kit #88300181100
8-bit IBM Ethernet controller #LCS-8834
16-bit IBM Ethernet 10Mb/sec controller #LCS-8634
Caere Typist OCR scanner #Typist Plus/Mac for Mac version or #Typist Plus/IBM for IBM NEC CD-ROM external for Mac #CDR-73
IDE 16-bit hard drive adapter #IDE
Seagate 1GB SCSI hard drive (1,037MB, 15ms) #ST41200N
Adaptec 16-bit SCSI controller #AHA-1522KIT
Syquest 88MB disk cartridge #SQ800
CMS 250MB IBM internal tape drive #DJ-20
memory, Mac 4ea 1MB SIMM #1MBX8-70

interface for all Bernoulli drives: Mac intfce #S0700337-Mac-1B; IBM intfce #0700210, IBM parallel-port intfce #S0700351-PPA-KIT
44MB Bernoulli cartridge tripak #S0700377
Weitek 3167-33 math coprocessor for 33Mhz 386 computers w/Weitek socket #3167-33
Pinnacle Micro CD-ROM internal, IBM & compatibles, incl controller & CD-ROM #PCD-100
super 2-to-4-way automatic parallel data switch #PSS-P4, Serial 2-to-4-way auto switch #PSS-S4
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edge of the freedom of information act and public disclosure policies; ability to communicate orally; ability to communicate in writing. Position is at full performance level.

No. 27-002, Interdisciplinary (Physicist/Computer Scientist/Electronics/Mechanical/Aerospace/General Engineer), DP-1310/1550/855/830/861/801-2/3, Code 2742 - This position is assistant to the Information Resources Manager. The incumbent performs technical on-site evaluations and reviews of requests for pre-approval of Federal Information Process Resources (FIPR) acquisitions, provides guidance to NAWC personnel in the preparation of alternate solutions/cost analyses in the life-cycle management of FIPR, conducts special studies affecting technical strategies and policies, and serves as alternate FIP resources person in the preparation of the yearly Information Technology (IT) Budget. The incumbent will assume the duties of the Information Resources Manager in his/her absence. **Job Relevant Criteria:** (1) Knowledge of SECNAVINST 5231.1B and 5000.1B, NAVWPNCENINST 5230.1A and 5230.2; (2) knowledge of computer technology and terminology; (3) knowledge of budget formulation/execution process; (4) ability to deal effectively with all levels of personnel and management; (5) ability to communicate effectively both orally and in writing; (6) ability to function effectively as a team member. Promotion potential to DP-3, but not guaranteed.

No. 27-003, Computer Specialist, DS/DP-334-3, Code 2742 - This position is assistant to the Information Resources Manager. The incumbent performs technical on-site evaluations and reviews of requests for pre-approval of Federal Information Process Resources (FIPR) acquisitions, provides guidance to NAWC personnel in the preparation of alternate solutions/cost analyses in the life-cycle management of FIPR, conducts special studies affecting technical strategies and policies, and serves as alternate FIP resources person in the preparation of the yearly Information Technology (IT) Budget. The incumbent will assume the duties of the Information Resources Manager in his/her absence. **Job Relevant Criteria:** (1) Knowledge of SECNAVINST 5231.1B and 5000.1B, NAVWPNCENINST 5230.1A AND 5230.2; (2) knowledge of computer technology and terminology; (3) knowledge of budget formulation/execution process; (4) ability to deal effectively with all levels of personnel and management; (5) ability to communicate effectively both orally and in writing; (6) ability to function effectively as a team member. Position is at the full performance level.

No. 31-013, Supervisory Interdisciplinary (General/Mechanical/Electronics/Aerospace/Physicist/Mathematician/Computer Scientist), DP-801/830/855/861/1310/1520/1550-3/4, Code 3134 - This position is that of Head, Models and Simulations Branch, which develops, produces, maintains, and supports models and digital simulations of EW equipments and systems. Validation, verification, and configuration control are integral to the simulation products, as are friendly user interaction analyses, application of system engineering principles, and utilization of applicable software specifications, interface, and software documentation for cognizant projects is required. The Branch also maintains secure facilities for software development, operational computer systems, and customer users. An Apollo-based automated software engineering environment includes CADRE and Interleaf development tools. Computers include VAX, Microvax, Flexible, and Cyber systems. **Job Relevant Criteria:** Knowledge of affirmative action principles, including a willingness to implement EEO practices; knowledge of modern Military Standard 2167, 2167A, and 2168 software development standards; knowledge of EW avionics equipment including hardware, software, and embedded computer applications; knowledge of electromagnetic threat systems and ability to translate performance descriptions into software requirements and designs; knowledge of EW avionics test requirements and techniques in the laboratory and in flight; ability to influence and motivate others; ability to plan, organize, coordinate, and manage technical projects. The incumbent may be required to serve a one-year supervisory probationary period. Must be

able to obtain and maintain a Top-Secret clearance. Promotion potential to DP-4. See "Notice Regarding Drug Testing Designated Positions" in "Promotional Opportunities" box above. This announcement closes on 27 February 92.

No. 36-002, Supervisory Interdisciplinary (General/Mechanical/Aerospace/Chemical Engineer/Physicist/Chemist), DP-801/830/861/893/1310/1320-3/4, Code 3604 - Applications are invited for the position of the Head of the Applied Mechanics Branch of the Engineering Sciences Division, Research Department. The branch conducts research associated with hazards of munitions, dynamic behavior of warheads; blast effects in various media; impact and penetration mechanics; material behavior under extremely high rates of strain; and methodology of damage prediction. **Job Relevant Criteria:** Knowledge of hazard assessment methods; knowledge of affirmative action principles including a willingness to implement EEO practices; ability to communicate orally; ability to communicate in writing; ability to promote programs in order to secure funding; ability to plan, organize, coordinate, and manage research programs. This ad will close 5 March 1992. The full performance level of this position is DP-4. The incumbent may be required to serve a one-year probationary period for supervisor.

