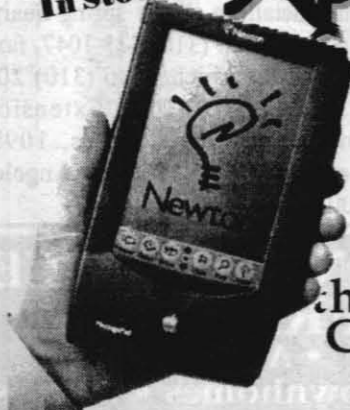


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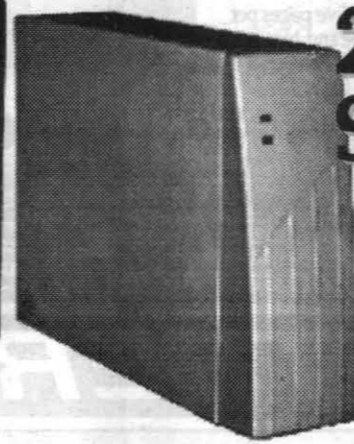
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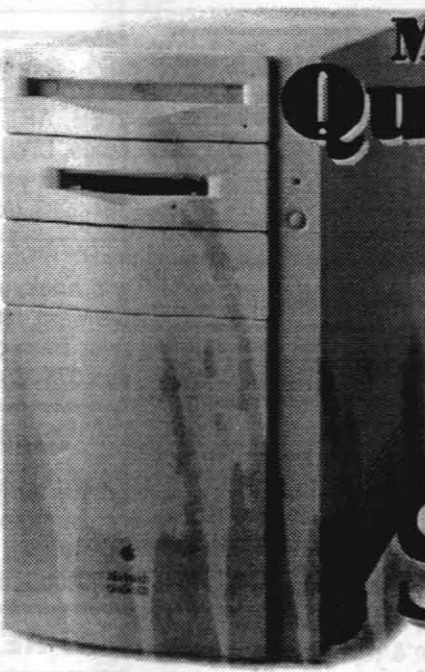
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THE ROCKETEER

THURSDAY, FEBRUARY 10, 1994

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 50, No.3



Photo by Margie Hammett, TID

EARTHQUAKE RELIEF provisions were loaded into a Navy pickup by RM1 Dave Dolnic (left) and George Chira of the U.S. Navy Reserve at the All Faith Chapel. Dolnic later transported the cargo to Point Mugu.

**NAWCWPNS sites
 respond to call for
 earthquake relief**

Response to the call for donations for earthquake relief for the city of Fillmore was so great the China Lake-Point Mugu shuttle could not safely transport the goods and a load of passengers. So, Capt. Charles A. Stevenson, NAWC commanding officer, authorized the use of a Navy pickup truck from the C-pool to haul the donations to Point Mugu.

The initial call for assistance for Fillmore was for zipper-type plastic storage bags, which were needed for dividing bulk foods for distribution to quake victims. Loads of five to ten boxes at a time were sent over on several shuttle flights initially.

Then the call went out for bread, canned meats and other goods, and the donations began stacking up at the NAWC Quarterdeck in the Administration Building and the All Faith Chapel. When it became apparent the shuttle couldn't safely handle the load, Administrative Officer Lt. Laura Yambrick received authorization to use the pickup truck and found a willing volunteer driver in RM1 Dave Dolnic, of the Naval Telecommunications Center. He delivered the cargo to the NAWC Point Mugu Public Affairs Office, which later transported it to the Fillmore Disaster Assistance Center.

Other activities respond

Besides the local effort, which will continue, Navy people throughout the Southern California region have assumed the traditional role of "ambassadors of goodwill." Some ninety 400-gallon water tanks have been deployed throughout the quake zone by Seabees from Naval Mobile Construction Battalion (NMCB) 40 from Port Hueneme and Construction Battalion Units 409 and 405 from Long Beach and Miramar, respectively. And, like China Lake, various commands have sponsored donation drives to aid victims.

Perhaps the largest joint civilian-Navy post-quake effort was the construction of the Vincent Hal train station near the junction of Highway 14 and Interstate 5. Los Angeles public works engineers and 20 members of NMCB 40 broke ground for a Metrolink platform and five-acre parking lot on Jan. 24, and it was operational last week.

"This is not unusual," said SWC (SW) Paul Hoffman, who headed the Seabee team. "We'll go anywhere and build anything."

Within days of President Clinton's executive order requesting personnel from L.A. area military activities to be assigned to assist the Federal Emergency Management Agency, some 400 civilian and active-duty Navy

New payroll system gets the new year blues over locality pay, W-2s and CFC

By Barry McDonald
 Editor

While the initial switchover to the new payroll system at Defense Finance and Accounting Service (DFAS), Denver, Colo., in October 1993 went fairly well, problems associated with the centralized system cropped up in the first pay check of 1994 and in erroneous entries on W-2 forms for 1993.

A locality pay increase of 3.09 percent was to have been included in most China Lake employees' pay for the first full period in 1994. Due to a "communication" problem between the Defense Civilian Personnel Data System (DCPDS) used by the Human Resources Department and the Defense Civilian Payroll System (DCPS) used by DFAS, some 400 employees did not receive the increase.

"The decision as to who was to get the increase came late in the year," said Don Summer, China Lake point of

contact for the Manpower and Personnel Data Systems Division. "As a result, the program that was written to show the increase in the interface between DCPDS and DCPS could not be thoroughly tested. We have identified about 400 employees who were affected from our side in DCPDS and have manually adjusted their records and the amount they should be paid. Others may yet be discovered on the DCPS side at Denver, but we have not heard of any."

Summer went on to say that, for those roughly 400 people, tomorrow's pay should include the corrected amount and that the correction will be retroactive to "make sure everyone gets what they're entitled to."

Erroneous W-2 entries

By now most employees should have received a letter from DFAS explaining to them that they would soon be receiving a corrected "Form W-2, Wage and Tax Statement." All of the 63,600 employees, who had been in other pay systems before the October 1993 consolidation

Please see **PAYROLL**, Page 10

Please see **RELIEF**, Page 10

Black History Month observance

The role of Blacks in the military; BHM luncheon planned

5

GPS mini-conference set for Feb. 16-17

Technology Advancement Group hosts first confab on system

6

Health alert: viral activity very high

RSV poses exceptional threat to infants and toddlers

7

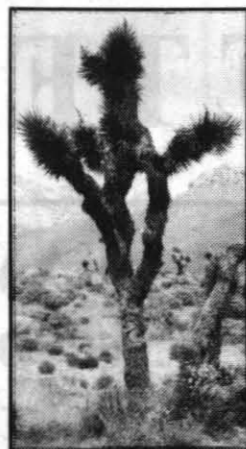
Fish & Game conducts big horn sheep survey

EPO's Campbell assists in status check of reintroduced animals

16

Weather

January 26-February 1				
	Max.	Min.	Gusts	Humidity
Wed	64	27	16	51-17%
Thurs	60	37	12	58-18%
Fri	61	31	12	—
Sat	65	34	15	—
Sun	67	24	12	—
Mon	59	32	14	32-14%
Tues	51	20	6	37-17%
January 19-25				
Wed	56	21	6	34-13%
Thurs	55	26	13	65-13%
Fri	55	39	9	67-41%
Sat	58	44	7	—
Sun	64	42	11	—
Mon	59	41	27	65-42%
Tues	65	44	22	51-24%



China Lake Calendar

- Tuesday, Feb. 15**
 - Final make-up session for Standards of Conduct/Prevention of Sexual Harassment training, 1 p.m., Room 1000D, Michelson Lab
- Wednesday, Feb. 16**
 - Hail and Farewell, 6 p.m., Seafarer Club
- Wednesday-Thursdays, Feb. 16-17**
 - NAWCWPNS GPS Mini Conference, 8:30 a.m. to 4:30 p.m., Michelson Lab, Room 1000D
- Friday, Feb. 18**
 - Black History Month luncheon, 11:30 a.m., Farris' At The Heritage
- Thursday, Feb. 24**
 - hIDEA National Engineers' Week Dinner, 6 p.m., Carriage Inn
- Saturday, March 5**
 - Seabee Ball, 6 p.m., Kerr McGee Center

THE ROCKETEER

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Application for award allows for assessment of TQL process



By VAdm. William C. Bowes
NAVAIR Commander

Total Quality Leadership is a way of life. It has brought great opportunities for strengthening and unifying our organization. TQL has come to mean *customer satisfaction*—an end state we are achieving through process improvements and performance measurement. It is a philosophy which must become ingrained in every fiber of our organization if we are to move forward successfully in this very different and challenging world.

TQL is here to stay, and the leadership within the TEAM has committed to its implementation more than ever before. The outside recognition we continue to receive for our efforts is testimony to that commitment, and to the dedicated efforts of our people—the true catalyst for innovative thinking and creative process improvements. I recognize we are not totally “there” yet, and that we still have a great deal of opportunity to grow and improve. But there is no doubt in my mind that already we have made great strides, and that we will continue to be regarded by government and industry as a total quality organization.

Last year alone, Naval Aviation Depot Cherry Point became the first activity to twice capture the Quality Improvement Prototype Award; the Naval Air Warfare Center Aircraft Division Lakehurst also with the QIP; and NADEP North Island received the USA Today, Rochester Institute of Technology Quality Cup, which recognizes teamwork in organizations. In 1989, NAVAIR was lauded by the Federal Quality Institute, receiving the President's Award for Quality, which recognizes excellence among federal government agencies. The 1994 President's award is modeled after the private sector's Malcolm Baldrige Award and has only been given three times since its inception in 1988.

Based on the genuine belief that our TEAM truly is a “quality organization,” and has made considerable improvements since our last submission, we decided to again vie for the 1994 President's award last fall. But applying for this award meant much more than winning or losing—it presented an excellent opportunity for our TEAM to receive an objective assessment of our quality progress. No matter what the outcome, we have learned a great deal about ourselves during this process.

Our award submission was presented to the Federal Quality Institute in September, and among all federal government activities that are competing, NAVAIR was the only organization chosen for a site visit. This alone is a considerable achievement, considering that the criteria for judging and the analysis of these elements are considerably more rigorous today than they were in 1989. The quality examiners who conduct the site visits are also much more informed today, and are positioned to ask the really “tough” questions.

During NAVAIR's site visit (Dec. 13-17), the quality examiners visited NAVAIR Headquarters; the Naval Air Warfare Center Aircraft

Please see TQL, Page 15

Today is deadline for Hail and Farewell reservations

Civilians and military personnel are invited to say good-bye to Lt. Craig “Crittter” Crotteau and hello to RAdm. Dana B. McKinney, LCdr. Patric Roesch, Lt. Doug Staunton, Lt. Paul Sohl and Ens. Dave Parks at a Hail and Farewell party set for Wednesday, Feb. 16, at the Seafarer Club. The fun starts with drinks at 6 p.m., followed by pizzas from Freddie's at 6:30. The presentations begin at 7 p.m.

Reservations are required and may be made by calling Lt. Ken Frieders, 939-5285, or Lt. Paul Matheson, 939-5265, by 3 p.m. today, Feb. 10.

Pages From The Past

Feb. 3 & 10, 1984

LeRoy Doig III and Cliff Lawson were honored as the key players in producing the NWC Command History that won the VAdm. Niblačk Award for best history for 1981 and 1982. . . AO1 Tommy Davis is NWC's Blue-jacket of the Year. . . Capt. J.T. Phaneuf and Bill Porter helped with ground breaking for the new Trident II Rocket Motor Test Facility at Skytop. . . Navy twins, Randy and Ricky Barton, have been assigned to NWC, joining their twin cousins, Ronald and Raymond Barton, already at China Lake.

Feb. 1 & 8, 1974

RAdm. Pugh, NWC commander, and Bill Porter, deputy technical director, were featured speakers at the annual National Prayer Breakfast. . . China Lake Superintendent of Schools, Sol Spears, will join a U.S. study mission to examine schools in Sweden, Finland and the USSR. . . NWC SAR helo pilot, LCdr. Jack Macidull, rescued two pilots from George AFB who ejected in Death Valley from their RF-4 Phantom.

Feb. 7 & 14, 1964

President Lyndon Johnson announced details of the NOTS-developed Walleye bomb during a nationally televised news conference. . . Cdr. Jack Manherz took over as commanding officer of VX-5, succeeding Cdr. Harry N. O'Connor. . . The first commercial sponsorship of the Maturango Museum was purchased by the IWV Rotary Club. . . Joe Flynn, the TV-star of McHale's Navy, was the guest of honor at Saturday's Neptune Ball.

Feb. 5 & 12, 1954

Clarence Weinland moved from head of the Applied Research Branch to head of the Warhead Branch in the Rocket Department. . . Engineers have begun installing the electronic equipment on Laurel Mountain to rebroadcast L.A. TV stations in the IWV. . . AME1 Charles Thompson was elected to head the EM Recreation Committee. . . Robert Kirkwood, state controller, spoke at Richmond School Tuesday night under the sponsorship of the Station Education Office. . . F.E. Lawrence was named special aide to the NOTS technical director.

Congressional internship program applications are due in early April

Applications are being accepted for Congressman Bill Thomas' annual Summer Congressional Internship Program in Washington, D.C.

Interns selected will spend six weeks working in the Washington office and two weeks working in one of the Congressman's district offices (located in Bakersfield and Visalia).

College students possessing good writing and typing skills with a minimum junior standing by the fall and a minimum 3.0 GPA are qualified for the summer internship. They should also be residents of the 21st Congressional District (most

of Kern and Tulare counties). Summer interns will receive a stipend of \$1,200 for the two-month program.

Students should submit a detailed resume, a copy of their college transcripts and a 250-word essay on their interest in the congressional internship, their career goals and what they expect to learn from the internship.

Applications should be sent to Congressman Thomas' Bakersfield office: 4100 Truxtun Avenue, Suite 220, Bakersfield, CA 93309, Attention: Cathy Abernathy. Applications must be postmarked by April 1.

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Local, Metropolitan and Wide-Area Networks,” “Fiber Optic Sensors: Theory and Applications,” “Magnetic and Electric Fields from AC Power Transmission Sources” and a “Power Cable Engineering Clinic.” All courses meet at the UCLA Extension Building, 10995 LeConte Ave., adjacent to the UCLA campus, from 8 a.m. to 5 p.m. For a brochure detailing all the spring quarter short courses, call (310) 825-1047, fax a request for the brochure to (310) 206-2815 or write to UCLA Extension, Engineering Short Courses, 10995 LeConte Ave., Ste. 542, Los Angeles, CA 90024.

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<p>HOW TO CUT your utility bill in half. Send \$5 to John Fitzgerald, P.O. Box 6277, Ridgecrest, CA 93556. (0210)</p> <p>10 HELP WANTED AGGRESSIVE, self motivated people needed for an up and coming company. For more info. call 446-5831. Serious inquiries only! Ask for Sam! (0224)</p> <p>15 SERVICES/SCHOOLS LANDSCAPING by Deluxe. Sprinklers, drip, clocks, sod, rock, installation & repairs, clean-ups & hauling. Gardening starting at \$15 weekly. 377-4419. (0324) HANDYMAN - Yard clean up, hauling, small home repairs, etc. Free est. Sr. Discount. 446-0365 Ask for Randy (0210)</p> <p>GET GREAT RESULTS WITH CLASSIFIEDS!</p>	<p>2 BR. APT. UPSTAIRS. refrig., range, D/W, GD, garage, balcony, sm. back yard. \$400 mo. Call Dave 384-3283. (0224)</p> <p>VERY NICE, Clean 2 BR apt, Gar, w/d hookups, sm fnced yd, f/p, dishwasher, refrig. 641 A Commercial Ave. Trash paid. \$425/mo + \$425 sec/ 371-4606 (0224)</p> <p>20 RENTALS LARGE 2BR APT. stove, refrig., carpet, drapes, dual cooling, W/T pd, fenced yard, free laundry. \$350/mo. + dep. 375-9667. (0210)</p> <p>25 REAL ESTATE R-RANCH in the Sequoias; Four Season Recreational Resort; use year round; \$14K. 805/491-2455. (0310)</p> <p>35 AUTOMOTIVE 71 VW BUG \$450. New Engine, needs trans. 446-3682 (0210)</p>	<p>1985, FULLY LOADED Grand Marquis LS w/power windows, door locks, steering, etc. High quality stereo w/cassette deck, auto headlight system and much more. Repainted last year. Glossy black multi-coat finish with red pin stripes. \$4500.00/OBO (Note: SMOG Cert. Included) Call Gerry 375-1519 evenings/ Fridays/ weekends or 939-9012 other. Leave a message, if necessary, and I will call back.</p> <p>1981 TOYOTA long bed pickup truck. Good reliable transportation. Only 118,000 miles. Well maintained. \$1800.00/OBO (Note: SMOG Cert. included) Call Gerry 375-1519 evenings/ Fridays/ weekends or 939-9012 other. Leave a message, if necessary, and I will call back.</p> <p>R-1981 TOYOTA long bed pickup truck. Good reliable transportation. Only 118,000 miles. Well maintained. \$1800.00/OBO (Note: SMOG Cert. included) Call Gerry 375-1519 evenings/ Fridays/ weekends or 939-9012 other. Leave a message, if necessary, and I will call back.</p> <p>40 MISC. FOR SALE BEAUTIFUL wedding viel \$75. Thigh Master \$10, wicker chair \$10. 375-5117. (0210)</p>	<p>USED REFRIGERATOR, approx. 19 cu ft w/top freezer \$150.00 Call Gerry 375-1519 evenings, Fridays, weekends or 939-9012 other. Leave a message, if necessary, and I will call back.</p> <p>CONVERTED CALIFORNIA King waterbed. Solid wood bookshelf frame, sturdy w/size rails. Quality box spring and mattress. A good price at \$250.00. Must see to appreciate. Call Gerry 375-1519 evenings/ Fridays/weekends or 939-9012 other. Leave a message, if necessary, and I will call back.</p> <p>BACK AND ABDOMEN workout machine. Paid \$99.00 but will sacrifice for \$59.00 Call Gerry 375-1519 evenings/ Fridays/ weekends or 939-9012 other. Leave a message, if necessary, and I will call back.</p> <p>MARQUIS DIAMOND RING for sale: 1/3 ct Marquis Solitaire, beautifully set in a 14K gold ring, Size 5 1/2. Originally paid \$1100.00, am asking \$565.00. Call Mary at 446-4958 (0210)</p>



COMMUNITY EVENTS

Members of the China Lake Players theater group invite everyone in the Indian Wells Valley to a Valentine's Brunch fundraiser at the Santa Fe Grill Restaurant Sunday, Feb. 13, from 10 a.m. to 2 p.m. The China Lake Players will receive 50 percent of the gross receipts generated during the event.