No. 39-005, Supervisory Interdisciplinary (General Mechanical/Electronics/Aerospace Engineer/Physicist), DP-801 830/855/ 861/1310-3/4, Code 39011 - This position is that of Standard Missile Project Manager located in the Standard Missile Office. The incumbent will report to the Associate Head, Intercept Weapons Dept., Code 3901. The Standard Missile Project Manager is responsible for all aspects of Standard Missile effort at NAWC-WPNS Division, including planning, budgeting, contracting, staffing and project execution. The project manager will place personal emphasis on the tasks of negotiating and representing NAWC-WPNS Division status, positions, and plans to NAVSEA and to the Standard Missile community outside NAWC-WPNS Division. The project manager will exercise direction of NAWC-WPNS Division in-house efforts and contracted efforts primarily via supervision of a deputy project manager and project office. **Job Relevant Criteria:** Knowledge of affirmative action principles including willingness to implement EEO practices; ability to provide technical coordination of a Program Office; ability to interface effectively with on-Center and off-Center organizations; ability to communicate both orally and in writing; ability to administer program planning, scheduling and expenditures. Promotion potential is DP-4, but not guaranteed. The selection may be required to serve a one-year probationary period for supervisors. This ad will close 5 March 92.

No. 62-007, Electronics Technician, DT/DP-856-3, Code 62311 - This position is in the Electro-Optical Branch, Instrumentation Systems Division of the Range Department. The incumbent operates, maintains, and provides design and development of highly specialized optical and electronic devices, with emphasis on laser equipment to gather test data for NAWC/NAWS Ranges; performs work using specialized optical, video, film and tracking equipment and improvises new methods and techniques for using such equipment. Assists in planning and conducting field tests. **Job Relevant Criteria:** Knowledge of photo-optical, electro-optical, and laser systems and their uses for gathering field test data; knowledge and depth experience in photo-optical, electro-optical and laser equipment; knowledge of current field instrumentation technology, data links, laser tracking, range operations, modern weapons systems, and test and evaluation operations and the ability to support a specific project/program and assist project engineers in accomplishing their goals. Typical equipment used within the Branch, but not restricted to, are: GTE LRMK-II 1.08 micro meter laser, associated test instruments, various tracking mounts, such as Cine Sextants, Cine Theodolites, Contraves KTM's, Askania (MCM's), M-45s, medium and high speed cameras, specialized shuttered video cameras, recorders and other related equipment. Promotion potential to DP-3, but not guaranteed. Previous applicants need not apply.

Reassignment opportunities

This column is used to fill positions through reassignment only. For this reason, the Reassignment Opportunity Announcements are separate from the Promotion Opportunities column in the Rocketeer. Applications will be accepted until the date stated in the announcement. Employees whose work history has not been brought up to date are encouraged to file an SF-171 or 172. All applications must meet minimum qualification requirements established by the Office of Personnel Management. Information concerning the recruitment and placement program and the evaluation methods used in these management opportunities may be obtained from Personnel Management Advisors (Code 096 or 097). Applications should be filed with the person whose name is listed in the announcement. The Naval Weapons Center is an Equal Opportunity

REASSIGNMENT COLUMN

No. 36-005, Supervisory Interdisciplinary (General/Mechanical/Electrical/Electronics/Aerospace/Physicist), DP-801/830/850/855/861/1310-4, Code 3606 - This position is Head of the consolidated NAWC-WPNS Harpoon/SLAM/Penguin Project Office. The Project Office is organizationally included in the Engineering Department of the Weapons Directorate of the NAWC-WPNS Division. The Project Office is geographically distributed across Naval Air Warfare Station (NAWS) China Lake and NAWS Point Mugu, with the administrative office at China Lake. Routine management of the Project Office is envisioned to include duty times at and frequent, routine travel to both sites. The incumbent will be responsible for the overall management of the consolidated NAWC-WPNS Harpoon/SLAM/Penguin Project Office and will be the single point of contact for all NAWC-WPNS project tasking from the Program Management Team (PMA-258) located in Washington, DC. The Project Office will manage all Harpoon/SLAM/Penguin government and support contractor activities under the cognizance of NAWC-WPNS. The Project Office will be responsible for developing the annual program field support budget in keeping with the overall program and fiscal guidance provided by the Program Management Team and justifying that budget to the Program Management Team. The Project Office will allocate resources as necessary to accomplish assigned tasks and be accountable for the quality and timeliness of those tasks to the Program Management Team. The Project Office will also be responsible for supporting and maintaining long range planning efforts as directed and outlined by the Program Management Team. The scope of responsibilities include R&D, production support, and in-service engineering. The Head of the consolidated Harpoon/SLAM/Penguin Project Office must integrate the efforts of the entire NAWC-WPNS team from all of the supporting locations to achieve the most efficient, cohesive organization. The selection must have an awareness of affirmative action principles including a willingness to implement EEO practices. The ability to obtain and maintain a Top Secret security clearance is required. The individual selected for this position will be subject to urinalysis testing for the use of illicit drugs. See "Notice Regarding Drug Testing Designated Positions" in the "Promotional Opportunities" box. The selection may be required to serve a one-year supervisory probationary period if not previously completed. Full performance level is DP-4. This announcement closes 6 March 92. Please send a current SF 171 to T. Conway, Code 36 Department Office, ext. 3685.

The NAWS Announcements, published by the Technical Information Department (Code 34) and edited by the Publications Branch (Code 3411), disseminates work-related information to all Center personnel and is distributed to all departments, divisions, and branches on Friday. To ensure accuracy, all items must be submitted in writing, preferably double spaced, and must include a sponsor code and phone number. The collection deadline for submissions is 1500 Monday. The following pick-up points for material have been established for the convenience of contributors: Room 110, Training Building (Carol Corlett, Code 224), Room 1000, Mich Lab, Room 203, Administration Building (Linda Brantner, Code 28), and Room 123, TID Building. Items may be sent by FAX to 446-2619, Code 34121, ATTN: Ralph Kulas, or mailed electronically to TID:ANC via the VAX. Questions regarding editorial policies or objectives may be directed to Code 34104, ext. 3668.

Secretarial opportunities

This column is used to announce secretary positions for which the duties and job relevant criteria are generally similar. Secretaries serve as the principal clerical and administrative support in the designated organization by coordinating and carrying out such activities. Secretaries perform numerous tasks which may be dissimilar. Positions at lower grades consist primarily of clerical and procedural duties and, as positions increase in grade, administrative functions become predominant. At the higher levels, secretaries apply a considerable knowledge of the organization, its objectives and lines of communication. Depending on grade level, typical secretary duties are implied by the job relevant criteria indicated below.

Applicants will be rated against four or more of the following job relevant criteria: (1) ability to perform stenographic and telephone duties; (2) ability to review, track, screen and distribute incoming mail; (3) ability to review outgoing correspondence; (4) ability to compose correspondence and/or prepare non-technical reports; (5) knowledge of filing systems and files management; (6) ability to meet the administrative needs of the office; (7) ability to train clerical personnel and organize workload of clerical staff processes; (8) ability to plan and coordinate travel arrangements; (9) ability to maintain and coordinate supervisor's calendar and to arrange conferences.

Unless otherwise indicated, applicants for branch secretary will be rated on elements 1/2/3/5/8, division secretary applicants will be rated on elements 1/2/3/4/7/8/9; Program Office secretary applicants will be rated on elements 1/2/3/4/5/8/9; and department secretary applicants will be rated on elements 4/7/8/9. A SUPPLEMENTAL FORM IS REQUIRED AND MAY BE OBTAINED IN ROOM 100 OF THE PERSONNEL BUILDING.

SECRETARY COLUMN

No. 38-001, Secretary (Typing), DG-318-1/2, Code 3891 - This position is located in the Research Department, Engineering Sciences Division, Combustion Detonation Research Branch. The incumbent provides secretarial and administrative support to the Branch Head and staff. Additionally, incumbent will assist elsewhere in the Department when needed and workload permits and may be called upon to assist editorial assistants during times of heavy workload. Knowledge and working skills on the Macintosh SE/SE-30/II is desirable. Promotion potential is DG-2.

No. 64-001, Secretary (Typing), DG-318-2/3, Prospective Code 644/C3320 - Incumbent provides secretarial and administrative support to the Data Systems Division of Electronic Combat Range Department. Knowledge and working skill on the Macintosh II Computer is highly desirable, as is knowledge of word processing software. Ability to prioritize workload, ability to communicate effectively, and a willingness to continually improve office processes. The work schedule is first forty. Incumbent must be able to obtain and maintain a Secret Security Clearance. This position has promotion potential to DG-3, but is not guaranteed.

No. 64-002, Secretary (Typing), DG-318-2/3, Prospective Code 644/C3310 - Incumbent provides secretarial and administrative support to the Defense Systems Division of Electronic Combat Range Department. Knowledge and working skill on the Macintosh II Computer is highly desirable, as is knowledge of word processing software. Ability to prioritize workload, ability to communicate effectively, and a willingness to continually improve office processes. The work schedule is first forty. Incumbent must be able to obtain and maintain a Secret Security Clearance. This position has promotion potential to DG-3, but is not guaranteed.



Naval Air Warfare Center-Weapons Division Naval Air Weapons Station, China Lake Announcements



ATTENTION CPCS!! NEW PROCEDURES FOR USPS EXPRESS MAIL

United States Postal Service (USPS) Express Mail is permitted for the transmittal of Secret information within and between the 50 states, the District of Columbia, and the Commonwealth of Puerto Rico when it is the most cost effective method of transmittal, given the constraints of time, security, and accountability. USPS Express Mail is the only express mail authorized for the transmittal of classified material.

The USPS Express Mail envelope may now serve as the outer wrapper. Under no circumstances will the USPS Express Mail form 11-B, waiver of signature and indemnity, be executed even for Confidential mail. Additionally, the use of external (street side) express mail collection boxes is prohibited.

Classified material transmitted by USPS Express Mail will be prepared as instructed prior to this change. For further information, contact Mary Plumhoff at ext. 3546. (Code 2432)

BUILDING 60 RETIREMENT PARTY

Building 60, in which many of the Navy's tactical weapons were developed, is being vacated. The building is scheduled to be razed. The current residents of Building 60 (Code 3263 and Code 3268) are planning an open house in memory of the building where Rockeye, Snakeye, FAE II, BLU-110, BLU-111, and many other freefall weapons were developed.

All past residents of Building 60 are invited to attend an open house on Thursday, 27 February, in building 60 from 1130-1230. Snacks will be provided.

ORDNANCE CERTIFICATION IS REQUIRED

Past inspections and recent walk-through surveys of NAWC/NAWS China Lake office and shop spaces have turned up inert ordnance used in displays and as training items but lacking the inert certification required. The need for such certification was emphasized in OPNAVINST 8020.13: "A number of accidents have occurred involving explosive materials in displays and training items which were thought to be inert or to be nonexplosive. Ordnance items displayed as souvenirs or decorative items have been discovered to in fact be 'live' items which presented unnecessary exposure to danger for the civilian and/or military communities." Personnel and codes who have these items should ensure that they have been properly certified. NAVWPNCENINST 5100.6D, Chapter IX, paragraphs 6e and 7r, give local implementing guidance. For further information, call the Safety Office at ext. 2315 or 2367. (Code 2405)

SHEARS NEEDED AT RECYCLING CENTER

The Recycling Center needs a pair of shears to cut the backs off of books, magazines, and other bound materials because products containing glue cannot be shipped to the recycling companies.

Power shears capable of handling materials 2 inches thick would be ideal, but we are willing to look at any available equipment. Also, we are cutting this material for salvage, not production, so metal-cutting shears may work.

Please contact L. R. "Tree" Crabtree, Recycling Program Manager, at 939-3432, or via E-Mail at SCF::TREE, if you have any information about available shears. (Code 008)

FAREWELL PARTY FOR LT. JOHN (ZEKE) ZORA

A farewell party for Lt. John (Zeke) Zora will be held on Monday, 24 February, at the Seafarer Club from 1800-2000. The menu will include pizza, salad, soda, tea and coffee, all for a \$6.00 charge. For reservations, gift donations,

or presentations, call Linda at ext. 5680 by noon on Monday, 24 February. (Code 3104)

CHEMISTRY DIVISION SEMINAR SERIES

A pair of seminars will be presented on Wednesday, 26 February, at 1000 in Room 20108 in Mich Lab by Don Hilliard and Dr. W. Peter Yu from the Naval Air Warfare Center-Weapons Division, Point Mugu. The title of Mr. Hilliard's briefing will be "Radar Cross Section Measurement Capabilities at Point Mugu," while Dr. Yu's briefing is titled, "Radio Frequency Target Signature Modeling for HWIL."

Mr. Hilliard will present an overview of current and future technical capabilities in RCS measurements, analysis, and predictions at the Radar Reflectivity Laboratory, Point Mugu. His seminar will include information on compact range for far-field RCS/antenna measurements, ISAR imaging, RCS diagnostics, rotational Doppler measurements, computational electromagnetics capabilities, bistatic anechoic chambers, and photonic sensor technology. Mr. Hilliard received his B.S. degree in electrical engineering from the University of California at Berkeley in 1985. Don is currently involved with RCS measurements and analysis projects and new technology developments in photonic sensors.