This Valentine's Day, members of the Indian Wells Valley Chapter of The Society for the Preservation and Encouragement of Barber Shop Quartet Singing in America will once again deliver singing valentines for those who want to tell that certain someone "I love you" in a special way. Two quartets will roam the valley on the evenings of Feb. 13 and 14 singing such songs as "Tell Me Why," "Let Me Call You Sweetheart," "Story of the Rose (Heart of My Heart)" and "Sweet and Lovely" (for ladies only). The recipient of each singing valentine will also receive a heart-shaped box of candy and a long-stem red rose. To make arrangements, call Bob Gould, 446-7475. The cost is \$20 per valentine.

Additional songs will be available for \$5 each, with a three-song limit.

On Feb. 15, the Kern County Health Department will offer low-cost pregnancy screening services from 8 to 10 a.m. Appointments are necessary and may be made by calling 375-5157. Available services include pregnancy testing, counseling, health education, and referral information on prenatal and family planning services. There is a \$5 charge for each pregnancy test. The test can determine pregnancy as early as two days after a missed menstrual period.

During Feb. 18-21, the people in Kernville will turn back the clock to relive the gold rush days of the 1880s, while people throughout the Kern River Valley celebrate Whiskey Play Days. Some of the activities will include a grand parade, Wild West Rodeo, stage production, guided mine tours, a small tractor race, costume contest, gun fights, whiskerino contest, frog races, epitaph contest and much, much more. For a

complete list of activities, and their dates and times, call the Kernville Chamber of Commerce (619) 376-2629, fax the request to (619) 376-4371 or write to the Kernville Chamber of Commerce, P.O. Box 397, Kernville, CA 93238-0397.

From Feb. 27 to March 5, the 250-foot replica of the Vietnam Veterans Memorial in Washington, D.C.—the Moving Wall—will be on display at the Furnace Creek Inn & Ranch Resort in Death Valley. Official opening ceremonies for the memorial will be held the afternoon of Feb. 27, coinciding with the 12th Annual Vietnam Veterans Death Valley Marathon and Parachute Jump. On March 5, Furnace Creek will close the event with a morning "rededication" ceremony.

The Indian Wells Valley Branch of American Cancer Society is planning an all out effort to "Crusade Against Cancer." Starting Monday, Apr. 4, several memorial walls containing the names of local loved ones and friends who have succumbed to this dreaded disease since 1977 will be displayed at different sites. They will be remembered in perpetuity, each name recorded in a special memorial book. Names that are not on the walls may be added to this special book by anyone wishing to do so. Memorial donations of any amount will be gratefully accepted. "Only through research, education, service and faith can our

objective be accomplished," said Rose Varga, crusade chairman. "This is a tremendous venture which will require the cooperation and active participation of a large number of volunteers to staff the month-long effort. Volunteer. You'll be glad you did." For more information call 446-3939.

"The gallery committee of the Matungo Museum would like to thank the community for its enthusiastic support of this past year's art exhibits and hopes the artwork was found to be stimulating," said Art Curator Mary Lundstrom. She added that expectations were high for the 1994 assemblage of shows and announced that the search and selection process has begun for the 1995 calendar. She urged interested artists to call her at 375-6900. A prospectus and application can be obtained at the store counter in the museum at the corner of Las Flores and China Lake Blvd. A resume and at least 10 slides or photographs are required for review by the gallery committee.

As of Jan. 1, the fees for all certified copies of vital records sold by local registrars, county clerks, county recorders and the Office of Vital Records and Statistics in California will increase by \$1. The certified copy fee for a birth certificate will increase from \$12 to \$13, while the fee for a copy of a death and fetal record will increase from \$8 to \$9.

Bluejacket of the Year Program celebrates silver anniversary

Celebrating the silver anniversary of the Bluejacket of the Year Program, the Indian Wells Valley Council of the Navy League salutes China Lake's top bluejackets at a special dinner at the Seafarer Club on March 26.

The evening celebration honoring the Bluejacket of the Year candidates starts at 6 p.m., and the award will be presented by the president of the Navy League Council at about 8.

The Bluejacket of the Year is selected from the eight sailors at the Naval Air Weapons Station (NAWS) and Air Test and Evaluation Squadron Five (VX-5) who were sailors of the quarter during 1993.

A panel of senior enlisted leaders from both units interviews candidates and selects the winner based on his or her service record, community contributions and the personal interview.

All those competing receive cash awards, and the winner receives additional awards of cash and prizes from the Navy League and area businesses.

Tickets, at \$12.50 per person, are available from the China Lake Public Affairs Office, the Command Master Chiefs at NAWS and VX-5, or by calling 446-4730 or 375-7859.

Businesses and individuals interested in making a donation to the Navy League for this event should call one of the above numbers.

Bluejacket candidates Curtis and Schutte profiled

Editor's Note: With this issue, The Rocketeer profiles the first two of eight candidates for Bluejacket of the Year. These first two are both members of Air Test and Evaluation Squadron Five (VX-5).

AMS1 (AW) David F. Curtis
Petty Officer Curtis was VX-5's Sailor of the Quarter for the first quarter of 1993. A native of Riverside, Calif., Curtis joined the Navy in 1980 and is now a work center supervisor who directs more than 35 sailors in the Aircraft Division.

After completing Aviation Structural Mechanic "A" school, Curtis was assigned to VXE-6 at Point Mugu for Operation Deep Freeze. Other assignments included duty with VA-145, Whidbey Island, and as a member of the staff at the Navy Brig, Seattle. He has been with VX-5 since January 1992.

Capt. Scott Ronnie, VX-5 commanding officer, commended Curtis for winning sailor of the quarter honors, saying he has a "can-do positive attitude and is a natural leader with unbonded potential."

Curtis and his wife of 14 years, the former Lori Chalmers, are the parents of two daughters, Lecia, 14, and Nicolee, 11.

AD2 Pamela S. Schutte
A native of Honolulu, Petty Officer Schutte is a 1977 graduate of that city's Saint Louis

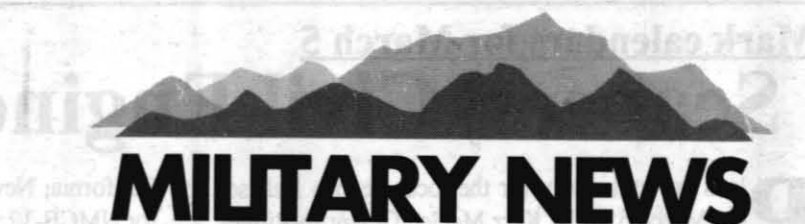
High School. She joined the Navy in May 1986 and was trained as an aviation machinist mate at the Naval Air Technical Training Center, Memphis, Tenn.

As a powerplants supervisor, she played a key role in the successful coalition of the Powerplants Work Center and Line Division of VX-5 into the first of its kind Powerline Division. Selected as Sailor of the Quarter for the second quarter of 1993, she was cited for a leadership style and training technique that allowed her to develop superior workers under her supervision. Capt. Ronnie said, "She is building leaders today for tomorrow's Navy."

Following her formal training, Petty Officer Schutte joined HSL-37 at Barbers Point, Hawaii. Subsequent assignments have included VP-17, while deployed to Adak, Alaska; and Diego Garcia in support of Operation Desert Storm. Her personal awards and honors include several letters of commendation and the Navy Achievement Medal.

Her supervisor, in nominating her for sailor of the quarter honors, said, "Her natural abilities and leadership qualities allow her to perform head and shoulders above any second class petty officer at VX-5."

The second class petty officer is the mother of two daughters, Jennifer Lynn Smail, 16, and Shannon Lee Smail, 9.



MILITARY NEWS



AMS1 (AW) David F. Curtis



AD2 Pamela S. Schutte

Navy seeking out women for sea duty

Washington (NNS) — With the repeal by Congress of the Combat Exclusion Law dealing with women on combat ships, the Navy is looking for women to serve on board these vessels. The Department of Defense is notifying Congress about these assignment-policy changes and, following the time period required for congressional notification, the Navy expects to immediately begin writing orders for the new assignments.

Beginning this spring, eight combat vessels are expected to receive women as part of ships' crews. Additional ships will be opened for the embarkation of women each year.

"This is a terrific opportunity for women, both enlisted and officers," said Cdr. Bob Hillery, head of special sea programs at BuPers. Women on shore duty with a prospective rotation date that matches these embarkations, or who want to terminate their shore duty early and are interested in assignment to combatants, should contact their detailers as soon as possible, said Hillery.

The expanded opportunities provide an equitable career

path for both men and women and ensures uniform sea/shore rotation for all sailors.

Five additional ratings were recently opened for enlisted women, along with the Navy enlisted classifications associated with combat ships. Nuclear power and AEGIS Navy enlisted classifications are among the new areas opened. Enlisted personnel interested in these newly opened ratings and classifications should submit a request for conversion to their chain of command or contact their detailer. The only three ratings that remained closed are those specific to submariners.

Female officers of any designator may be assigned to shipboard billets that are consistent with their professional experience and career progression. Officers with PRD's capable of supporting embarkations this summer should contact their detailer for more information.

Additional information is available from NAVOP 22/93 or from PERS 409 at (DSN) 223-1423 or (703) 693-1423.

VITA service offers tax advice to military and their dependents

It's tax season and again this year military members and their dependents are urged to take advantage of Voluntary Income Tax Assistance (VITA) services being provided through the NAWS Legal/JAG Office.

Those members who desire assistance in preparing their 1993 federal or California state income tax returns can contact the following individuals for an appointment: Lt. Hatley, 939-2203; AVCM Adamson, 939-5490; AGC Casperson, 939-5081; AOC Imes, 939-5189; DK3 Hamill, 927-1004; Susan Denny, 939-5395; Ray Ellis, 939-5568/5326; or Jean Winkler, 939-5158/5197.

Assistance with federal forms is limited to forms 1040EZ and 1040A.

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Mark calendars for March 5

Seabees, Civil Engineer Corps plan birthday bash

Plans are under way for the local Seabee Ball set for March 5 at the Kerr McGee Center in Ridgecrest. RAdm. Dana B. McKinney, Naval Air Warfare Center Weapons Division commander, will be the guest speaker at the event celebrating the 52nd anniversary of the Seabees and the 127th anniversary of the Civil Engineer Corps.

A social hour will begin at 6 p.m., and two-meat dinner, catered by Hitter's Restaurant, will follow at 7, with the ceremony at 8. Dancing to the tunes of the Navy Band from San Diego will take place from 9 p.m. to midnight. To add to the festivities, door prizes, up to a \$200 value, will be given out throughout the night and portrait photos will be taken by Foto Memories. Cdr. Andrew S. Ritchie, head of the Naval Air Weapons Station China Lake Public Works Department, will be the King Bee.

Formal invitations are being mailed out, and other interested parties can call Lt.j.g. Shawn Follum at 939-0043 or Lt.j.g. Greg Riley at 446-4288 for tickets. Cost is \$23 per person above the rank of E-4 and \$13 for those with the rank of E-4 and below.

The local Seabee unit, Naval Mobile Construction Battalion-17, Detachment 0217, was established in October 1954 as Seabee Division 11-2. In July 1962, the unit became affiliated with Reserve Naval Mobile Construction Battalion 17. In June 1991 the "Reserve" was dropped.

There are presently 36 men in this detachment, which is one of 11 that make up Battalion 17. The 11 detachments within NMCB-17 are located in cities throughout

California, Nevada, Utah and Colorado. The home port for NMCB-17 is Port Hueneme, Calif.

NMCB-17, Detachment 0217, trains and performs construction projects for the Naval Air Weapons Station China Lake. In the past 11 years, the detachment has performed more than 170 projects at China Lake, including rifle range renovating, rehabbing buildings, placing concrete, grading roads, site preparation for trailers, installing culverts and repairing fences. In the past year, the Seabees performed more than 400 man-days of work at NAWS China Lake.

The Reserve Seabee organization at China Lake is a permanent part-time job, made up of Seabees from the Ridgecrest, Bakersfield, Lancaster, California City and Las Vegas areas.

One hundred and twenty-seven years ago, the Civil Engineer Corps was born. It wasn't until 1881, however, that Navy civil engineers were authorized to wear a regulation staff officer's uniform and not until 1899 before they were awarded actual naval ranks.

The CEC's contributions during World War I and World War II consisted of, in part, expansion of shore facilities; construction of sectional floating dry docks; development of the Navy pontoon; and development of the ship-to-shore causeway, which made possible amphibious landings over shallow beaches like those at Sicily and Normandy.

But the CEC's most notable innovation of World War II was the founding of the Naval Construction Battalions. On March 5, 1942, the new naval construction force was named the Seabees, from the letters "C.B." in

construction battalion.

In World War II, the Seabees constructed 400 advance bases in the European and Pacific theaters. They built entire bases, bulldozed and paved thousands of miles of roadway and airstrips.

General demobilization following the war left only 3,300 personnel on active duty in 1950. During the Korean War, however, the active duty force was expanded to more than 14,000 reservists. The Seabees assembled and operated pontoon causeways within hours at the successful Inchon and Wonsan amphibious landings by Army and Marine assault groups.

With the escalation of the Vietnam conflict, Seabees built airstrips, camps, hospitals, exchanges, roads, warehouses, storage tanks, towers and fences from the Delta region to the Demilitarized Zone.

In Saudi Arabia, Reserve Seabees combined construction skills and techniques in the construction challenge of the desert. Nine-million cubic yards of sand and dirt were moved to prepare sites for 10 camps, 14 galleys and six-million square feet of aircraft parking apron. Two battalions saw active duty at forward-deployed sites during the crisis.

Seabees in the Persian Gulf constructed and maintained a 200-mile stretch of a four-lane unpaved desert road, which was constructed at the last minute to deceive the enemy. The road was the main supply route supporting the Marine attack on Kuwait. They constructed 5,000 buildings, 10 camps, four runways and 200 miles of roads for United States and Allied Forces—support which directly contributed to the Desert Storm victory.

Navy still hiring; seeks E-5s and above to fill 360 recruiting billets

Washington (NNS) — Following the expansion of the enlisted recruiting force by 360 billets, the Navy is seeking E-5 and above enlisted personnel to fill the new positions nationwide.

These personnel are expected to help spread the word that, contrary to the public's impression, the Navy is still hiring. The Navy expects to hire more than 56,000 recruits in FY 94.

Recruiting duty offers a terrific opportunity for sailors to spend at least three years on shore duty. Qualified individuals attached to units decommissioning or disestablishing are especially encouraged to apply for the billets. Chapter 11 of the enlisted transfer man-

ual provides details of eligibility for prospective sailors desiring to become recruiters.

In addition to recruiters, personnelmen, yeomen, journalists and storekeepers, who provide administrative support for recruiting, are also being sought. Navy journalists, in particular, are in demand.