Dr. Yu will present an overview of Point Mugu's current RF target signature model development approach using ISAR imaging data. He will be discussing target model applications, QF-100 target models, and bomber target models. Dr. Yu received his Ph.D. degree in applied physics in 1970 from the University of California at La Jolla. Peter was employed at NWC from 1974 to 1983. Since 1983 he has been with PMTC Pt. Mugu and currently is with the Radar Reflectivity Laboratory and is involved with ISAR imaging techniques for target signature modeling related to HWIL missile seeker simulation and threat simulator applications.

For more information contact Geoff Lindsay at ext. 1630. (Code 385)

XEROX ENCRYPTION UNITS PURCHASING CONTRACT

Code 2741 has an Indefinite Quantity, Indefinite Delivery Contract (N60530-91-D-0024) for the purchase and training of Xerox-brand encryption units. These units have been endorsed by the National Security Agency to process materials up through Top Secret. At this time, the units can be installed only on a stand-alone (not allowed on the NWCNET) local area network (LAN) for encrypting. The units are IEEE 802.3 compliant.

There is a 30-day delivery on receipt of order by Xerox.

If you have any questions, call Annabelle Lipinski at ext. 3427. (Code 2741)

IBM DISPLAYWRITER EQUIPMENT MAINTENANCE

The Information Resources Acquisition Management Branch (Code 2741) has a Centerwide contract for maintenance, repair, and preventive maintenance of IBM word processing equipment (this includes Displaywriter Systems, Mag Cards, Compositors, and Memory 50/100 typewriters). This is a per call service contract. The cost per call is \$48.00 an hour with a 2-hour minimum plus parts/material and a Code 2741 service center charge of 12.5%. For service, call National Microcomp Inc., (800) 766-4667. If you have any questions, call Annabelle Lipinski at ext. 3427. (Code 2741)

HARDWARE MAINTENANCE

Maintenance for the following hardware can be obtained by calling the PC Lab Help Desk at ext. 2575:

- Hewlett Packard
- Apple
- Xerox
- Generic brand personal computers and printers
- Most peripherals to the above systems, and Typewriters

Some hardware upgrades are allowable and will be handled on a case-by-case basis. Software analyst support is also available. To obtain maintenance, call ext. 2575 with the following information: (1) point of contact, (2) alternate point of contact, (3) phone number, (4) location, (5) equipment bar codes, (6) serial number, and (7) job order number.

For more information or questions, contact the Information System Resources Acquisition Management Branch, ext. 3396. (Code 2741).

XEROX CORPORATION EQUIPMENT SERVICES

The following Xerox Corporation equipment contracts are available to Center codes:

- Hardware Maintenance (N60530-90-D-0261) for models 6085s, 8010s, 8000s, 860s, and Memorywriters. This contract is time and materials only. The cost is \$30.00 per hour plus parts/materials with a one-hour minimum and a Code 2741 service center charge of 15.6%.
 - Software Maintenance (N60530-90-C-0032) for all existing Xerox Office Information Systems. This contract is a mandatory for all systems currently owned by the codes.
 - Facsimile (Fax) Maintenance (N60530-92-F-A183). Equipment must be on the contract inventory to receive service. Equipment can be added or deleted to/from the contract.
- For information regarding these contracts please contact Annabelle Lipinski, ext. 3427. (Code 2741)

WORDPERFECT FOR WINDOWS SEMINAR DAY

Wednesday, 26 February, is WordPerfect for Windows Seminar Day at the PC Lab. Sessions will run 45 minutes plus a question and answer period. The number of sessions depends on the response. Please call if you plan to attend. For more information and reservations, call the PC Lab at ext. 6631. (Code C2743)

RECYCLED CARDBOARD BOXES

For a 6-month trial period, reusable cardboard boxes that have been purchased from stock may be brought back to Warehouse 42 in the following manner: boxes of the same size will be broken down flat, banded, and tied in lots of 25 or less. These boxes will be stored in Warehouse 42 and will be available at no cost to NAWC-WPNS/NAWS codes for reuse. For further information contact Warehouse 42 at ext. 2764. (Code 2131/C8210)

WACOM LUNCHEON MEETING

On Tuesday, 10 March, Marilyn Christensen, an interior decorator and owner of "Windows, Walls, and Floors," will make a presentation on new looks for 1992.

This monthly meeting will be at the Seafarer Club with a social period at 1100 and lunch at 1130 followed by a brief meeting and the program.

WACOM members may make reservations by calling Mary Martin at 375-4052 or Eleanor Rockdale, 446-6925 no later than 4 March.

EASYS NOW OPERATIONAL ON CRAY

The Engineering Analysis System 5 (EASYS), developed by Boeing Computer Services Company, is a computer program used to model, simulate, analyze, and design dynamic systems. The software is particularly well suited

to model large, complex, continuous, or digital systems characterized by algebraic, linear, or nonlinear differential and/or difference equations. EASYS's set of analysis/design tools include:

- Nonlinear Simulation
- Linear Model Generation
- Root Locus Analysis
- Singular Values Analysis
- Power Spectral Density Analysis
- Algebraic Function Scan
- Optimal Controller Design
- Steady State Analysis
- Frequency Response Analysis
- Stability Margin Analysis
- Eigenvalue Sensitivity Analysis
- Linear System Simulation
- Parameter Optimization

Some of EASYS's applications include robotics, flight control systems, aircraft and missile dynamics, chemical process control systems, and more. The EASYS has been installed onto the Cray X-MP on a trial basis.

If your work requires any of EASYS's capabilities mentioned above, you are encouraged to participate in its evaluation. Limited testing has been made.

For further information, including program accessibility and documentation, please contact Jim Serpanos at ext. 2619. It's easy to access EASYS: at the Cray X-MP prompt, merely type 'easys -help' and press the carriage return. Then, follow the instructions. (Code 2721)

NAWC-NRL INFRARED FOCAL PLANE ARRAY INFORMATION EXCHANGE MEETING

An Infrared Focal Plane Array (IRFPA) information exchange meeting is scheduled for 27-28 February in Lauritsen Laboratory Conference Room 2. The participants will include personnel from the Naval Research Laboratory (NRL), Office of Naval Technology (ONT), Loral Infrared and Imaging Systems, and NAWC. The program is scheduled to start at 0800 on Thursday, 27 February, with an overview of the ONT 6.2 IRFPA program by Dr. Joseph Killiany of NRL. This overview will be followed by reviews of the Loral HgCdTe Very Large Focal Plane Array program and the Loral Dual Band Focal Plane Array program by Loral personnel. These reviews are being structured specifically with an emphasis on array performance issues. The Thursday afternoon and Friday morning sessions will be for government personnel only and will consist primarily of reviews of either on-going or planned NAWC programs that utilize or may utilize IRFPAs. NRL personnel will also present an update of their in-house IRFPA nonuniformity compensation program.