Officers who are eligible for shore assignments and are interested in a challenging shore tour as a recruiter should contact their detailers.

More information on becoming a recruiter is available from detailers or from PERS-4010 at (DSN) 223-1905 or (703) 693-1919.

TAMP offices announce new hours

The new hours at the main Transition Assistance Management Program (TAMP) Office in Room 1017 of the Administration Building are: Monday through Wednesday, 7 a.m. to 5 p.m.; Thursday, 7 a.m. to 3 p.m.; and non-flex

Friday, 7 a.m. to 4 p.m.

The TAMP airfield office, located in Hangar Annex 2, Rooms 2025 and 2026, is open from 10 a.m. to 2 p.m.

Both offices are open through the lunch hour.

Navy releases policy on smokeless tobacco

Washington (NNS) — While some people think smokeless tobacco (chewing or spit tobacco) is a safe alternative to cigarettes, the facts are that it contains nicotine and a number of known cancer-causing agents, is highly addictive and can cause oral cancer and other serious medical conditions.

Use of this type of tobacco is now

considered inappropriate under many military circumstances. NAVOP 001/94 prohibits its use in all situations where proper decorum is required.

For information on how to "kick the habit," send a self-addressed stamped envelope to: Bureau of Naval Personnel, Attn: PERS-601D, 2 Navy Annex, Washington, D.C. 20370-5000.

All Faith Chapel Services

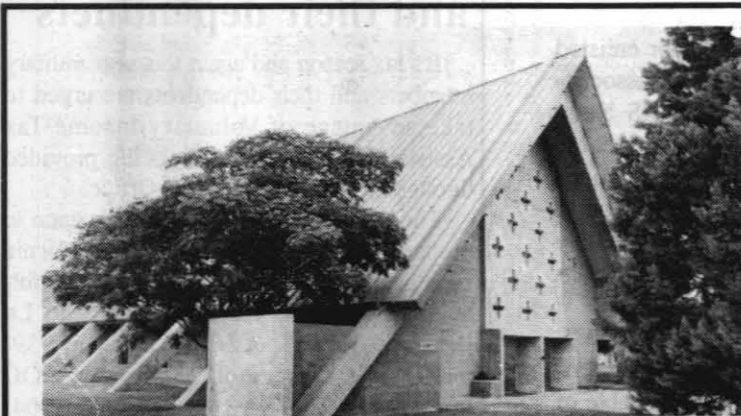
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Sunday Worship Service, East Wing 8:00 a.m.
 Sunday Worship Service, Main Chapel 10:30 a.m.
 Sunday School, 1008-10 Blandy & 1903-05 Mitscher 9:00 a.m.
 (September thru May)
 Bible Study (East Wing), Wednesday 9:00 a.m.
 (September thru June)
 Men's Prayer Breakfast, East Wing, Thursday 11:30 a.m.
 Officers' Christian Fellowship/Christian Military Fellowships, East Wing, Thursday 6:30 a.m.
 Jewish (446-3613 Messages) 7:00 p.m.
 Weekly Services, Friday, East Wing 7:30 p.m.
 October through June
 Hebrew Classes, Saturday, 1902 Dibb 2-5 p.m.
 Adult Education, Saturday, 1902 Dibb 10 a.m. - noon
 September through June
 Religious School, Sunday, 1902 Dibb 9:30 a.m. - 12:30 p.m.

Roman Catholic

Sunday Mass, Main Chapel 9:00 a.m.
 Daily Mass, Blessed Sacrament Chapel 11:35 a.m.
 Confessions, Sundays 8:15 - 8:45 a.m.
 Confessions, Weekdays By appointment
 Religious Education Classes, Sunday (September thru May) 1902 Dibb, 1002 Blandy, 1008-10 Blandy & 1903-05 Mitscher 10:15 a.m.
 Adult Education Classes, Thursdays (September - May) St. Ann's School Library 7:00 - 8:00 p.m.
 RCIA, St. Ann's School Library 8:15 - 9:45 p.m.
 Islamic
 Jumaa Prayer, Friday (1002 Blandy) 12:00 p.m.



Chaplain T. Mele, LCol., CHC, USN
 Chaplain Jay Heyman, Lt., CHC, USNR
 Chaplain David Alices, Lt., USNR
 Office Hours Monday, Tuesday, Thursday, Friday 0730-1630
 Wednesday 0730-2000, Flex Fridays 0730-1630
 939-3506, 939-3507, 939-2773, 939-2873

Indoor pool is now open

After being closed for more than 10 months for repairs, the Naval Air Weapons Station China Lake Indoor Pool officially re-opened with a splash on Tuesday, Feb. 1. Capt. Charles A. Stevenson, NAWS China Lake commanding officer, was the guest speaker.

Capt. Stevenson reminded attendees that the pool had been closed since March 1993 due to interior paint deterioration and rain damage.

During the pool's closure, the roof and eaves of the pool area were improved and repainted, pool seams were repaired and a new dehumidification system was installed to regulate air temperature and moisture inside the pool area.

A number of people were responsible for the repairs' quick turn-around, Capt. Stevenson said. Public Works employees receiving special thanks were Larry Schiller, Dave Allen, Dave Lawrence, Neil Higgins, Tom Kozan, Marvin Rowe, Mike Thorpe and Ron Gilchrist.

Remaining work on the NAWS

China Lake Gymnasium includes repair of the walls in the basketball area, refinishing the court floor and installing new lights, all of which should be completed within the next month.

The indoor pool is open seven days a week. During Monday through Friday, the pool is open for lap swim from 5:30 to 7 a.m., 10 a.m. to 1 p.m. and from 6 to 7 p.m. From 5 to 6 p.m., half the pool is open for lap swim, while the other half is used by the Indian Wells Valley Swim Team. From 3 to 4 p.m., the pool is used by the IWV Swim Team only. On Saturdays and Sundays, lap swim is offered from 11 a.m. to 1 p.m. Open swim is not being offered at this time.

Aquacise classes have resumed due to the re-opening of the indoor pool and are being offered on Tuesdays, Wednesdays and Thursdays from 9 to 10 a.m. and from 5:30 to 6:30 p.m.

For more information about the pool's schedule, call the NAWS China Lake Gymnasium at 939-6542.



Photo by Margie Hammett, TID

OFFERING A HELPING HAND — After pushing the NAWS China Lake commanding officer into the pool during the indoor pool's grand re-opening, Admiral Bird offers Capt. Charles A. Stevenson his aid.

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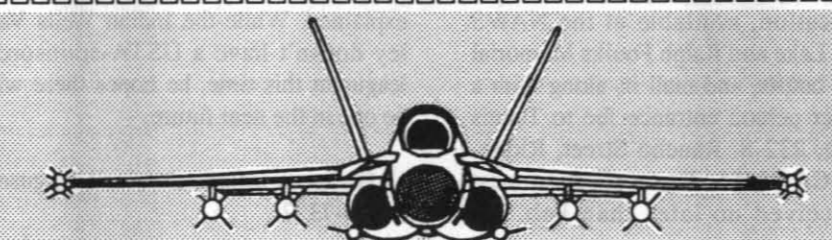


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Black History Month

African-Americans continue to play a major role in the military

By Master Sgt. Linda Lee, USA
American Forces Information Service

Recent DoD personnel figures show
the percentage of African-Americans in
the military is higher than the percent-
age in the overall U.S. population.

DoD personnel officials said about
20 percent of the military force is
African-American. Of the almost 1.7
million personnel in uniform, DoD
reported, about 330,000 are African-
American. This compares to the latest
Census Bureau figures, which show
about 31 million blacks in the United
States, or about 12.4 percent of the
population.

Army figures show 157,046 people,
or 27.6 percent of the overall force, are
African-American. The numbers break
down to 8,353 officers, or 11.1 percent
of the service's officers; 1,390 warrant
officers, 10.6 percent; and 147,303
enlisted, 30.7 percent.

In the Navy, 16.1 percent are black.
DoD figures indicate of the 81,262
blacks in the Navy, there are 2,860 offi-

cers, 4.5 percent of the total number of
officers; 270 warrant officers, 9.7 per-
cent; and 78,132 enlisted members,
17.8 percent.

A total of 16.6 percent of the Marine
Corps, or 29,701 people, are African-
American. Of these, there are 764 offi-
cers, 4.6 percent of the officers; 208
warrant officers, 10.8 percent; and
28,729 enlisted members, 17.9 percent.

The total number of black officers in
the Air Force is 4,738, or 5.6 percent of
the officer corps, while there are
59,900 black enlisted members. This
equals 16.8 percent of the enlisted
corps. Overall, blacks account for 14.7
percent of the Air Force.

African-American women play a
major role in DoD, said personnel offi-
cials. In the Army, there are 31,001
black women, 43.8 percent of the
70,797 women in uniform; Navy,
13,148 black women, 24.3 percent of
54,190; Marine Corps, 2,012 black
women, 25.6 percent of 7,864; and Air
Force, 14,103 black women, 21.3 per-
cent of 66,192.

Assemblywoman Gwen Moore

Majority whip is speaker at Black history luncheon

In honor of Black History Month,
the public is cordially invited to attend
a no host, buffet luncheon Feb. 18 at
Farris' At The Heritage. Cost is \$7.50
per person. The luncheon is sponsored
by the Black Interest Program Commit-
tee, from the China Lake site of the
Naval Air Warfare Center Weapons
Division, in conjunction with the Black
Original Social Society, Ridgecrest.

Reservations are required and may
be made by calling Ricky Parks at 939-
8128 or 384-3000 by Feb. 14.

California Assemblywoman Gwen
Moore, 47th District, will be the guest
speaker. She is the majority whip of the
California Legislature, and chairs the
Utilities and Commerce Committee and
the Select Committee on Equal Oppor-
tunity.

She is a member of the Select Com-
mittee on State Public Procurement
Practices, Select Committee on the
Office of Superintendent of Public
Instruction, Task Force on Defense
Conversion, Select Committee on the
Alameda Corridor Project, Subcommit-
tee on International Trade and Business
Development, and the Committee for
Finance, Insurance and Public Invest-
ment.

Moore is the author of 325 laws,
including AB 77, which enacts Califor-

nia landmark family leave law; AB
26752, which establishes California
policy frame work for assuring quality
education for students with disabilities;
and AB 745, which improved funding
for school breakfast and lunch pro-
grams.

She also authored AB 239, which
eliminates tax deduction for business
expenses at private clubs that discrimi-
nate; AB 675, which clarifies the defi-
nition of sexual harassment; AB 3301,
which establishes procedures for pur-
chases from women, minority and veter-
an owned businesses by departments
of state government; and AB 1687,
which requires the insurance commis-
sioner to hold hearings on consumer
complaints.

Other laws she authored include AB
229, which requires 10 day notice for
rescinding purchase of "credit life
insurance policies;" AB 3452, which
provides for denial of bail for felony
sex offenders to protect victims; and
AB 2013, which creates enhanced
criminal penalties for knowing partici-
pation in gang-related activity.

Moore's topic for the luncheon will
be Economic Goals and Missions for
Minorities in 1994. She will be avail-
able after the luncheon to answer any
questions.

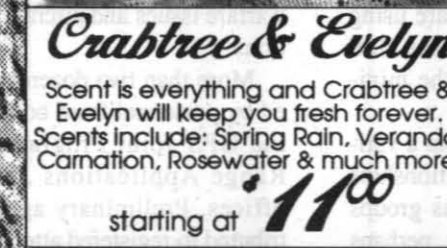
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NAWCWPNS plans first GPS mini-conference next week

Next week NAWCWPNNS will host its first Global Positioning System (GPS) mini-conference. The mini-conference will be held in Michelson Laboratory at China Lake on Wednesday and Thursday, Feb. 16 and 17. The conference will showcase some of the GPS-related work done at NAWCWPNNS.

The GPS is a satellite-based system giving users positioning, velocity, and timing data (PVT). Use of GPS with its accuracy and world-wide, all-weather availability is revolutionizing commercial transportation, surveying, scientific research, test range methods and military operations. GPS was a hero of Operation Desert Storm—putting missiles on targets and guiding soldiers through the trackless desert.

China Lake and Point Mugu scientists and engineers play an integral part in developing and testing many GPS applications. GPS has been fielded on NAWCWPNNS test ranges; local scientists are beginning to use it to monitor earth crust deformation; and several weapon systems developed or tested at NAWCWPNNS are using GPS for increased effectiveness. These and other GPS applications and issues will be presented at the mini-conference.

The conference will bring together users from a variety of technical communities to establish relationships and share knowledge. "By bringing the various groups together so they can see what others are doing, perhaps we can avoid reinventing the wheel in some areas," said Dex Hansard, conference co-chairman. Mark Wonnacott, conference chairman, went on to explain that "the conference is also meant to explore requirements and identify issues NAWCWPNNS can address to help the Navy meet those requirements today and in the future."

But the conference "isn't just for the seasoned GPS veteran," Wonnacott assured. The first morning session is a GPS overview that includes presentations to refresh those already familiar with GPS and help those new to the system. Also, for those wanting more background, the Defense Mapping School, of Fort Belvoir, VA, will present a short course on GPS, mapping and geodesy the day before the conference (see NAWCWPNNS Announcements in this issue of *The Rocketeer*).

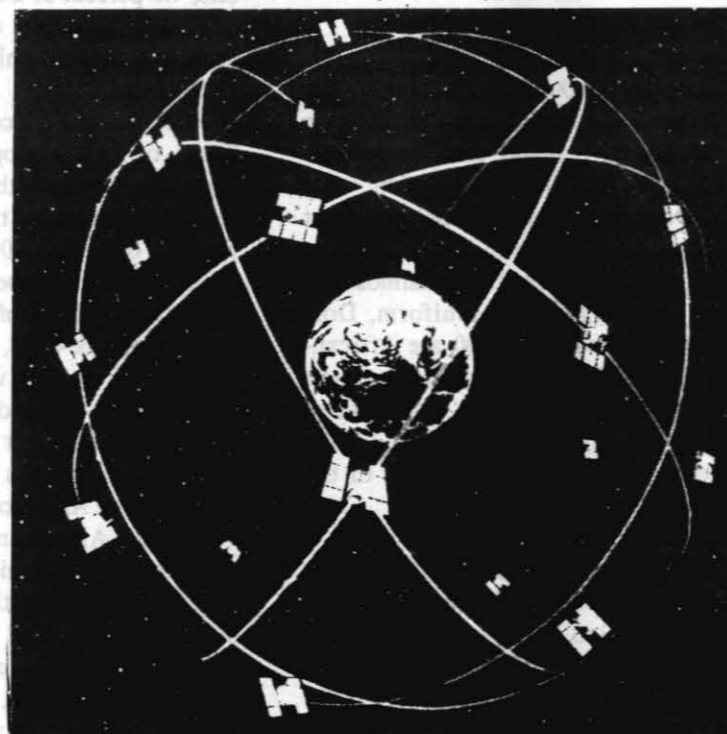
The Wednesday afternoon session will be centered on test range applications for GPS. Both of the first day's sessions are unclassified, and special authorization is not required to attend that day. On the other hand, the second day sessions are classified SECRET/WNINT-TEL/NOFORN, and only those persons with a certified need-to-know will be allowed to attend. Thursday sessions will cover electronic warfare issues and aircraft and weapon applications.

More than two dozen briefs will be presented by personnel from both NAWCWPNNS sites, the GPS Joint Program Office (JPO), the Range Applications JPO and other Navy offices. Preliminary agendas are being distributed to registered attendees.

A memo with a conference registration form was distributed this week. All conference attendees should fill it out and return it to Dave Greskowiak (Code C2876), the conference coordinator. DoD employees and military personnel planning on attending the second day of

the conference must have their supervisor's need-to-know approval indicated on the form. Contractors must have the same approval signed by their COTR.

For further information on the mini-conference contact Dave Greskowiak (927-3616).



GPS—When fully operational, 21 satellites (and three "hot spares") will be in orbits nearly 11,000 nautical miles above Earth. These satellites will allow properly equipped users anywhere on or near the surface of Earth to pinpoint their position, velocity and timing.



SPORTS

Fishing derby tickets on sale

On Saturday, March 12, the "Blake Jones" Trout Derby will be held in Bishop, Calif. More than \$500 worth of fishing gear, donated by Mac's Sporting Goods, will go to the lucky angler whose fish matches the secret "Blind Bogey" weight, and every participant will get a free bag of fishing surprises.

In addition, two fishing seminars for children will be held that day. Participants will learn about fish habitats, the latest fishing techniques, the value of the wild trout areas and much more. Entry prizes, donated by Brock's Sport-

ing Goods, will be given away. The seminars will be held at 11 a.m. and 1 p.m.