The primary purpose of the meeting is to continue the process of translating emerging NAWC infrared system concepts into IRFPA technology requirements for possible development in the ONT 6.2 Infrared Focal Plane Array Project.

For additional information, contact Ike Fujiwara at ext. 1851 (Code 39405).

RETIREMENTS

NAOMI MULHERN

Naomi Mulhern is retiring after 29 years of federal service. A luncheon in her honor has been scheduled on Tuesday, 3 March 1992, from 1130-1230, at the Seafarer Club. Menu selections will include: 1) chicken croissant, 2) light plate (chicken or hamburger), or 3) club sandwich.

Each menu selection will be \$8.00 and includes lunch (with drink), tip, and gift. For reservations, or to make a presentation, please contact Rosemary or Joanie (Code 00), Admin. Bldg., Room 2020, ext. 2903/2201. (Code 00)

LEAVE DONORS NEEDED

The employees listed below have been approved as leave recipients under the Leave Transfer Program. These employees have exhausted annual and sick leave because of personal emergencies and will be in a nonpay status for at least 10 days. Employees who wish to help a leave recipient may donate annual leave to the employee. NAVWPNCEN NOTICE 12630 provides specific information regarding how to donate annual leave. Send your approved request to Code 221. For additional information, call ext. 2018.

Richard L. Lackey, Electrician Work Leader, Code 2673
Richard L. Lackey is recovering from severe pneumonia.

Anne H. Yates, Technical Writer/Editor, Code 3415
Ann Yates will be undergoing surgery and is in need of leave for a 6-week recovery period.

Jesse Ray Lewis, Jr., Police Officer, Code 2413
Jesse Ray Lewis, Jr., has been off work for several months due to back surgery and complications resulting from the back surgery.

Carolyn A. King-DeLeon, Engineering Data Management Specialist, Code 36531
Carolyn A. King-DeLeon is in need of leave to care for her husband during his 12 weeks of intensive metabolic treatment to regain control of his diabetes.

Judy A. Eldredge, Code 2862
Judy A. Eldredge is in need of leave to care for her 6-year-old son who is undergoing continuous treatment for Acute Lymphatic Leukemia.

Tammy L. Berry, Personnel Assistant, Code 224
Tammy L. Berry exhausted all her leave providing care for her mother during her mother's lengthy illness.

Carolyn M. Crump, Electronics Technician, Code 6442
Carolyn M. Crump underwent surgery and is indebted for leave.

Tammi L. Thom, Staff Assistant, Code 2502
Tammi L. Thom is presently ill and is indebted for leave.

Salleye S. Wakeland, Secretary, Code 35B3
Salleye S. Wakeland is suffering from anxiety attacks, migraines, and side effects from the medication prescribed for these conditions.

Linda Harinek, Purchasing Agent, Code 254
Linda Harinek underwent open-heart surgery and is unable to return to work until March 1992.

Sandy Joyal, Procurement Assistant, Code 254
Sandy Joyal broke her elbow, has undergone repeated surgery, and is indebted for leave.



HUMAN RESOURCES DEVELOPMENT

PERSONNEL DEVELOPMENT OPPORTUNITIES

Unless otherwise noted, enroll in the following classes by submitting NAVWPNCEN 12410/73 (Rev. 12-88), Request for On-Center Training, via department channels to Code 224. (Code 224

COULD YOU BECOME A BAG LADY?

26 February; Wednesday, 1600-1730; Training Center. By: Charla Green, Consultant.

Scope: Do you worry that you may someday run out of money? This course deals with the financial realities of a woman's life. Lifestyle choices and personal crises may have long-term monetary consequences. The financial impact of your decisions will be emphasized and you will learn what to do when you feel "out of control." Financial security can be achieved through the use of money management and investment techniques, and various types of insurance policies. Social Security benefits, tax consequences, and the importance of early planning for retirement will also be discussed.

Presentation Method: Lecture
Enrollments are on a walk-in basis only. The class size is limited. Point of contact is the Wellness Program Office, ext. 2468.

ACQUISITION OF TECHNICAL DATA (8 hours)

31 March; Tuesday, 0730-1600; Training Center. By: Ruth Barr, Code 3652
Required for enrollees in the TMC or SEC Programs.

The course emphasis is on what the program manager or technical manager, not the practitioner, should know about the development of various types of technical data required to support the phases of the acquisition life cycle of

a hardware or software product.

Topics include: configuration/data management, drawings, specifications, computer-aided engineering documentation, software documentation, provisioning, and data repository.

This course is an overview intended to show what technical data is, why it is important, and how it fits into the acquisition program.

Deadline: 17 March

ADMINISTRATIVE POLICIES AND PROCEDURES FOR NEW SUPERVISORS (32 hours)

26-27 February and 4-5 March; Wednesdays-Thursdays, 0800-1600; Training Center. By: Center Staff.

Intended audience: New supervisors during the 1st year probation period.

Scope: This mandatory 4-day course provides new supervisors with basic information about important NAWC-WPNS/NAWS administrative policies and procedures.
Topics covered include: a summary of general guidelines (organizational structure of DOD and subordinate commands, safety, security, privacy act, ethics, workers compensation, plant account, Drug Free Workplace Program, and EEO including Prevention of Sexual Harassment); affirmative employment (merit promotion, reassignment, special interest programs, interviewing and selecting new employees, reading a 171, and obtaining performance information from previous supervisors); employee development; employee awards (and other aspects

about the DEMO system); discipline (problem behavior, poor performance); and other topics of interest to supervisors.

Completing this course within the first 120 days of your supervisory probation period satisfies the mandatory training requirements for the probationary year for safety, security, ethics, and prevention of sexual harassment.

Note: Enrollments are on a call-in basis only. First-to-call, first-to-be-placed. To enroll or if you have any questions, call ext. 2686.

FILES IMPROVEMENT AND RECORDS DISPOSITION (7 hours)

4-5 March; Wednesday-Thursday, 0800-1130; Training Center. By: Pam Rivera, Code 3441.

This class is designed to help record keepers understand and apply basic rules related to filing. Topics covered are standard filing procedures; eliminating needless filing; cross-referencing; indexing; and using filing aids such as color codes, labels, file guides, and recommended file folders. Use of the Navy Standard Subject Identification Code and the use of microfilming, identification of record material, disposal of records, and use of the Federal Records Centers for storage will be discussed.

Deadline: 17 February

SECURITY FOR CLERICAL/ADMINISTRATIVE WORKFORCE (7 hours)

10 March; Tuesday, 0800-1600; Training Center. By: Code 24301.

This Course covers: badging and area access procedures; procedures for new employee security clearance; how to arrange for visitors, both foreign and domestic; How to mark and safeguard classified documents; transmission of classified documents; destruction of classified documents; courier card, letters, and memos; and how to get keys made and locks/combinations changed.

Presentation Method: Classroom Lecture and Practical Exercises
Deadline: 24 February

INTRO TO VOUCHER EXAMINATION (21 hours)

17-19 March; Tuesday-Thursday, 0800-1600; Training Center. By: Ed Dappen, Consultant.

Intended Audience: Voucher examiners or others with duties related to the voucher examination process.

This course is designed to improve the productivity of voucher examiners. It will provide a working knowledge of the process, emphasizing the need for accuracy, reliability, and timeliness. Upon completion of this course, the participants should be able to understand the role of the voucher examiner in the financial management process, perform the basic steps of voucher examination, and apply voucher examination principles to publications and periodicals, small purchase orders, utility payments, travel, communication services, intergovernmental purchases, contractual services and the Prompt Payment Act.

Deadline: 2 March

HOW TO READ NIF 009 (4 hours)

18 March; Wednesday, 0800-1130 or 19 March; Thursday, 1230-1600; Training Center. By: Larry Wailes, Code 2867.

This course is designed to help you read and understand one of the most important reports produced by the Center's Navy Industrial Fund (NIF) financial system. This course covers the basic NIF concepts of cost center, accounting shop, job order structure, labor acceleration, stabilized rates, and applied overhead. The job order transaction cycle (commitment, obligation, accrual, and cost) is covered for labor, inventory issues; DES orders and contracts for material; services and equipment; travel; cost distributions and transfers; and bad charges. This course is offered in two different sessions. Please choose only one.

Presentation Method: Classroom lecture
Deadline: 3 March

BASIC CLERICAL FORUM-TRAINING (3 hours)

19 March; Thursday, 1300-1600; Training Center. By: Code 224.

THIS COURSE IS BASED ON INFORMATION FOUND IN THE SECRETARIAL HANDBOOK. Topics include:

- How the Training Center does business

- Training responsibilities, yours and ours
- The when and why of completing training forms
- Other options
- Questions and answers

This course is necessary for the Secretarial Certificate Program.

ONLY A LIMITED NUMBER OF SPACES ARE AVAILABLE. To reserve your space in the class please call ext. 3159. No training request is required.

Deadline: 4 March

BASIC CLERICAL FORUM-TIME KEEPING (4 hours)

25 March; Wednesday, 0800-1130; Training Center. By: Marlie Smith, Code 2853.

THIS COURSE IS REQUIRED FOR THE SECRETARIAL CERTIFICATE PROGRAM. Covered topics will be: basic schedule, flex schedule, flex with holiday, temporary shift change, shift differential, first-forty, four-tens, part-time employees, and working a holiday.

Class enrollment is on a call-in basis. No training request required. Please call ext. 3159 to reserve your space.

Deadline: 11 March

GETTING SMART ON DEMO & GS/GM PERFORMANCE SYSTEMS (4 hours)

25 March; Wednesday, 0900-1400; Training Center. By: Marilyn Newstrom, PMTC and Dan Burnett, Human Resources Department.

Intended Audience: This class is not for all supervisors. It is intended for supervisors that because of NAWC-Weapons Division consolidation, find themselves suddenly supervising employees in differing systems. In the future there will be other training scheduled for supervisors that are not supervising people in more than one performance system.

Content: Elements of both DEMO and PMRS Systems including: Merit Pay Systems, Classification Systems, Grievance/Appeal Process, Adverse Action Process, Performance Appraisal Process.

If you have specific questions that you want addressed in class, please state them in Block 16 (course objective) on your enrollment form.
Deadline: 6 March

EQUIPMENT CUSTODIAN (3 hours)

26 March; Thursday, 1300-1600; Training Center. By: Debra Schlick Code 275.

This course is designed to familiarize Equipment Custodians with the new SPAWARINST. 11016.2b of 13 July 90, "Accountability for Plant and Minor Property." It will also provide assistance and guidance in the use of Equipment Management forms. It will help Equipment Custodians to understand their duties and responsibilities regarding equipment and accountable assets.

Management responsibilities from equipment acquisitions through useful life and ending with proper disposition will be covered in this course. Also, a way of accessing CERMS through ACC2 network will be explained and a guide handed out.

Enrollments are on a call-in basis. Please call Pat at ext. 3159.

Deadline: 12 March

COLLABORATIVE PROBLEM SOLVING AND LEADERSHIP TRAINING (24 hours)

9-12 March; Monday, 1230-1600; Tuesday-Wednesday, 0800-1600; Thursday, 0800-1130; Training Center. By: Robin Hughes.

Intended audience: Leaders and participants in groups, especially where members have authority to suggest, coordinate, and implement action plans

Participants of this 3-day workshop will learn and practice a facilitative (as opposed to directive) approach to group problem-solving, using and working on actual problems. They will address and begin removing interdepartmental roadblocks to successful TQM/TQM implementation. Training segments include:

- characteristics of people in teams
- characteristics of high-performance teams
- stages of group development
- models of personal and system change
- collaborative problem-solving and leadership skills and processes to create high-performance teams.

The training will provide practical, reality-based recommendations to leaders and employees who are building high-quality, collaborative

organizations.

Note: Spaces are limited. Enrollments are on a call-in basis only. First-to-call, first-to-be-placed. To enroll or if you have any questions, call ext. 2686.

EMC/EMI (4 hours)

1 April; Wednesday, 0800-1130; Training Center. By: Robert Christiansen, Code 36254.
Required for enrollees in the TMC or SEC Programs.