Derby entry tickets, at \$3 per adult and \$1 per child, can be purchased at Mac's Sporting Goods Store, Bishop Chamber of Commerce and Brock's Sporting Goods Store. Tickets may also be purchased the day of the derby at the derby check-in station, located at Pleasant Valley Reservoir, seven miles north of Bishop off U.S. Highway 395.

For more information, call the Bishop Chamber of Commerce at (619) 873-8405.

Tennis rating clinic scheduled

On Feb. 27, the China Lake Tennis Club is sponsoring a U.S. Tennis Association Rating Clinic. The clinic will be held at the Ralph Foulks Memorial Tennis Courts (next to Burroughs High School) starting at noon. To enter, fill out a SCTA NTRP Player Profile Application, available at the NAWS China Lake and Ralph Foulks Memorial tennis courts, and mail it, along with a \$10 per person entrance fee to Tennis Rating, 232 S. Rancho Street, Ridgecrest, CA 93555. The application must be received no later than Feb. 23.

Checks should be made out to SCTA.

Anyone wishing to play USTA sponsored-games must be rated, said Gary Ferguson, a member of the China Lake Tennis Club. The rating helps ensure that the players compete against other people in the same skill level, he explained. While the Indian Wells Valley doesn't have a USTA-sponsored league at this time, he hopes there will be one in the near future.

For more information, call Ferguson at 375-7322.

Softball association needs umpires

Men and women who have a little extra time in the evenings, and who would like to earn some extra money while performing a community service, can become umpires for the Indian Wells Valley Youth Softball Association. Classroom and hands-on training will be

provided, starting in early March.

Games will be played every Monday through Thursday evenings, except holidays, starting in April and ending in June.

For more information, call Peggy Shoaf at 375-7945 after 6 p.m.

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Video Listings KNID & TVIS

KNID
 (Note: The week of Feb. 14, Navy Channel 17 is presenting two successive earthquake awareness programs, beginning at 5:55 p.m. each night.)
 •Monday-Friday, Feb. 14-18
 5:30 p.m.: Navy News
 5:55 p.m.: Make Yourself a Promise: Earthquake Preparedness for Yourself and Your Community
 6:02 p.m.: The Whittier Narrows Earthquake
 6:20 p.m.: The Edge of Ice
 6:26 p.m.: Alexander Liberman, Sculptor
 •Monday-Friday, Feb. 21-25
 5:30 p.m.: Navy News
 5:55 p.m.: Projection of Power
 6:28 p.m.: No Second Chance
 6:58 p.m.: Project Hope

TVIS
 Programs listed below will be available for viewing on Channel 3 in all FOTS-equipped conference rooms throughout the Station. Those without access to such rooms can see the programs at Michelson Laboratory "Little D" conference room. A room will also be made available in the Training Center for each program — the room number will be posted in the lobby.
 Note: We have obtained a subscription to distribute CNN Headline News over the TVIS. CNN Headline News can be seen workdays from 7 a.m. to 5 p.m. on Channel 1.
 •Tuesday, Feb. 15
 8:30 a.m.: Building High Performance Teams With Ken Blanchard
 9:30 a.m.: Self-Discipline and Emotional Control, Part 2
 11:15 a.m.: Wellness: Relaxation Video
 1:00 p.m.: Macacademy: Filemaker Pro, Part 2 of 3
 3:00 p.m.: "Safety Programs" 1. To Drive at Night, 2. CHEMSAFE: Introduction to Chemical Safety
 •Thursday, Feb. 17
 8:30 a.m.: Guide to Business Negotiating with Roger Dawson
 9:45 a.m.: Tom Peters; The Leadership Alliance
 11:00 a.m.: Wellness: Relaxation Video
 1:00 p.m.: Macacademy: Filemaker Pro, Part 3 of 3
 3:00 p.m.: "Safety Programs" 1. To Drive at Night, 2. CHEMSAFE: Introduction to Chemical Safety
 •Tuesday, Feb. 22
 8:30 a.m.: Speed is Life with Tom Peters
 9:45 a.m.: Wellness: Behavior Change

Strategies
 11:15 a.m.: Wellness: Relaxation Video
 1:00 p.m.: Macacademy: Excel, Part 1 of 4
 3:00 p.m.: "Safety Programs" 1. To Drive at Night, 2. CHEMSAFE: Introduction to Chemical Safety
 •Thursday, Feb. 24
 8:30 a.m.: Tom Peters: Recession as Opportunity
 9:30 a.m.: Self-Discipline and Emotional Control, Part 1
 11:15 a.m.: Wellness: Relaxation Video
 1:00 p.m.: Macacademy: Excel, Part 2 of 4
 3:00 p.m.: "Safety Programs" 1. To Drive at Night, 2. CHEMSAFE: Introduction to Chemical Safety

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Health alert: Upper respiratory infections are hitting Indian Wells Valley residents hard this year

Eating right, getting plenty of rest and practicing good hygiene is the best way to avoid coming down with one of the many upper respiratory viruses now making the rounds in the Indian Wells Valley, according to Lt. Hope Wildenberg. Wildenberg is a physician and general medical officer at the Naval Air Weapons Station China Lake Branch Medical Clinic.
 The number of upper respiratory infections have been unusually high, said a physician from the Drummond Medical Group. "The hospital is the fullest I have seen it during my 17 years of practice here."
 The main culprit, said a spokesperson from the Ridgecrest Community Hospital, is a virus named RSV, the Respiratory Syncytial Virus. It starts as a common cold, with congestion, runny nose and cough but can develop into pneumonia, especially for younger children. RSV has been around for a number of years and, like the flu, rears its head more some years than others. This year is one of the bad ones.
 If someone in the family does come down with a cold, Wildenberg said to drink plenty of fluids, get lots of rest, eat healthy and take over-the-counter cold remedies. A humidifier may also help.

Because this virus is especially tough, it can take two to three weeks to get over the worst of it. The cough can last longer, though.
 There are danger signs to watch out for, Wildenberg said. Infants should be taken to their pediatrician if they are showing any of the following signs:
 •Inhaling more than 60 times a minute;
 •Showing signs of retraction—where the ribs and muscles in the chest area can be seen more than usual;
 •Blueness around the mouth; and
 •Poor appetite because the infant can't breathe while feeding.
 For older children and adults, a doctor visit may be necessary if there is wheezing, shortness of breath while playing and extreme fatigue.
 Another warning sign, Wildenberg said, is a high fever that doesn't respond to Tylenol or other brands of acetaminophen. If the fever fluctuates during the illness, that's normal, she explained. But if a patient is running a consistent fever that doesn't go away, an infection could be present, and the patient should be seen by a doctor.
 If there is any question at all regarding the seriousness of the illness, Wildenberg recommends calling the doctor. It's better to be safe than sorry.



Photo by Margie Hammett, TID
SAY AHHH — Dr. Hope Wildenberg checks out the throat of six-year-old Janice DelosReyes. In addition to pneumonia, strep throat is another complication that can develop due to the cold virus.

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Deputy Commander's Award for R&D

Ray Jacobson honored at retirement party

By Barry McDonald
Editor

At his farewell luncheon at the CLPP cafeteria on Jan. 6, amidst the plaques and certificates both serious and humorous, Ray Jacobson, received a special honor. Gerry Schiefer, weapons director, presented him the Deputy Commander's Award for Research and Development on behalf of Sterling Haaland.

Jacobson, who officially retired from the Ordnance Systems Department earlier in the month, came back aboard Station so that friends and co-workers could send him off in style.

The citation accompanying the award reads, in part, "This award is presented in recognition of your contributions in advancing the level of ordnance technology available to the Navy. Your individual expertise in propulsion and thrust vector control design and your vision and enthusiasm have contributed significantly to the success of many missile and technology programs."

In nominating Jacobson for the award, Dan Goss, head of the Ordnance Systems Department, listed some of those programs, including the Tomahawk Mk 111 booster, Multi-Mission Propulsion Technology Advanced Technology Demonstration, Standard Missile II EX 72 Booster, Vertical Launch ASROC and Agile.

Crediting Jacobson for always advancing the state of the art of whatever system he was working on, Goss wrote in November 1993, "He has expertise in all areas of rocket motor development, but has been sought out for

many years as one of the experts in thrust vector control (TVC). He was a primary champion of boundary layer TVC, and continues to be a consultant to industry in this area."

The nomination letter also lauded Jacobson's principal roles in liquid and hot gas secondary ejection TVC and exploratory development work on ball and socket nozzles.

Virtually all of Jacobson's 28 years at China Lake were spent in the field of rocket propulsion. He came to the then Naval Ordnance Test Station in 1965, after having worked at Aerojet General Corporation for three years on the solid propulsion system for the Minute Man missile.

"I was looking back the other day and it seemed I'd spent a lot of time working on something that was actually rather simple," he said, in an attempt to downplay his contributions. "In that amount of time in one field, you get into the fine details, and you better come out an expert."

Jacobson said he plans to stay retired. He and his wife, Evelyn, plan to do some traveling, and he wants to get caught up on some of the things that need attention around the house and yard. While they have 20 acres in Grass Valley, Calif., he says for now other than visiting the land to do some tree trimming, they intend to continue to live in Ridgecrest.

Joking with the well-wishers at the party, Jacobson said, as a parting shot, "The way things are going, maybe I ought to be wishing you good luck!"



Ray Jacobson

Wild horses, burros rounded up in joint Navy, BLM project

By Steve Boster
Managing Editor

Modern-day cowboys are still riding the ranges of the Naval Air Weapons Station, China Lake, Calif. Today, however, instead of herding cattle, they herd wild horses and burros during annual roundups.

A joint project between the China Lake Environmental Project Office and the U.S. Bureau of Land Management, the roundups are an effort to manage what is known as the Centennial Herd of wild horses roaming California's northern Mojave Desert.

Today's cowboys, or wranglers as the BLM calls them, spend long days in the saddle finding or corralling the mustangs and burros. But they have a technological edge over their counterparts of the last century. They call on the big wrangler in the sky — the helicopter — for key assists in driving the animals into their reach.

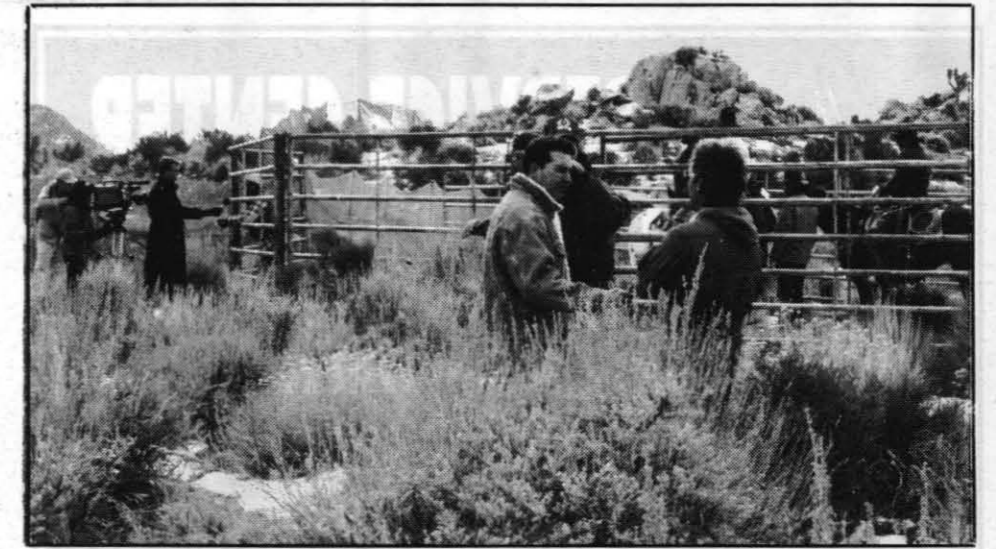
The noisy, whirling helo blades and a loudspeaker seem to prod the horses and burros into moving in the desired direction, where the cowboys are waiting to close the door on the trap.

At China Lake, more than 11,000 burros and horses have been successfully

rounded up since the program began in 1981.

Once captured, most of these animals go into the BLM Wild Horse and Burro Adoption Program. This means shots and fattening up before being offered to the public. For \$75 individuals can adopt a burro, and for \$125 they can adopt a horse.

While the Navy hopes to eventually remove all burros from its 1.1 million acres of land at China Lake, the long-term grazing management plan maintains a healthy wild horse herd of about 175 animals. This, in turn, helps preserve habitat for endangered and native wildlife species on Navy land.



Photos by Steve Boster

MEDIA PERSONNEL from throughout the valley ask the modern-day cowboys questions they think their public would want answered in regard to the annual Navy and BLM roundup of wild horses and burros. More than 11,000 burros and horses have been successfully rounded up since the program began in 1981.



YEE HAI — A wrangler herds a group of wild horses toward a loading area. Today's modern cowboys are assisted in their work by helicopters.

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Environmental Projects biologist assists in survey of big horn sheep

By Barry McDonald
Editor

Biologists for the California Department of Fish and Game (CDF&G) recently conducted an aerial survey on NAWS China Lake and nearby Bureau of Land Management land to determine the status of native big horn sheep reintroduced into two local mountain ranges in the 1980s.

In November 1993, using a helicopter, the biologists, working with Tom Campbell, a biologist in the Environmental Projects Office, spotted 22 sheep, some without collars and some young animals, in the Argus Mountains on BLM property just east of the Station boundary. That result showed that the original group of sheep introduced in 1987 was doing well. The herd is reproducing and has adapted well to the environment.

The team next surveyed the Eagle Crags area, but found only 11 animals. The Eagle Crags, on NAWS property on the South Ranges, was the first area where the "transplanting," or reintroduction of big horn sheep was attempted, in 1983. Twenty-five sheep were released at that time, and another 15, in 1987, when sheep were reintroduced to the Argus Range.

"Sighting only 11 sheep is not necessarily an indication that the sheep aren't doing well," Campbell said. "We were

running short on helicopter time and did not get to do as thorough a survey as we would have liked, and it's very common for these surveys to only spot 50 percent of the herd. He went on to say that the grouping habits of big horn sheep is not predictable, so it's hard to estimate herd size based on those animals actually spotted.

"In the group we saw there were females and some young males and females," he said. "During rutting season you'll see males with the females and young, and

other times you'll see single males or groups of males. They're kind of like gold...they tend to be where you find them."

Campbell said that a "water catchment and drinker box" were installed four years ago in the center of the area where the herd is located and that they expect it to help the herd grow.

"The question remains whether CDF&G should relocate another group of sheep into the area," Campbell said. The CDF&G had been discussing a second supplemental release, but no decision has been made. "We're going to request that they do reintroduce more into the area," he said.

He explained that the sheep come from the Old Dad Mountains and the Marble Mountains south of Baker, Calif. Owing to drinkers being installed in those ranges, the sheep have flourished. As a result 20 to 40 sheep are taken from those mountains and introduced in other areas each year.

Campbell explained that native sheep have been extirpated from many areas due to domestic sheep grazing, mining and off-road vehicle activities, poaching or competition with feral burros for forage and water. This effort is an attempt to reestablish the sheep as a viable species throughout its former range. Reintroduction areas are selected on the basis that habitat conditions have improved to the point that they should be able to support thriving populations of sheep.



Big Horn Sheep in the Eagle Crags.

Compu Chatter

Computer viruses can be serious

By Sharon Bagge
PC Lab

Personal computer viruses. . . How can a computer get a virus? What is a computer virus? These are questions we ask ourselves when confronted with the issue of using virus protection. In the past, many of us wouldn't believe that computer viruses existed, let alone think it could happen to our computer. With this reasoning, getting virus protection was the last thing we wanted to think about. Bringing the need for virus protection to the forefront nearly always, and unfortunately, requires an actual viral attack on a computer we use regularly. It is then, and pretty much only then, that we take the time to seriously look at using virus protection on our own computers.

The rate at which new computer viruses are being created is increasing dramatically. Therefore everyone's chances of coming in contact with or becoming infected by, a computer virus is more likely to happen. With this in mind, we can't put off protecting our computing resources anymore! Once your computer becomes infected with a virus, the integrity of your data has been compromised. Can you afford to take chances with your data? Think about it!

NAWCWPNS takes virus protection very seriously and has supported the development of a virus program to deal with this ever increasing threat. The Virus Incident Response Team (VIRT) is comprised of individuals representing codes from all over NAWCWPNNS. These individuals provide virus support and are the code's first line of defense against infection. VIRT members are trained to detect, investigate, eradicate and document viral incidents. The VIRT members also disseminate the latest

virus information and detection software throughout their codes.

Recently, NAWCWPNNS addressed the issue of virus detection software for DOS computers by purchasing a site license for F-PROT, from Command Software. This is the approved and supported DOS virus detection tool for NAWCWPNNS. Please contact your VIRT representative to request a copy of the general user version, S-PROT.