Scope: This class provides managers responsible for the design, development, and acquisition of DOD platforms, systems, and equipment with the information and guidance necessary to plan and implement an effective program to achieve the necessary degree of EMC.

Note: Because of increased emphasis on E3, program managers and engineers should consider attending this course.

Deadline: 18 March

MARTIN LUTHER KING TRAINING (4 hours)

24 February; Monday, 0800-1130 or 1300-1630; Michelson Lab Room 1000D. By: Ricky Parks, Code 225.

In honor of the late Rev. Dr. Martin Luther King Jr.'s birthday, a special presentation of "Eyes On The Prize, America's Civil Rights Years, 1954-1965" will be given. The original 6-hour series "Eyes On The Prize" was released in 1987 to unprecedented critical acclaim. Now, through the underwriting of Toyota Motor Sales, USA, the producers of the original film project, Blackside, Inc., have edited the 6-hour series down to feature length so that more viewers can appreciate the sweeping impact of this important period of history. Following the feature length film will be a facilitator-led discussion.

The American civil rights struggle has been termed the second American Revolution, and it brings millions of civil rights activists in affirmation of the democratic process. "Eyes On The Prize" tells the story of this American Revolution; it reveals the triumphs and tragedies of Blacks and Whites in the American South as they tested their powers to influence change. From the murder of a 14-year-old boy in Mississippi in 1955 to the dramatic gathering of 25,000 marchers in Selma, Alabama, in 1965, this program chronicles the ability of ordinary people to demand justice.

Enrollments are on a walk-in basis only. No training request is required. This training will satisfy the four hour EEO training requirement for supervisors. If you have any questions, call ext. 2686.

APPLICATIONS OF MODERN RADAR SYSTEMS: AIRBORNE MULTIMODE RADARS (40 hours)

9-13 March; Monday-Friday, 0800-1600; Training Center. By: Byron D. Edde, QUINTECH Corp.

Prerequisite: This course is introductory insofar as airborne systems are concerned, but students benefit from a knowledge of radar principles and should have taken an introductory

radar course. Students should also have sufficient mathematical background to understand the material presented. Some calculus and transform methods will be used.

Intended Audience: Engineers, scientists, test personnel, senior technicians, and technical managers who work with or require knowledge of airborne radars.

Scope: This course describes modern multimode airborne radar principles, systems, and technology. Its main topics are airborne radar requirements, radar principles, airborne modes, signal processing, data processing, radar electronic warfare modes and mode interleaving, and advanced radar technology.

Deadline: 24 February

MACINTOSH SURVIVAL: TROUBLESHOOTING & DATA RECOVERY TECHNIQUES (16 hours)

17-18 March; Tuesday-Wednesday, 0800-1600; Training Center. By: Data-Tech Institute.

Prerequisite: Basic Macintosh skills.
In this class you will learn how to recover lost or damaged files and folders; troubleshoot typical problems; diagnose system error messages; optimize your Mac hard disk; preventive maintenance; virus protection.

This class includes a comprehensive course workbook containing techniques and guidelines and a Mac toolkit that contains troubleshooting tools, grounding tools, and an "Apple Cracker" for troubleshooting, disassembling, and assembling your Mac.

Note: Please provide a JO# for \$700 for your enrollment. Each student is invited to bring his/her own Macintosh computer.

Deadline: 3 March

Enrollments are taken as first request received, first approved.

VAX/VMS FOR BEGINNERS (20 hours)

2-6 March; Monday-Friday, 0800-1130; Training Center. By: Daryl Vaughn, Code 224.

Prerequisite: Some familiarity with computer terminals and keyboards.

Intended Audience: Beginning users of VAX systems, nonprogrammers.

In this course you will learn to: log on / log off a VAX system, use the Digital Command Language (DCL) instructions, set up files and directories of files, set file protection, use the PHONE and MAIL utilities, use the VAX editor (ED) to create and modify text files.

Presentation Method: Hands-On Workshop
Note: Enrollment preference will be given to users of installed VAX systems. Please do not request this training if your system is not yet installed.

Deadline: 18 February

Enrollments are taken as first request received, first approved.

POWERPOINT ON THE MACINTOSH (8 hours)

12 March; Thursday, 0800-1600; Training Center. By: Paul Colter, Code 2832.

Prerequisite: General knowledge of Macintosh concepts and usage.

In this class you will obtain the skills necessary to produce the kind of presentations you've always wanted. Topics include creating, editing, and printing presentation slides and charts.

Presentation Method: Hands-On Workshop
Deadline: 27 February
Enrollments are filled as first request received, first approved.

ADVANCED EXCEL 3.0 FOR THE MACINTOSH (16 hours)

23-24 March; Monday-Tuesday, 0800-1600; Training Center. By: Al Goettig, Consultant.

Prerequisite: 6-months experience using Excel, knowledge of computer programming helpful.

In this class you will learn: array formula; worksheet function; database function; self-adjusting worksheet; programmed macros, and custom menus.

Presentation Method: Hands-On Workshop
Deadline: 9 March
Enrollments are filled as first request received, first approved.

INTRO TO WORD 4.0 (16 hours)

25-26 March; Wednesday-Thursday, 0800-1600; Training Center. By: Donnie Goettig, Consultant.

Prerequisite: Basic Macintosh operating skills

In this class you will learn: basic word concepts; entering text; editing text; saving the document; printing the document; closing Word; character formatting; selecting (character, word, sentence, line, paragraph, entire document); utilities (change, go to, find); using the clipboard (cut, paste, copy); window menu; using key caps (fonts); edit menu (undo, edit again); subscripts and superscripts; paragraph formatting (ruler, center, left, right, justified alignment, paragraph spacing, tab stops, indents, hanging indents, line spacing, paragraph dialog box); page formatting (headers, footers, page set up, page breaks); other features (spell check, hyphenation).

Presentation Method: Hands-On Workshop
Deadline: 11 March
Enrollments are taken as first request received, first approved.

WORD, ADVANCED (16 hours)

30-31 March; Monday-Tuesday, 0800-1600; Training Center. By: Donnie Goettig, Consultant.