Disinfectant is the approved and supported Macintosh virus detection tool for NAWCWPNNS. Disinfectant is an excellent product and is free to use by anyone. Therefore, it gives us unlimited use and protection for all our Macintosh desktop and laptop computers, at no expense. For this reason, we will not need to purchase a NAWCWPNNS Macintosh product site license. There are commercial Macintosh anti-virus products being used at NAWCWPNNS, such as SAM and VIREX. These are excellent anti-virus products but they are not free! If your code has purchased any of these products and keeps them up-to-date, please, continue to use them.

To help users understand computer viruses and how to use the detection software available, the VIRT is offering general user classes. The February class schedule is:

- Basic User, Disinfectant, Feb. 17;
- Basic User, SAM, Feb. 17; and
- Basic User, F-PROT, Feb. 15.

For class times, more information on the NAWCWPNNS Virus Protection Program or to enroll in the general user classes, call Sharon Bagge at 499-2083.

New bicycle safety helmet law in effect

Significant changes with the California law concerning the wearing of an approved safety helmet while operating or riding upon bicycles became effective Jan. 1. The law prohibits a person under 18 years of age from operating (or riding a bicycle as a passenger) upon a street, bikeway or other public bicycle path or trail unless the person is wearing a helmet meeting standards of the American National Standards Institute or the Snell Memorial Foundation's Standard for Protective Headgear of Use in Bicycling.

The new law also states that a person under 18 who violates the helmet requirement in 1994 shall be warned of the violation by the enforcing official, but shall not be issued a notice to appear. However, commencing in 1995, the law would provide for fines to be imposed for violations of the helmet law requirement. The parent or legal guardian having control or custody of an unemancipated minor whose conduct violates the law shall be jointly liable with the minor for the amount of the fine imposed.

Parents are reminded that the bicycle safety helmet will contribute to reducing serious injuries to their children who are involved in bicycle accidents. This is an important step towards preventing the thousands of bicycle-related head injuries that occur each year to children.

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RELIEF from Page 1

employees were in the field helping people complete financial aid forms and providing necessary administrative support to make FEMA's efforts run smoothly.

More than 100 people from Ship Intermediate Maintenance Activity San Diego spent a day of special liberty in Northridge, mostly helping elderly residents with removal of debris and collection of personal items from their property.

"The key to Navy participation in relief efforts was the strong spirit of voluntarism in our sailors," said Capt.

PAYROLL from Page 1

to the centralized system, received initial W-2s that reported their retirement deductions for the year in box 8, "Allocated Tips/Retirement."

Massachusetts state income tax law allows deductions for employees contributions to retirement plans. For employees subject to Massachusetts state income tax, having the box completed on the form was a benefit, but the box was also completed for employees not subject to Massachusetts tax. This could easily lead to confusion on the part of the Internal Revenue Service, which may see the amount as income from tips for those to whom the Massachusetts law doesn't apply.

"This did not just happen to people

Harry Selfridge, the senior naval commander in central California. "It again demonstrates that the Navy is an integral part of the community."

Effort continues

The All Faith Chapel and quarterdeck are still collecting goods for quake victims. Items still needed include, zipper plastic bags; bread; canned meats; laundry detergent, powder or liquid; Pedialyte electrolyte-balancing drink for infants to prevent dehydration; bath soap bars; and personal items such as shaving items, feminine hygiene items, disposable dia-

pers and baby wipes, bulk wrap packages of toilet tissue and paper towels, hand wipes and other items.

The agencies listed below also continue to collect donations. Salvation Army—Bring donated items to the NAWS Chapel East Wing by 8 p.m. Wednesday night. The Salvation Army will pick up the donated items Thursday morning. Needs include blankets, flashlights with batteries, stuffed animals, sleeping bags, bottled water, disposable diapers, camping equipment, lightweight clothing, sheets, towels, non-perishable

officially. Since contributions are voluntary to begin with, there is no mechanism or requirement for the activity to make arrangements to recoup the contributions from employees. Those who wish to voluntarily fulfill the missed portion of their original pledge can call the Payroll Office at 939-2121 for further information.

for the Combined Federal Campaign's hopes of recouping the contributions that were not deducted from the pay of employees who made pledges. Owing to an error in the way these deductions were to be entered, the DCPS did not pickup the deductions and therefore those amounts were paid to employees, not to CFC.

The problem for CFC lies in the fact that payroll cannot simply make a double deduction from the next check without first securing the signed permission of each CFC contributor.

While the Office of Personnel Management was contacted for guidance on how to resolve this issue, the result was that there is nothing that can be done

food, baby items and plastic rain gear.

American Red Cross—Bring checks to 908 Dobb Road, onboard the Naval Air Weapons Station China Lake or call 939-3208 to have your donation picked up. The mailing address is American Red Cross, 908 Dobb Road, Ridgecrest, CA 93555. Be sure to mark Southern California Earthquake Aid on the checks.

United Way of IWV—Send checks to P.O. Box 850, Ridgecrest, CA 93556. Make checks payable to United Way and specify "Earthquake Relief." Call 446-6525 for more information.

officially. Since contributions are voluntary to begin with, there is no mechanism or requirement for the activity to make arrangements to recoup the contributions from employees. Those who wish to voluntarily fulfill the missed portion of their original pledge can call the Payroll Office at 939-2121 for further information.

TROUBLE? Facilities Utilities Grounds CALL THE Public Works Trouble Desk 939-2268

TQL, from Page 2

Division, Naval Aviation Depot Operations Center and Naval Aviation Maintenance Office (all at Patuxent River); Naval Aviation Depot Jacksonville; Naval Air Warfare Center Training Support Division Orlando; Naval Air Warfare Center Weapons Division China Lake; Naval Aviation Depot North Island; and Naval Air Warfare Center Aircraft Division Warminster.

During the visits and preliminary judging, the Federal Quality Institute evaluated our progress in seven categories—information and analysis, leadership, strategic quality planning, human resource development and planning, management of process quality, quality and operational results and customer focus and satisfaction. We will receive a formal report this month that will document their findings.

The site visits also highlighted the excellent opportunity we have for teaming together and sharing lessons learned. The future of the TEAM is unification and teamwork. And this site visit gave us cause to remember that each of our sites has had individual successes and failures when it comes to quality improvements. Let me give you a case in point. When the quality examiners visited the Naval Aviation Depot Operations Center in Patuxent River, they took special notice of their success in simplifying and speeding up the travel voucher process. They suggested that other components of the TEAM, including headquarters, visit the NADOC

to document their process and implement it at their own sites.

This example amplifies the fact that we must share our successes with each other, regardless of location within the TEAM, so that processes can be refined and made common TEAM-wide. There is no sense in "reinventing the wheel" when it comes to quality or anything else we do. We have a great wealth of knowledge to draw on, and we must take full advantage of that resource. If we commit to this form of teamwork, the opportunities are limitless.

Prior to applying for the award, NAVAIR's TQL office developed a guide for self assessment based on 1994's award criteria. This quality self-assessment was a first for our organization. Not only did it prepare us for the award competition, but it established an excellent means for evaluating our progress and finding areas for improvement.

The true intent of this exercise was twofold—first, to establish a baseline against which we will measure our progress each year; and second, to develop an implementation plan to include in our strategic and business planning efforts. Remember, TQL is our central management strategy—the foundation for everything we do. Its philosophy is embedded in each of the new TEAM strategies I've discussed in past columns. It impacts taking care of our people, our partnerships with government and industry, process improvements, product-focused life cycle

management, and our competency alignment strategies.

The self-assessment survey was quite comprehensive, consisting of 75 subcategories for evaluation, and was given to the top management at headquarters and our field activities. According to the scoring guidelines, the results described ourselves as having a quality approach that is well-planned and documented; sound, systematic and management-based; and is representative of all aspects of the organization. We also have good integration across functions. The results of our self assessment, including specific strengths and weaknesses at headquarters and individual activities, were published in the Fall '93 edition of the TEAM's TQL newsletter, TEAM TQL. Combined with the evaluation we shall receive from the Federal Quality Institute, this self assessment will prove to be a valuable tool as we continue our quality journey.

I believe the timing for assessing our progress and applying for the President's award was absolutely perfect, in light of our current efforts to realign our organization. Applying the ideas inherent in TQL will become absolutely vital as we move through our transition to competency alignment. And the lessons we learn from this process will help to smooth our transition.

As we begin to reshape our structure horizontally by organizing into teams, the quality management philosophy will

become more important. What this represents is a fundamental change—a movement away from the traditional system of monitoring, reviewing, approving and checking... to a focus on coaching, process improvement, performance measurement and satisfaction for the customer. Management's paramount concern will no longer be compliance, but instead, developing and providing the proper tools to our people and empowering them to improve their processes, products and services.

I challenge you to take full advantage of the positive changes and new opportunities which will emerge as we transform into a total, unified TEAM. Continue to strive for quality improvements in all aspects of your work. Take a hard look at your everyday processes and eliminate those steps that do not add value. I know that sometimes there seems to be "too much work and too little time." But that's precisely the reason why we all must give serious consideration to the way we do business. If we eliminate unnecessary, time consuming steps in processes, or eliminate the processes entirely, we will ultimately make our jobs easier. And at the same time, we will increase our productivity and improve our ability to serve our customers in the best way possible.

Win or lose, applying for the President's Award for Quality has been an excellent experience. No matter what the outcome, you should all be as proud of your efforts as I am.

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Photo by Margie Hammett, TID

Engineering week is February 20-26

SIGNING the proclamation for National Engineers' Week is Kevin Corlett, Ridgecrest mayor, and RAdm. Dana B. McKinney, NAWCWPNS commander. Watching the signing is Ed Fink, past president of the High Desert Engineering Association. The annual hiDEA National Engineers' Week Dinner is set for Feb. 24 at the Carriage Inn. Cocktails will be served at 6 p.m., followed by the dinner of teriyaki chicken or fish (fillet of sole veronique) at 6 and the program at 7:30. The public is invited to attend. The cost is \$15 per ticket purchased on or before Feb. 22 and \$20 per ticket purchased Feb. 23 or 24. Tickets can be purchased by calling Jim Serpanos, 939-2619, Dave Southworth, 927-1922, Ed Fink, 375-5727 or Elaine Samson, 927-3929. The guest speaker, Dr. Francis C. Monastero, head of the Geothermal Program Office, will talk about Cellulose to Ethanol Conversion: A Future Concept for China Lake?

Tougher smoking regulations go into effect for the Department of Defense

By Evelyn D. Harris
American Forces Information Service

The indoor smoking light went out for DoD employees Jan. 31. Smokers must go outside to light up. Army Lt. Col. Hugh Wolfe of DoD's Occupational Safety and Health office said indoor smoking is banned in all DoD-owned or leased buildings. Outdoor smoking areas must be reasonably protected from the elements but cannot be near building entrances or exits, he said.

"The rule applies to private offices, hallways, restrooms and phone booths," he said. "Secondhand smoke has been classified by government agencies as a potential cancer-causing agent. The new policy is designed to protect employees as much as possible from that risk."

The new smoking policy applies to all employees, visitors and contract personnel, said Wolfe. Family housing, bachelor quarters and prison living areas are exempt.

CalVet Memorial gifts are deductible this year

The California Veterans Memorial Commission this year is again part of the annual tax check off program which allows for direct contributions by simply placing a figure in a box on your 1993 California tax return. Veterans from throughout California have the opportunity this year to support the "All Veterans" memorial through the annual tax check-off program. Contributions to the memorial can be made directly by placing a figure on line 53 on the 1993 California tax return.

The California Veterans Memorial will be built at Capitol Park in Sacramento and will honor all California veterans who have served since statehood was established in September of 1850.

"The tax check off program has proven to be a very successful fund-raising program for us in past years and we look forward to another successful season," said CVMC Chairperson Gina McGuinness.

For additional information contact the commission at (916) 653-1863 or your tax accountant.

Restaurants, clubs and recreational facilities, such as bowling alleys, can allow smoking in designated areas, but must have no-smoking areas. Commanders can make their own policies more, but not less, stringent, said Wolfe.

The Pentagon banned smoking in its restaurants and snack bars on Nov. 1, 1993, but still permitted smoking in designated restrooms until the Jan. 31 deadline. Most federal government workplaces, including the White House, banned indoor smoking last year.

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CONSTANT VIGILANCE for new ideas is a major goal for 1994 at the Procurement Department. To promote the goal, a banner was created. Displaying the new banner are Cdr. Cedric Knight, department head; Jeff Meriam, associate for management; and the banner's designer, Audrey Pryor. Other members of the Procurement Department's "IDEA's Team" are Jeanne Angle, Glenda Downing, Carla Gerrard, David Kollmeyer and Wanda Williams. Public Work Point Shop employees Barbara Parsons, Johnnie Perez, Ron Willet and Leroy Mitchell, did all the sewing and art work for the banner, as well as supplying the material.

MWR calendar

Thursday, Feb. 10

- Deadline to order Valentine Flower Grams — 939-3252.
- Deadline to order sweetheart balloon bouquets — 939-2909.

Saturday, Feb. 12

- Women's Jack & Jill Golf Tourney, China Lake Golf Course — 939-2990.

Friday, Feb. 25

- Sweetheart Dinner Dance, 6 p.m., Seafarer Club — 939-2909.
- "Alexander Oil Painting Method" art demonstration, 10 a.m. to 1 p.m., Craftech Center — 939-3252.

- Men's Two-Man Scramble Golf Tourney, China Lake Golf Course — 939-2990.

Friday/Saturday, Feb. 26-27

- Men's City Bowling Tournament, Hall Memorial Lanes — 939-3471.

Saturday, March 5

- Ace of the Month Golf Tourney, China Lake Golf Course — 939-2990.

Saturday, March 12

- Women's City Bowling Tournament, Hall Memorial Lanes — 939-3471.

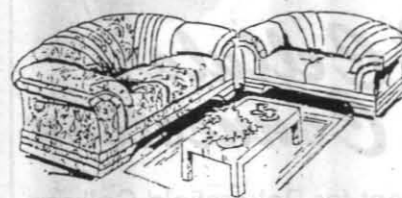
Sunday, March 13

- Women's City Bowling Tournament, Sierra Lanes — 939-3471.

Sunday, March 27

- Lady Pro's Pro-Am Golf Tourney, China Lake Golf Course — 939-2990.

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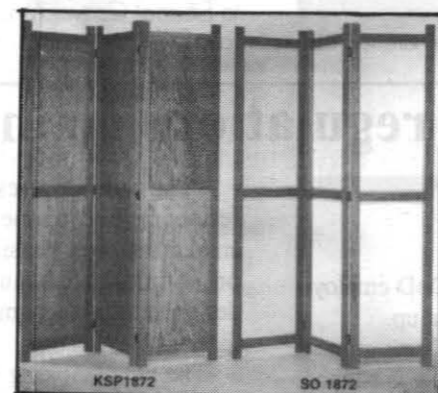
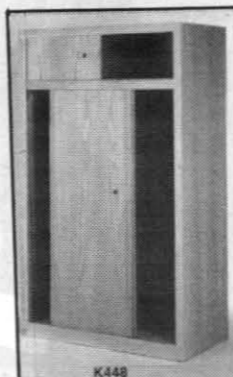
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Rumor has it... RAdm. Strohsahl continues his discussion of transition issues

Editor's Note: This is the third in a series of articles in which NAWC Commander RAdm. George H. Strohsahl meets rumors head on. The interviewer was TID's Kristine Roquemore.

ROQUEMORE: Rumor has it that under TEAM ConOps everyone at China Lake will work for someone at PAX, in particular the Aircraft Division, and the Weapons Division will ultimately lose its identity.

STROHSAHL: Under the proposed Competency Aligned Organization eight competencies have been identified and agreed to. Weapons isn't one. But, aircraft isn't one either. Okay, so we're starting out equal in that sense. The competencies are Engineering, Logistics, Test & Evaluation, Program Management, Contracting, Shore Station Management, Corporate Operations and Industrial Capability.

Once aligned, these competencies will cut across what is now the existing Weapons Division of the NAWC, and every employee of the entire Naval Aviation Systems TEAM, including the NAWC Weapons Division, will be identified with one of these competency organizations.

ROQUEMORE: And how will you tie these competencies together?

STROHSAHL: We'll tie them together through Integrated Product Teams (IPTs). IPTs deliver the product. IPTs are associated with a line of products—some weapons, some airplanes, some black box avionics—a wide variety of things. Products we develop, buy, test and support. So that, for example, we'll have in the Weapons Division employees from the Engineering Competency, Test & Evaluation Competency, etc., all assigned to work

full-time, or as much as the program warrants for a program manager. That's where the work gets done.

ROQUEMORE: How will this all come together?

STROHSAHL: That's a tough one. There are many unresolved issues. First and foremost, how do you implement this Competency Aligned Organization? That's one of the reasons we're not rushing out to implement it by the first of December—or whatever the crazy rumor is. We simply don't know how in a remote location like Indianapolis, Orlando, China Lake, or even at Patuxent River, to provide site oversight management and tie this all together. It has to be done. We acknowledge that. And site/area management is acknowledged and will exist. But, we still have a long way to go before we can talk about implementation of this type of organization.

ROQUEMORE: Rumor has it there will be a major reduction in force (RIF) in fiscal year 1995 at the field sites, particularly the Weapons Division.

STROHSAHL: Present planning is to continue with a Flag out on the West Coast. There has been discussion that in the future the West Coast Flag may also be the vice commander of NAVAIR. Frankly, in my opinion, that is not what's going to happen. But, the range of possibilities are endless. I'm sure that rumor has gotten out there, but it is not in the present plans.

ROQUEMORE: So, the Weapons Division will not lose their stronghold so to speak?

STROHSAHL: They are not going to lose their role. They are however, going to lose—along with every other site—their autonomy. Each of the sites will lose their autonomy of action. This trend began when the NAWC was formed. It will continue. It is my hope that the technical excellence will continue through the IPTs. But as an

organization, the autonomy of each of the individual sites will be lost.

ROQUEMORE: Rumor has it that under TEAM ConOps there is no incentive for the program manager to take care of his people, i.e., training, general support.

STROHSAHL: That is an untrue accusation. But it does raise the issue of personnel management. How are we going to handle it? How can we tend to the full range of our people's needs? These aspects of personnel management are an unresolved issue. But the competency organization will be responsible for the care of people in terms of their training and professional development. That's a fundamental role that's been established for the competency organization as opposed to the Program Manager.

ROQUEMORE: Rumor has it there will be a major reduction in force (RIF) in fiscal year 1995 at the field sites, particularly the Weapons Division.

STROHSAHL: It's always a possibility. VAdm. Bowes, and all the members of the TEAM, have demonstrated complete dedication to do the very best for our employees. The last thing we want to have happen is an adverse action. We'll do everything in our power to avoid RIF, but if our workload and authorized ceiling strength do not support a workforce as large as we have, and we can't achieve our desired-size workforce without adverse action, then it will be requested. There's no mystery there. But, we'll do absolutely everything we can—and we've demonstrated that fact—to avoid RIF action.

Despite our best intentions, should we be forced to RIF, we are fully committed to doing everything we can to place all those who leave the TEAM.

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While you can't turn in an old computer for a new one, you can buy parts upgrades such as in this ad.

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Do your monthly bills block out the sun?

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With our **8.9%** APR Signature Loan you can see the light of day in **12 months!**

SAMPLE PAYMENT SCHEDULE				
Amount Borrowed	\$1,000	\$1,500	\$2,000	\$2,500
Estimated Monthly Payment	\$87.56	\$131.36	\$175.14	\$218.92

NWC COMMUNITY FEDERAL CREDIT UNION
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CORPORATE OFFICE, 701 S. China Lake Blvd., Ridgecrest. (619) 371-7000

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CALIFORNIA CITY (619) 373-8472
LAKE ISABELLA (619) 379-4671
KERNVILLE (619) 376-2251
BORON (619) 762-5650

NCUA

alarm/detection systems, building content and layout, etc.); knowledge of fire-fighting; through exercising, ability to operate fire-fighting apparatus and equipment (e.g., structural pumps, crash fire trucks, pumping systems, nozzles, rescue equipment, etc.); ability to safely direct and control fire-fighting vehicles (e.g., proper use of gears, clutch, brakes, and demonstrated safe, smooth, effective operation of vehicles); and ability to carry out assignments with minimal supervision. **SUPPLEMENTAL QUALIFICATION STATEMENT REQUIRED. THIS FORM IS AVAILABLE IN ROOM 100 OF THE CHINA LAKE HUMAN RESOURCES DEPARTMENT BUILDING.** (Applicants who do not meet the statutory (Time in Grade) requirements but will meet those requirements during the term of this register, may apply, but will not be placed on the register until those requirements are met.) **Note 3 applies.**

NATIONWIDE

No. NSC-002-SH3 (1) Interdisciplinary, GS-85/805/1550-11/12, Electronics Engineer/Electrical Engineer/Computer Scientist, Naval

Satellite Operations Center (NSOC)—Area of **Consideration:** Current appointable DOD employees nationwide. **Opening Date:** 2-10-94. **Closing Date:** 3-10-94. **Selecting Official:** Lt. R. LaRock, (805) 989-4224. **HRD Contact:** Sylvia Henning, (805) 989-3238. **Permanent Change of Duty Station Expenses Authorized:** No. **Summary of Duties:** The incumbent serves as a Telemetry and Communications Systems Engineer in the Naval Satellite Operations Center. Performs planning and analysis to carry out assigned projects. Defines resource allocations and schedules accordingly. Coordinates inputs, problem reports, and technical questions from outside user agencies. Performs design and development of telecommunication networks and performs modifications to existing systems. Uses working knowledge of telemetry modifications to existing systems. Uses working knowledge of telemetry formats and modulation types, ground station hardware, IRIG signals, data conversions and techniques, software specifications and requirements, and system/circuit designs to complete assigned projects/programs. Documents recommended solutions.

POINT MUGU MORALE, WELFARE, AND RECREATION DEPARTMENT IMMEDIATE VACANCY

To apply for the following positions complete, sign, and submit an Application for Federal Employment (SF-171), and if applicable, a copy of your latest performance appraisal and latest personnel action to:
Attn: Sybil Hubbard
Naval Air Weapons Station
MWR Dept., Personnel Office
P701, Bldg 116
Point Mug, CA 93042-5001
For more information call Sybil Hubbard at (805) 989-7509. Full consideration will be given to all qualified candidates regardless of race, color, religion, national origin, lawful political affiliation, age, sex, physical handicap, marital status, or any other non-merit factor.

Club Operations Assistant (Night Manager), NF-1101-03—Hospitality Facilities, flexible schedule, normally Friday and Saturday evenings and Sunday days, approximately 25 hours a week. **Area of Consideration:** NAWS commuting area. **Salary:** Negotiable. **Description of Duties:** Incumbent assists management in directing, supervising, and managing Hospitality Facility operations, which may include Mugu's Pizza and More, bingo operations at the Point Restaurant, catered functions and more, on Friday and Saturday evenings and Sunday days. As a flexible scheduled employee, the hours and days may vary. Incumbent maintains order and cleanliness in the facilities, prepares reports, communicates with patrons, assists in other facility positions when needed, issues, receives, and controls cash receipts and change funds. **Qualifications:** Incumbent must have a working knowledge of food and beverage operations with 1 year of related experience and a knowledge of business/cash-controlling procedures.

CHINA LAKE NAVAL AIR WEAPONS STATION MORALE, WELFARE, AND RECREATION DEPARTMENT JOB OPPORTUNITIES

Point of Contact: MWR Personnel, Melissa Finnell, Building 00021, 939-6509.

To establish a roster of eligible candidates to fill positions as they occur, applications (SF-171) will be accepted by the MWR Personnel Office, Building 00021, on a continuing basis for those positions listed below. Some positions that are filled through specific vacancy announcements will have the announcement numbers listed below. Interested individuals may apply for positions in Administration, Recreation, Clubs, Snack Bars, Auto Hobby, Craftech, Child Development/Youth Services, Maintenance, and BOQ through the voluntary application file.

Applicants must submit one SF-171 for each position (with job title identified) for which they wish employment consideration. As vacancies occur, qualified applicants will automatically be considered. Selection will be based on experience, performance evaluations, commendations, and qualifications for the specific position.

NOTES

- Applicants must meet all physical and legal age requirements where applicable.
- Competition is restricted to U.S. Citizens and Legal Resident Aliens authorized to work in the U.S.
- SF-171s must be updated every 6 months; failure to update will result in removal from file. Failure to respond to

phone messages or written inquiries will result in removal from file.

- Positions may be full or part-time, flexible, temporary, day or night shift, or week ends. It is very important to indicate the number of hours you will work in Item 15 of the SF-171.
- Incomplete applications will be returned. This delays consideration for open positions.
- Note:** Applications are accepted for the positions listed below on a continuing basis unless a vacancy announcement number appears behind the job title.

NAWS CHINA LAKE MWR DEPARTMENT

Food Service Worker, NA-7408-02/3/4, open continuously. Flexible up to 40 hours per week. Incumbent performs a variety of manual tasks in food and beverage preparation. Previous food service experience preferred. \$5.14 ph.

Food Service Worker, NA-7408-01, open continuously. Flexible up to 40 hours per week. Duties may include busing tables to assisting in kitchen to delivering pizza. \$4.62 ph.

Recreation Aid, NF-0189-1, various recreational facilities, such as the gym, youth center, bowling center, etc. Open continuously. Most positions are flexible schedule and salary starts at \$4.75 ph.

CHINA LAKE MORALE, WELFARE, AND RECREATION DEPARTMENT IMMEDIATE VACANCY

Club Manager, NF-1101-4—Salary Range: \$25,500-\$39,000. This position is located at the Seafarer Club, Morale, Welfare and Recreation Department, Naval Air Weapons Station, China Lake. The incumbent manages the club, which includes the CPO Lounge, Freddy's Pizza, dining and banquet areas, a catering service, and one separate facility, the Barefoot Bar. The incumbent is responsible for the administration, management, and development of facility plans and procedures; and for budgeting, cost control, organizing, and implementing a quality food, beverage, and entertainment program. The incumbent will serve a 1-year probationary period. The incumbent must operate the club system profitably within established Navy guidelines. **Job-Relevant Criteria:** Ability to apply a wide range of mess management principles, concepts and methodologies. Skill in dealing with people of various organizations and diverse backgrounds; knowledge of financial management ratios and accounting principles and practices; EEO and personnel policies, practices and principles; inventory control; and retail accountability. The incumbent must be able to communicate effectively, both orally and in writing, and must enjoy dealing with the public and interacting with the public during special events. Send SF-171, resume (if desired) and your last two performance evaluations to Morale, Welfare and Recreation Department, P.O. Box 6169, Ridgecrest, CA 93555. POC: Melissa Finnell, (C) 619-939-6509. **Closing Date:** 18 February.

Recreation Aid—Lifeguard, NF-0189-1, Sports Division, open continuously. Flexible up to 40 hours per week. Incumbent must hold a valid Red Cross Advanced Lifesaving Certificate or higher certificate. Must have taken current CPR Course. \$5.20 - \$8.79

Bartender, NA-7405-03, Clubs Division, open continuously, flexible schedule, experience preferred. \$5.64 ph.

Custodial Worker, NA-3566-1/2, Combined Bachelors Quarters, open continuously, flexible schedule up to 40 hours per week. \$4.62 ph.

Child Development Program Assistant, GSE-1701-2/3/4/5, Child Development Center, open continuously, flexible schedule up to 40 hours per week. Minimum requirement high school graduate or equivalent with 1 year child development experience desired. \$6.41 ph.

Waiter, NA-7402-1/2, Clubs Division, open continuously, experience preferred, flexible schedule up to 40 hours per week. \$4.62 ph.

The NAWCWPNS Announcements and Human Resources Department Information are published by the PAO and inserted in China Lake's "Rocketeer" and Point Mugu's "Missile" newspapers on the Thursday before payday. Copies of the insert are provided to the Albuquerque and White Sands sites. Personnel at China Lake, Albuquerque, and White Sands may send items for the Announcements section to C08033, Attn: Barry McDonald, FAX 939-2796 (DSN 437-2796). Personnel at Point Mugu may send items for the Announcements section to P0703, Attn: Pat Hollenbaugh, FAX 989-1785 (DSN 351-8094). Items included in the Human Resources Department Information section are provided by the Operations, Human Resources Development, and Employee/Labor Relations Divisions of the Human Resources Department. The deadline for all submissions is Wednesday at 1700, 8 working days prior to the alternate Thursday publication date. **NOTE:** All inputs MUST include the sponsor's code and phone number. Any questions or issues pertaining to this insert may be addressed to Ron Rogers at 989-3997 (DSN 351-3997), FAX 989-4388 (DSN 351-4388).



NAVAL AIR WARFARE CENTER WEAPONS DIVISION ANNOUNCEMENTS



CHINA LAKE GENERAL ANNOUNCEMENTS

NAVY DISCONTINUES OVERSEAS VACANCY LISTING

The Office of Civilian Personnel Management has stopped publishing the "Overseas Job Vacancy Listing" (yellow bulletin). Overseas Human Resources Offices will advertise their own vacancies through the Navy Bulletin Board System, through the Federal Research Service Publication, or through the Federal Jobs Digest. This was a sudden move and they apologize.

NAWCWPNS employees interested in overseas employment may still view these announcements in the Human Resources Department at Point Mugu, Bldg. 211, or China Lake, Bldg. 02335, Room 100.

SPRING AND SUMMER TRAINING SCHEDULE

The spring and summer training schedule will be published in the 10 March issue of the announcements section of the Rocketeer and the Missile. Retain this section for use in planning training for the second half of the fiscal year.

FACILITIES CAD-2 ROLL-OUT SEMINAR

The Facilities CAD-2 Roll-Out Seminar featuring the newest hardware and software available on the NAVFAC CAD-2 contract will be on Station 22 through 24 February in the Public Works Department parking lot across from Building 931. The mobile demonstration theater seats 12 people per session. A total of 17 sessions are scheduled during the 3-day seminar. For more information and appointments, contact Mike Pierce, Public Works Department at 939-0091.

DEFENSE MAPPING AGENCY PRESENTATION

An instructor from the Defense Mapping Agency, Fort Belvoir, VA, will hold a presentation on 15 February at Mich Lab, Room 1000D from 0730 to 1230. The presentation will cover basics in Global Positioning Systems (GPS); mapping, charting, and geodesy; Defense Mapping Agency (DMA) product accuracies; and DMA crisis support. This presentation series has been coordinated with the NAWCWPNS GPS mini-conference that follows on 16 and 17 February. The presentation will be Unclassified. For more information or to obtain an agenda, contact Ted Fincher, C2818, at 939-1185.

NAWCWPNS GPS MINI CONFERENCE

The Technology Advancement Group (C025) is sponsoring the first NAWCWPNS Global Positioning System (GPS) Mini-Conference, "Celestial Navigation with a New Set of Stars," on 16 and 17 February. The conference will run from 0830 to 1630 each day at Mich Lab, Room 1000D.

The purpose of the conference is to (1) introduce NAWCWPNS-supported GPS science and engineering applications; (2) identify current and future GPS

requirements and capabilities, and develop a basis for future technology investment; (3) establish communication between the different pocket of GPS expertise at China Lake and Point Mugu; (4) receive GPS Joint Program Office and Navy perspectives on GPS; and (5) introduce visiting officials to NAWCWPNS GPS capabilities.

All interested personnel are encouraged to participate as presenters or attendees. A wide variety of GPS-related presentations are being solicited for this conference. The presentations should be no longer than 20 minutes plus 10 minutes for questions and answers. Scheduling allowances may be made for presentations requiring more or less time.

The points of contact for this conference are Mark Wonnacott, C2876, 939-1089, and David Greskowiak, C2876, 927-3616, for weapon/aircraft system and miscellaneous applications, or Dex Hansard, C325101, 939-6930, for range applications.

CAREER TRANSITION CENTER LIBRARY

The Career Transition and Placement Center located in Building 02330, the white trailer behind the Training Center, has a library of books (and some videos) dealing with career transition. The two newest books are *Time Out, How to Win in Retirement or the Second Career*, by Ronald Garrison and *Ready or Not, A Handbook for Retirement*, from the Manpower Education Institute. The library is open from 1300 to 1400 each work day.

TECHNICAL LIBRARY CD-ROM HOLDINGS

The staff at the Technical Library, located at the north end of the Mich Lab compound, would like to invite everyone to come in and use the library's extensive holdings of CD-ROMs. Recent additions on disk are the Pentagon Library and the National Defense University holdings. The Defense Library on Disc contains over 220,000 records, including items in the fields of international security affairs, defense policy, military history, resource management, and the art of war. Most of these items can be obtained through the Interlibrary Loan service of the Technical Library. For a complete list of CD-ROM holdings, contact the Technical Library at 939-3389/1017.

EDD EXPANDING SERVICES

The California Employment Development Division (EDD) has recently expanded the focus of its services to include currently employed individuals. They invite interested NAWCWPNS employees to join Hi Desert Experience Unlimited (HIDEU), a self-help group for those seeking to make a job or career change.

Resumes will be sent out to prospective employers within the next 2 weeks. For more information contact the EDD office at 446-7401.