Prerequisite: 6-months experience using Word 4.0

In this course you will learn how to use:

1. Style sheets: automatic and custom, based on, next style, copying and pasting styles, linked styles, changing and editing styles.
2. Tables: multiple page tables, combining, merging and splitting cells, sorting in the table.
3. Advanced graphics: cropping, resizing, position command, flowing text around the graphic.
4. Indexes, custom menus

5. Advanced formatting
6. Tips, keyboard shortcuts
Presentation Method: Hands-On Workshop
Deadline: 16 March
Enrollments are filled as first request received, first approved.

SUPERVISOR AS COACH AND SUPPLIER (16 hours)

9-10 March; Monday-Tuesday, 0800-1600; Training Center. By: Suzanne Hard.

Intended audience: Supervisors, managers, and team leaders.

This two-day workshop will assist participants in moving from a directive style of leadership to one where the role is more that of a coach, facilitator, or (using the Supplier-Customer model) one of more supplier rather than customer. Participants will understand the concepts, identify the key behaviors and plan the strategies necessary to make this shift.

Note: Enrollments are on a call-in basis only. First-to-call, first-to-be-placed. To enroll or if you have any questions, call ext. 2686.

INCOME TAX PLANNING (1.5 hours)--Please Note Date Correction

4 March; Wednesday, 1600-1730; Training Center. By: Charla Green, Consultant.

Scope: This seminar will focus on tax planning strategies for employees. Three primary questions will be answered:

- (1) Why do I have to pay taxes?
- (2) How can I keep the IRS auditor away?
- (3) How can I pay as little tax as possible?

Recent tax law changes and tax planning tips will also be covered. Time will be provided for questions.

Presentation Method: Lecture
Enrollments are on a walk-in basis only. Point of contact is the Wellness Program Office, ext. 2468.

TQM-OVERVIEW OF STATISTICAL METHODS AND TECHNIQUES (12 hours)

27 February; Thursday, 0800-1600; 28 February; Friday, 0800-1130; Training Center. By: John Giovinco, Code 2832.

Scope: To measure and control work processes, there are a few basic statistical methodologies and techniques that are useful. These do not require an in depth mathematical or statistical background. The use of a calculator and familiarity with basic terminology are all that is needed.

The seminar covers such topics as data display, central tendency measures, dispersion, distribution, and regression. Studies done at NAWC-WPNS/NAWS will be used to illustrate some of the techniques. A manual written by the instructor will be provided to all participants.

Note: Enrollments are on a call-in basis only. First-to-call, first-to-be-placed. To enroll or if you have any questions, call ext. 2686.

MERIT PROMOTION

No. 24-008, Security Specialist, Supervisory, DA-0080-2/3, Code 2433 - This position is Head, Personnel Security Branch, Security Division, Safety and Security Department. The incumbent supervises, manages, administers, and coordinates the Station personnel security program. Job Relevant Criteria: Knowledge of Department of Defense, Department of the Navy, and NAWC/NAWC-WPNS regulations and instructions pertaining to personnel security policies and procedures; ability to perform as a first level supervisor; ability to communicate orally; ability to communicate in writing; knowledge of affirmative action principles including a willingness to implement EEO practices. See "Notice Regarding Drug Testing Positions." Must be able to obtain and maintain a Top Secret security clearance. Promotion potential to DA-3, but not guaranteed.

No. 24-009, Security Specialist, DA-0080-3, Code 24301 - This position is located in Security Education Office, Security Division, Safety and Security Department. The incumbent develops, prepares, and instructs/facilitates security training and briefings for all Center employees and coordinates security specialists. The incumbent develops and prepares practical exercises and other training aids for use during classes. Job Relevant Criteria: Knowledge of the Department of the Navy and Naval Air Weapon Station's information, industrial, personnel, and physical security programs; knowl-

PERSONNEL NEWS

Promotional Opportunities

Applications for positions listed below are being accepted from Department of Navy Employees currently sited at NAWC, China Lake and from eligible employees of attached activities who are permanently assigned to the China Lake site. This group includes employees with career or career conditional appointments, employees with permanent Veterans Readjustment Act (VRA) appointments; temporary employees with reinstatement eligibility; and handicapped employees with Sch. (A) continuing appointments. Also included are spouses, with competitive status, of civilian sponsors hired by a DOD activity within China Lake's commuting area. Applications from other groups will be accepted when specified in advertisements listed herein. Vacancies are subject to restrictions imposed by the DOD Priority Placement Program. Applicants must meet all legal and regulatory requirements, including minimum qualifications, by the closing date of the advertisement. Evaluation of applicants qualifications will involve using at least two assessment measures. Assessment measures are work experience, annual performance assessment rating and narrative, education, training, and awards.

Eligible spouses, of military sponsors, with competitive employment status or eligibility under E.O. 12362, must register in the DOD Priority Placement Program to be eligible for spousal preference. Those enrolled in this program will automatically receive consideration for employment on vacancies for which they qualified. For initial employment information, career counseling and enrollment, call 639-3317 for an appointment.

HOW TO APPLY: Submit the following: a current application, SF-171 or other Human Resources Department pre-approved form, a copy of your most recent annual performance assessment narrative (note: a copy of your performance plan should be attached if the annual performance narrative does not clearly state the tasks/duties performed); and a completed Background Survey Questionnaire. A supplemental narrative which relates your qualifications to each knowledge, skill, or ability (KSA) as cited in the advertisement is highly recommended and may be required if stated in the vacancy announcement. Write the title, series, level (grade), and announcement number on all application materials. Not submitting the annual performance narrative may adversely affect your evaluation score. Prior to submitting your application, complete Cover Sheet Form 12335/2, available at the reception desk. Make sure your address, phone number, etc., are current, correct and that all forms are complete and accurate. If any of this information is missing, your qualifications may not be fully and completely rated. Additional information cannot be submitted after the closing date of the announcement. A current date and signature on the last page completes the application. Civilian Spousal Program Eligibles with competitive status must submit a copy of their sponsor's PCS orders with each application in order to be considered for Merit Promotion vacancies which do not state that status eligibles may apply.

Application materials are accepted, and blank forms are available, at the Reception Desk, Room 100, Human Resources Department, 505 Blandy. Announcements close at 4:30 p.m. on Thursday, one week after the opening date of the announcement, unless otherwise specified. Applications received after 4:30 p.m. on the closing date will not be considered. Copies of Applications may be submitted since applications are kept in an announcement file and cannot be returned or filed in personnel folders. The Naval Air Warfare Center, Weapons Division is an Equal Opportunity Employer; selections are made without discrimination for any non-merit reason.

NOTICE REGARDING DRUG TESTING DESIGNATED POSITIONS