CHINA LAKE AND POINT MUGU ROCKETEER/MISSILE ANNOUNCEMENT SCHEDULE

Deadline	Publication Date	Deadline	Publication Date
February 16	February 24	July 20	July 28
March 2	March 10	August 3	August 11
March 16	March 24	August 17	August 25
March 30	April 7	August 31	September 8
April 13	April 21	September 14	September 22
April 27	May 5	September 28	October 6
May 11	May 19	October 12	October 20
May 25	June 2	October 26	November 3
June 8	June 16	November 9	November 17
June 22	June 30	November 23	December 1
July 6	July 14	December 7	December 15

"SECRET CITY" VIDEO AVAILABLE

The Video Projects Branch now has the 3-hour documentary "Secret City" available for purchase. Composed of historical footage, archival photographs, historical memorabilia, and on-camera interviews of over 60 noted China Lakers, this video recounts the 50-year history of the Navy at China Lake. This video was shown at the Station Theater during the 50th anniversary celebration last November. Copies for official use only are available for loan or purchase. A J.O. will cover the cost of the tape. A copy may be obtained from the Video Projects Branch located in the old Community Center across from the Headquarters Building, or by calling 939-3697.

Copies may be purchased for personal use by contacting the China Lake Museum Foundation, P.O. Box 217, Ridgecrest, CA 93556, or by calling John DiPol at 375-2610 or Becky Sorge at 446-6407.

TEKTRONIX FIP HARDWARE MAINTENANCE CONTRACT

C6331 has a new contract for hardware maintenance of Tektronix FIP equipment and attached peripherals (can be third party) at China Lake and Point Mugu. This contract is not mandatory and has been initiated to provide primary or alternative service to existing maintenance agreements/contracts.

Contractor: Telos Field Engineering
Contract Number: N68936-94-D-0109
Current Period of Performance: 1 June 1998 through 31 May 1994
Cost: \$40 per hour plus parts/material with a 2-hour minimum

A contract administration surcharge of 6.5% will be added. You can request an estimate before work is done—the 2-hour minimum will apply. Customers may request field modifications sponsored by the OEM.

If you want service on this contract, you must contact the Trouble Desk at 499-2084 with the following information: (1) model number, (2) serial number, (3) bar code, (4) a brief description of the problem, (5) contact/requestor, (6) phone number, (7) job order number, and (8) location of equipment and code.

To place a trouble call, contact Linda McCauley, C6331, 939-0614. You must have the equipment model, serial number, location, problem description, point of contact, alternate point of contact and phone number, and job order number.

RETIREMENT

CHARLENE NEFF

Charlene Neff is retiring after 20 years of federal service. A retirement dinner will be held in her honor at the Carriage Inn on 4 March. A no-host happy hour will begin at 1800, followed by a buffet-style polynesian dinner at 1900. The cost is \$16 per person including tax, gratuity, and gift contribution. For tickets or presentations, contact Pam Blackwell at 939-3044 or Jeanne Printy at 939-8430 by 28 February. Advance tickets are required.

HEWLETT PACKARD CONTRACT

The Federal Information Processing (FIP) Resources Branch (C6331) has a Center-wide contract for remedial and preventive maintenance of Hewlett Packard FIP hardware and attached peripherals (can be third party). This contract is a time-and-materials contract. It is not a mandatory contract, but has been initiated to provide primary or alternative service support.

Contractor: Telos Field Engineering
Contract Number: N68936-93-D-0109
Current Period of Performance: 1 June 1998 through 31 May 1994
Cost: \$40 per hour plus parts/material with a 2-hour minimum

A contract administration surcharge of 6.5% will be added.

You can request an estimate before work is done—the 2-hour minimum will apply. Customers may request field modifications sponsored by the OEM.

If you want service on this contract, you must contact the Trouble Desk at 499-2084 with the following information: (1) model number, (2) serial number, (3) bar code, (4) a brief description of the problem, (5) contact/requestor, (6) phone number, (7) job order number, and (8) location of equipment and code.

Direct questions or problems to Martha Faron (C6331) at 939-3395.

POINT MUGU GENERAL ANNOUNCEMENTS

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TEKTRONIX FIP HARDWARE MAINTENANCE CONTRACT

C6331 has a new contract for hardware maintenance of Tektronix FIP equipment and attached peripherals (can be third party) at China Lake and Point Mugu. This

contract is not mandatory and has been initiated to provide primary or alternative service to existing maintenance agreements/contracts.

Contractor: Telos Field Engineering Contract Number: N68936-94-D-0062 Contract Coverage: Per call (time and materials) Period of Performance: Through 31 December 1994

Response: 6-hour response time during the principal period of maintenance (PPM), Monday through Friday, 0730-1630

Cost: Per-call coverage during the PPM, \$40 per hour, 2-hour minimum plus parts A contract administration surcharge of 7.9% will be added.

These rates apply to both China Lake and Point Mugu and are effective through the life of this contract.

To place a trouble call, contact Linda McCauley, C6331, 939-0614. You must have the equipment model, serial number, location, problem description, point of contact, alternate point of contact and phone number, and job order number.

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

Getting help when you have a problem can be a problem. Do you know that there is someone you can talk to if you or someone in your family are having difficulties?

There is no charge for CEAP services, which may be used before, during (on administrative leave), or after working hours. Family members, self-referrals, and supervisory referrals are welcome. The program is located in Bldg. 2-825 (University of La Verne). All interviews are confidential. For further information, call 989-7708 or 989-8161. Ask for Martha or Bob.

WEINGARTEN RIGHTS FOR BARGAINING UNIT EMPLOYEES

Per Section 3, Article 5, of the 26 May 1993 negotiated agreement between NAWCWPNs Point Mugu site and the National Association of Government Employees, Local R12-33 (the Union), all personnel are reminded that a bargaining unit employee has the right to have the Union present at any examination of an employee in connection with an investigation as provided by the Civil Service Reform Act of 1978.

The collective bargaining unit at the NAWCWPNs Point Mugu site is described as all Wage Grade and General Schedule employees of NAWCWPNs Point Mugu. Excluded are all professional employees, management officials, supervisors, and employees described in 5 USC 7112 (b) (2), (3), (4), (6), and (7).

The Union must be given an opportunity

to be present at an examination of a bargaining unit employee conducted by a representative of the Agency if the employee reasonably believes the examination may result in disciplinary action and the employee requests representation.

Employees who are excluded from the bargaining unit are not entitled to be represented by the Union in any investigative examination.

Questions concerning representation should be directed to the Employee and Labor Relations Division at 989-3222.

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

The exclusive Labor Representative for the bargaining unit employees of NAWCWPNs, Point Mugu is the National Association of Government Employees (NAGE).

The local R12-33 President is Louis W. Roger, located in Trailer 1007. He can be reached at 989-1374.

RETIREMENTS AND FAREWELLS

To announce retirement and farewell social events for Point Mugu personnel (published in the Missile and Rocketeer) contact Ron Rogers at 989-3997. Announcements must be received 3 weeks prior to the events.

CPR, BASIC PROVIDER (8 hrs.) 16 March; Wednesday, 0800-1630; Bldg. 5-1, Lounge. By: St. John's Regional Medical Center

This cardiopulmonary resuscitation course covers the anatomy and physiology of the heart and lungs; risk factors; prudent heart living; and signs and symptoms of heart attack. The participants are certified in the following CPR techniques: one- and two-person CPR; infant CPR; and obstructed airway maneuver in the conscious and unconscious adult and infant.

UNDERSTANDING CULTURAL AND GENERATIONAL DIFFERENCES (4 hrs.)

17 March; Thursday, 0800-1230 and 1330-1730; Surfside, Garden Room. By: Suzanne Hard

This course will look at the impact of various demographic groups in our work place effectiveness. The course will demonstrate how to motivate, coach, and train personnel from the various demographic groups.

WORDPERFECT, INTERMEDIATE (8 hrs.)

21 March; Monday, 0800-1630; Bldg. 5-1, Room 23. By: Tectra

Prerequisite: Prior PC experience In this course students will learn basic operations of word-processing, such as creating, printing, and saving documents; and editing, modifying, and enhancing those documents. Many functions and commands will be demonstrated.

WORD, BEGINNING (16 hrs.)

21-22 March; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 30. By: PCT Prerequisite: Macintosh Introduction The objective of this course is to familiarize the participant with this powerful, full-featured

word processing program. Participants will learn to create, edit, and format a letter, memo and proposal; insert and edit graphics; search and replace words; create headers, footers, and footnotes; check spelling and page breaks; and create form letters using Word's Table feature.

READING and COMPREHENSION SKILLS (16 hrs.)

21 March and 1 April; Monday and Friday, 0800-1630; Surfside, Cloud 9 Room. By: West Coast University

There are several ways to increase reading speed and comprehension. The focus of this training is on three particular methods: Scanning, Skimming, and Surveying. The course features a hands-on approach that emphasizes accelerated reading methods, comprehension, discussions, and class speedreading practice drills. Training is designed to increase reading skills, improve comprehension rapidly, and find bottom-line information. Some of the topics covered include getting rid of roadblocks, using your hands and your head, how to find the bottom line, and paraphrasing and other shortcuts.

PERFORMANCE APPRAISAL/PROBLEM SOLVING (SUPPORTIVE CONFRONTATION) (16 hrs.)

22 March; Tuesday, 0800-1630; Surfside, Garden Room. By: M.A. Gallager

The purpose of this 2-day workshop is to agree on a model for supportive confrontation and to practice skills necessary to carry it out. Participants will examine conditions necessary for supportively confronting someone else's behavior. They will learn how to judge, advise, and analyze others; practice active listening;

make observations and give complete messages. The workshop will also touch on what participants can do to support themselves if they unexpectedly find themselves being confronted.

WORDPERFECT, INTERMEDIATE (8 hrs.)

22 March; Tuesday, 0800-1630; Bldg. 5-1, Room 23. By: Tectra

Prerequisite: WordPerfect, Introduction This course presents intermediate skills in this word-processing program such as merge operations, envelopes, mailing labels, macros, headers and footers, math, sorting text, columns, fonts, and graphics for the IBM compatible.

CARPAL TUNNEL SYNDROME (1 hr.)

22 March; Tuesday, 1130-1230; Bldg. 5-1 Auditorium. By: Dr. Wes Youngberg This presentation will cover the use of computers in relationship to carpal tunnel syndrome (CTS). The main areas of discussion will be

- Anatomy of the hand
Etiology and symptoms of CTS
Relation of CTS to computer use
Treatment of CTS once it is diagnosed
Prevention awareness

This class falls in the category of safety awareness.

ATTITUDES AND YOUR HEALTH (4 hrs.)

22 March; Tuesday, 1300-1700; Bldg. 5-1, Auditorium. By: Dr. Wes Youngberg Participants will learn how their attitudes influence predictable internal and external physiologic responses that greatly impact pathways toward health or illness.

WORD FOR WINDOWS, INTRODUCTION (16 hrs.)

23 March; Wednesday, 0800-1630; Bldg. 5-1, Room 23. By: The Memory Co. Prerequisite: Prior PC experience.

This course introduces the user to the basic functions and features of this graphical user interface package. Students learn to use the Program Manager to manage the running applications; to use the File Manager to manage files, disks, and drives; and to exchange information between applications.

FILEMAKER PRO, INTRODUCTION (16 hrs.)

28 March; Monday, 0800-1630; Bldg. 5-1, Room 30. By: Saracen Interactive Prerequisite: Basic Macintosh skills.

In this class you will learn an introduction to data-bases, how to create your own database, working with information (adding, editing, omitting, etc.), layout formatting (field borders, viewing, drawing tools, moving, resizing, reshaping and aligning objects, etc.), auto-dates, field values, auto text, tab orders, buttons and scripts, and networking and passwords.

Presentation Method: Hands-On Workshop.

DEALING WITH DIFFICULT PEOPLE (8 hrs.)

29 March; Tuesday, 0800-1630; Surfside, Cloud 9 Room. By: Marion Lapan

Designed to assist employees to be personally effective face-to-face and on the phone with telephone clients, co-workers, and supervisors. Skills will be learned in dealing with negative confrontations and the "difficult" personality type. These skills can improve overall human relations and reduce negative stress.

Human Resources Department Information

The Human Resources Department (HRD) Information section is intended to provide timely HRD information to NAWCWPNs personnel. Any questions or issues pertaining to this section may be addressed to Ron Rogers, P622, (805) 989-3997 (DSN 351-3997), FAX 989-4388 (DSN 351-4388).



EMPLOYEE/LABOR RELATIONS DIVISION NEWS

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 or medical emergencies and anticipate being in a leave-without-pay status for at least 80 hours. Employees who wish to help a leave recipient may donate annual leave to the employee by submitting a completed OP Form 630-A (Request to Donate Annual Leave to Leave Recipient). This form is available at Administration Offices at Point Mugu and Shop Store (Tel-Mart) at China Lake. Forms for Point Mugu may be mailed to P621 and forms for China Lake may be mailed to C621. For additional information call Maria Martinez at (805) 989-3222 or Cindy Halpin at (619) 939-2018.

CHINA LAKE

Tamy Burns, C6505 Tamy is undergoing major surgery and will be off work recovering. She has exhausted all of her leave.

Pearl Mazuleni, C8322 Pearl fell on ice and fractured her arm and badly bruised her back and hip.

Bruce Katz, C3221 Bruce has injured/broken vertebra of the spinal column and must be immobile for 6 to 12 weeks.

Joyce Cercone, C2142 Joyce is recovering from foot surgery and is indebted for leave.

Deanna Weetman, C28 Deanna was off work caring for her husband who underwent bypass surgery.

Larry Kuster, C842 Larry has colon cancer and is undergoing chemotherapy and radiation treatments.

Frank White, C3312 Frank is recovering from pneumonia that resulted from valley fever.

Cathy Hannah, C6132 Cathy has been consistently readmitted to the hospital for congestive heart failure and diabetic gastroparesis following the birth of her premature son who is also under care.

POINT MUGU

Caroline Dishman, P2202 Caroline is on maternity leave.

Bobbie Heidler, P7304 Bobbie has left lower lobe pneumonia and is on ventilatory support.

Brenda Davis, P625 Brenda is undergoing treatment for Lupus Erythematosus.

Jerry Farmer, P3633 Jerry needs leave due to extensive surgical procedures.

Mary-Lea Calek, P3852 Mary-Lea is hospitalized and is recovering from a heart problem.

Patricia Kozik, P6135 Patricia had surgery and is in need of leave.

Ann Marie Anaya, P0351 Ann Marie is suffering from an occupational disease.

Edward Montez, P7370 Edward is undergoing treatment for epididymitis.

Myrian Padua, P653 Myrian is experiencing dysfunctional uterine bleeding.

Doris Mcintyre, P744 Doris has cardiomyopathy with congestive heart failure.

Melody Delos, P004B Melody is recovering from brain surgery.

Annette Zuniga, P3500 Annette is taking care of her husband who is extremely ill.

Tom Swann, P0393 Tom is receiving treatment for stress-related reasons.

Leon Betts, P777 Leon is being treated for a large area of ulceration on his anterior chest wall.

Shawna Clay, P7210 Shawna is receiving treatment for a displaced right calcaneus fracture.

Cynthia Nunez, Code 5A32 Cynthia is on maternity leave.

Nancy Olavarrieta, P0704 Nancy is on maternity leave.

Sue Gonzales, P751 Sue's son has acute lympho-blastic leukemia.

Patricia Pratt, P30, Naval Air Reserve Training Patricia is undergoing chemotherapy and radiation treatment for perforated colon cancer.

Josefina Gerende, P2551 Josefina is undergoing surgery.

OPERATIONS DIVISION NEWS

MERIT PROMOTIONS

ALL FOUR SITES

No. C32-001-DWE4, Electrical Engineer, DP-850-1, Naval Air Warfare Center, Range Department, Ordnance Test and Evaluation Division, Instrumentation Branch, C3213—Area of Consideration: NAWCWPNs. Opening Date: 2-10-94. Closing Date: 2-24-94. HRD contact: Diana Eggleton, (619) 939-8111. Permanent Change of Duty Station Expenses Authorized: No. Summary of Duties: The incumbent will design, maintain, and modify digital and analog electronic systems used in the ground testing of rocket motors, warheads, and other ordnance. These electronic systems include, but are not limited to, data acquisition systems, video systems, fiber-optic electronics, communication equipment, control systems, power distribution systems, and computers. The incumbent will work with a small dedicated team of mechanics, technicians, and engineers using a variety of modern test equipment to design, modify, maintain, and test electronic systems. The work environment offers the opportunity for individual initiative and independent work while experienced support is available. Quality-Ranking Factor: (1) Technical Quality-Ranking Factor: Ability to maintain, modify, and design a variety of ordnance-associated digital and analog electrical and electronics systems and components through application of mechanical/electrical fabrication, assembly, installation, and maintenance skills; (2) DAWIA Quality Ranking Factor: Ability to meet Level I certification requirements for Test and Evaluation Engineering positions. Promotion Potential to DP-3. Notes 1 and 4 apply.

CHINA LAKE SITE ONLY

No. C29-015-RR3, (1) Secretary (Typing), DG-318-2/3, Advanced Technology Application Office, Intercept Weapons Department, Code C29B1—Area of Consideration: China Lake only. Opening date: 2-10-94. Closing date: 2-17-94. Selecting Official: R. Fabiano, (619) 939-1445. HRD Contact: Brenda Dunn, (619) 939-2883. Permanent Change of Station Authorization: No. Summary of Duties: Provides secretarial support to the Project Office. Quality-Ranking Factor(s): Ability to perform receptionist and telephone duties; track, screen, and distribute incoming mail; review outgoing correspondence and/or prepare nontechnical reports; plan and coordinate travel arrangements; and maintain and coordinate supervisor's calendar and arrange conferences. Incumbent must be able to obtain and maintain a Top Secret Clearance with SBI. Previous applicants need not reapply. Notes 1 and 3 apply.

No. C84-003-DWE4, Firefighter (Driver-Operator), GS-081-6, Naval Air Weapons Station, Safety and Security Department, Fire Division, C842—Area of Consideration: China Lake only. Opening Date: 2-10-94. Closing Date: 2-17-94. HRD contact: Wanda Booker, (619) 939-2371. Permanent Change of Duty Station Authorized: No. This announcement will be used to establish the promotion register for Firefighter, GS-081-6, which will remain in effect until March 1995. Summary of Duties: The incumbent drives and operates structural pumps and a variety of crash fire trucks; responds on ambulance calls as either driver or attendant; inspects site buildings and property; and conducts training classes for trainee firefighters. Quality Ranking Factor: Ability to perform as a Driver-Operator through applying knowledge of locations (streets, water distribution,

APPLICATION PROCEDURES

Applications must be received at the Human Resources Department (HRD) Reception Desk, at any site, no later than 5:00 p.m. on the closing date of the announcement. Individual 171s must be submitted for each vacancy. LATE APPLICATIONS WILL NOT BE ACCEPTED UNLESS ON APPROVED LEAVE, TDY, ETC. THE ENTIRE TIME THE ANNOUNCEMENT IS OPEN. Please make a copy of your SF-171 application for your own retention before you submit it. (Only applications with original signatures and date will be accepted.)

Submit a copy of your latest narrative performance assessment/appraisal of record with any application filed against a vacancy announcement. If the assessment/appraisal does not clearly state the tasks/duties performed, attach a copy of your performance plan. A supplemental narrative addressing your qualifications to each Quality-Ranking Factor (QRF) is highly recommended. This information will be used to identify "highly qualified" candidates to be referred for selection. Additional information will not be accepted after the closing date of the announcement.

When multiple grade levels are advertised, applicants will only be rated for the lowest grade level they indicate on their SF-171 that they will accept and higher grade levels for which they qualify.

Applicants may review the X-118 Qualification Standards at the China Lake Technical Library; at the Point Mugu Directorate/Department Resources Office; or at any NAWCWPNs Human Resources Department Office.

AREA OF CONSIDERATION INFORMATION

Applications will be accepted from "current appointable employees" at NAWCWPNs and, unless otherwise noted in the specific announcement, the tenant commands with approved cross-service agreements. These include employees with career or career-conditional appointments; temporary employees with Veterans Readjustment Act (VRA) eligibility or reinstatement eligibility; handicapped employees serving on an extended Schedule (A) appointment; VRA employees; and temporary employees within reach on an OPM certificate (or equivalent). If a tentative selection is made from tenant, VRA, or temporary applicants, the selection process cannot be completed until a waiver to the hiring freeze is approved by COMNAVIR. Appointable persons include those with reinstatement eligibility, those within reach on an OPM certificate, and those eligible for noncompetitive permanent appointment (e.g., VRA, handicapped).

NOTES

1. If selection is made below the full performance level, the selectee may be promoted to the next higher level(s) without further competition provided the following conditions are met: (1) OPM requirements are met, (2) management determines the incumbent is performing at the higher grade level, and (3) there is work at the higher grade level to justify the promotion. PROMOTION IS NOT GUARANTEED.

2. First-time supervisors and managers are required to serve a probationary period of 12 months. Those who do not satisfactorily complete the probationary period will be returned to positions of no lower grade and pay than their former position.

3. Drug Testing Designated Position. An applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. (Exceptions: If the position change is for 30 days or less or the applicant currently occupies a Department of Defense Testing Designated Position (TDP), no applicant test is authorized.) The selection is contingent upon a negative drug test result and, thereafter, the selectee will be subject to drug testing on a random basis as the incumbent of a TDP. Further, all Department of Navy employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident or unsafe practice. All individuals will have the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test result will be provided to the selecting official and servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current Department of Navy employee will also be provided to the employing activity/commands.

4. This is a Defense Acquisition Workforce Improvement Act (DAWIA) Designated Position. P. L. 101-510 requires that all applications for DAWIA designated positions that are advertised be evaluated utilizing a Quality-Ranking Factor (QRF) to determine the best qualified candidates. A supplemental narrative addressing the DAWIA QRF is highly recommended. Applicants who would like to obtain more information on the DAWIA mandatory requirements and/or definitions of DAWIA career fields should contact their Department Office DAWIA representative or their Personnel Management Advisor. Note: Applicants selected for Critical Acquisition Positions (GS-14/DP-4 and above) will be required to sign a service agreement to remain in that position for at least a 3-year period.

5. Merit Promotion Positions for Point Mugu Site Vacancies. Applicants must meet all eligibility requirements (including, when applicable, time-in-grade and qualification requirements) within 30 calendar days of the closing date of the announcement.

GENERAL INFORMATION

The Naval Air Warfare Center Weapons Division is an Equal Opportunity Employer. Selection will be made on a fully equal basis without discrimination. Selection will not be made on non-merit reasons such as race, color, religion, sex, national origin, age, politics, marital status, physical handicap, or membership in an employee organization. All vacancies are subject to restrictions imposed by the DOD Priority Placement Program (PPP). Incumbent must hold or be able to obtain the appropriate security clearance. As of 1 August 1992, Mandatory Direct Deposit/Electronic Funds Transfer (DDDEFT) became the standard payment within DOD for pay of certain civilian personnel. Newly hired civilian personnel and employees (not currently enrolled) who are selected for competitive promotion, management, transfer, etc., will be required to enroll in DDDEFT within 60 days. An asterisk (*) preceding an announcement number indicates a modification has been made to the vacancy advertisement; please note indicated changes.

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

INTERPERSONAL RELATIONSHIPS AT WORK (4 hrs.)

14 February; Monday, 1230-1630; Bldg. 5-1, Lounge. By: Dr. Rita McCullough-Stanley

This workshop provides an opportunity for participants to discuss problems they are currently having in interpersonal relationships and receive input on resolving these difficulties. Participants will learn communication skills and protective techniques.

TEAMWORK: UNDERSTANDING WHAT MAKES IT WORK (8 hrs.)

15 February; Tuesday, 0800-1630; Surfside, Main Room. By: Reid-Moomaugh & Assoc.

This 1-day course will develop participants' understanding and appreciation of teaming—including leading, following, and empowering. This course will present TQL applications and approaches for effective teaming.

DEFENSE BUSINESS OPERATIONS FUND (24 hrs.)

15-17 February; Tuesday-Thursday, 0800-1630; Surfside, Cloud 9 Room. By: P&M Assoc.

This course is designed to provide attendees with an understanding of the Defense Operations Fund. The course will include lectures and case studies relevant to NAWC. Students will also prepare an operating budget.

DEALING WITH EMPLOYEE PERFORMANCE PROBLEMS (16 hrs.)

16-17 February; Wednesday-Thursday, 0800-1630; Surfside, Main Room. By: Reid-Moomaugh & Assoc.

This course is focused on developing the ability to coach and counsel direct reports to improve performance and productivity. Topics included in this session are differentiating between the concepts of coaching and counseling, steps and processes for coaching and/or counseling, and effective feedback skills.

MACDRAW PRO, INTRODUCTION (8 hrs.)

16 February; Wednesday, 0800-1630; Bldg. 5-1, Room 30. By: Saracen Interactive

Prerequisite: Basic knowledge of the Macintosh Operating System or completion of an Introduction to Macintosh class.

In this course you will acquire a basic working knowledge of MacDraw Pro as an object-oriented graphics program and its uses within the student's work environment. You will learn an Introduction to MacDraw Pro, MacDraw Pro Desktop, Tools and Menu, Page Layout, Drawing Simple Objects, Adding Text, Using Layers, Using the Special Drawing Tools, and Finishing and Printing Your Document.

HEALTHY COOKING CLASS (2 hrs.)

23 February and 2 March; 1700-1900; Bldg. 5-1, Lounge. By: Optimal Health Resources

This workshop will help you choose healthy ingredients and healthy methods of cooking. For more information call Jim Diderrich, 989-3994

WORDPERFECT, ADVANCED (8 hrs.)

22 February; Tuesday, 0800-1600; Bldg. 5-1, Room 23. By: Tectra

Prerequisite: WordPerfect, Intermediate. This course covers the advanced features showing graphics capabilities, using automatic indexing, create and execute macros, and

special project applications using various functions on the IBM compatible.

DBASE IV, INTERMEDIATE (8 hrs.)

23 February; Wednesday, 0800-1600; Bldg. 5-1, Room 23. By: The Memory Co.

Prerequisite: DBASE IV, Introduction. This course will focus on data management capabilities using set commands, creating complex reports, and creating turnkey systems using IBM compatible.

DOS, INTRODUCTION, (8 hrs.)

24 February; Thursday, 0800-1600; Bldg. 5-1, Room 23. By: C.C.C.S.

This course includes an explanation of the components of a typical computer system, tips on the safe and efficient operation of a computer, and hands-on experience in a variety of basic computing techniques. After completing this course, students should be able to

- Understand how DOS relates to the hardware/software
- Organize hard disk
- Format diskettes
- Work with subdirectories
- Name, rename, delete, and backup files

HOW TO FIND MONEY IN YOUR "1040" (1 hr.)

24 February; Thursday, 1130-1230; Bldg. 5-1, Auditorium. By: Jan Nottingham, CFP

This workshop will explain 1993 tax law changes and ways to minimize the amount of tax you have to pay.

STATEMENT OF WORK PREPARATION (8 hrs.)

24 February; Thursday, 0800-1630; Surfside, Garden Room. By: Mona Bonbright

Intended Audience: COTR, ACOTRS, NTRS, and POCs

The student will be given the latest government and NAWC guidelines for writing a Statement of Work (SOW). This course will help you to build your SOW writing skills through low-risk, in-class exercises. Also, you will receive a current list of people in the Procurement Department who can help you prepare your SOW and provide you with other documents that comprise the Acquisition Requirements Package (ARP). Information will also be provided on the advantages of using the newly developed ARP Team Process.

MS-WINDOWS, INTRODUCTION (16 hrs.)

28 February-1 March; Monday-Tuesday, 0800-1600; Bldg. 5-1, Room 23. By: COM-SKIL

Prerequisite: Prior PC experience. This course introduces the user to basic functions and features of this graphical user interface package. Students learn to use the Program Manager to manage the running applications, use the File manager to manage files, disks, and drives, and exchange information between applications.

POWERPOINT, INTRODUCTION (8 hrs.)

28 February, Monday, 0800-1600; Bldg. 5-1, Room 30. By: Saracen Interactive

Prerequisite: General knowledge of Macintosh concepts and usage. In this class you will obtain the skills necessary to produce the kind of presentations you have always wanted. Topics include creating, editing, and printing presentation slides and charts.

BECOMING A MASTER OF CHANGE (3 hrs.)

1 March; Tuesday, 1400-1700; Bldg. 5-1, Lounge. By: Joyce Kyler

This course helps the student adjust to the constantly changing environment in the workplace.

OFFICE MANAGEMENT (16 hrs.)

1-2 March; Tuesday-Wednesday, 0800-1630; Surfside, Garden Room. By: LaNelle Thompson

This mid-level course develops individual skills that enhance the productivity and effectiveness of clerical and administrative employees. The course objective is to help participants to identify roles and responsibility of an office manager and develop a managerial perspective of the secretary's job. Individuals will recognize the use of management skills in their present positions and learn to plan and prioritize work; they will also learn important communication skills in dealing with people in an office, on the telephone, and in other work-related situations.

LOTUS 1-2-3, INTRODUCTION (16 hrs.)

2-3 March; Wednesday-Thursday, 0800-1630; Bldg. 5-1, Room 23. By: The Creative Solutions

Prerequisite: Prior PC experience. This course teaches students basic spreadsheet construction, building formulas, entering and editing data, and printing and saving data on the IBM compatible.

MYERS-BRIGGS TYPE INDICATOR WORKSHOP (8 hrs.)

3 March; Thursday, 0800-1200; Bldg. 5-1, Lounge. By: Julie Streets

Changing jobs or careers can be a major life transition—one that requires careful thought, planning, and work. The Myers-Briggs Type Indicator is a widely used, accepted, and validated personality assessment instrument that identifies individual strengths or gifts. If you are exploring new career or job options, understanding yourself and others can significantly improve the focus and the decision-making aspects of a career transition.

BASIC STRESS MANAGEMENT (8 hrs.)

3 March; Thursday, 0800-1630; Bldg. 5-1, Auditorium. By: Margret O'Neil

This course will examine the most common types of stress and how to pinpoint your particular sources of stress and measure your current stress level. Emphasis is on practical techniques to help a person manage stress.

DOS, ADVANCED (8 hrs.)

4 March; Friday, 0800-1630; Bldg. 5-1, Room 23. By: Computer Focus

This course includes an explanation of the components of a typical computer system, tips on the safe and efficient operation of a computer, and hands-on experience in a variety of basic computing techniques. After completing this course, students should be able to:

- understand how DOS relates to the hardware/software
- organize hard disk
- format diskettes
- work with subdirectories
- Name, rename, delete, and backup files

FINANCIAL STRATEGIES FOR SUCCESSFUL RETIREMENT (12 hrs.)

8, 10, 15, 17 March; Tuesdays and Thursdays, 1700-2000; Surfside, Cloud 9 Room. By: Stephen Kipp

An information series to help you become acquainted with available financial options that you can use to prepare for a financially secure retirement.

PRE-RETIREMENT SEMINAR: PLANNING YOUR FUTURE TODAY (6 hrs.)

8-9 March; Tuesday-Wednesday, 0800-1630; Bldg. 5-1, Auditorium. By: Louise Berman

Employees preparing for retirement face numerous decisions and adjustments. For some, uncertainty about the future creates anxiety and stress. This course equips

NAVAL POSTGRADUATE SCHOOL, MONTEREY, CALIF.

SHORT COURSES

The Naval Postgraduate School at Monterey, Calif., will be offering the following short courses:

Introduction to Engineering Materials (Materials Science and Engineering for the Navy/DOD Non-Specialist), 2-5 May

Corrosion: Causes and Control, 2-9 June.

Nominations are open to all four sites. Flyers and registration forms are available at the Human Resources Development Division, P622, Point Mugu. For more information, contact Lily Horton at (805) 939-3987 or DSN 351-3987.

pre-retirees with information, materials, and methods to cope with these changes and to begin planning for their retirement. Participants will have the opportunity to hear experts in the areas of retirement benefits, financial planning, estate planning, and health. Upon completion of this course, participants should be able to understand their federal retirement benefits and make plans concerning their retirement finances, activities, and life style.

MACINTOSH, INTRODUCTION (8 hrs.)

9 March; Wednesday, 0800-1630; Bldg. 5-1, Room 30. By: Marjorie Hunter

Intended Audience: Beginners with little or no Macintosh experience. This course is designed for the individual who is looking for a basic understanding of software as it relates to the hardware. Students will also learn the basic operations of the Macintosh.

EXCEL, BEGINNING (16 hrs.)

14-15 March; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 30. By: Saracen Interactive

Prerequisite: Prior Macintosh experience. This course introduces students to basic spreadsheet construction, building formulas, entering and editing data, creating charts, printing, and saving data.

BASIC SKILLS IN STATISTICS (32 hrs.)

14-17 March; Monday-Thursday, 0800-1630; Surfside, Cloud 9 Room. By: Neil Clayton

Intended Audience: Individual seeking skills development in the use of elementary statistics.

MANAGEMENT DYNAMICS FOR PROFESSIONAL WOMEN (16 hrs.)

15-16 March; Tuesday-Wednesday, 0800-1630; Surfside. By: Suzanne Hard

This course will integrate and reinforce the major objectives through the sessions. The focus will be on interactive, experiential learning, with time for analysis, feedback, and development of action plans. Reading, materials, films, small group exercises, and assessments will be utilized as learning tools.

NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY94 SEMINARS

NAEI courses are designed for GM-13/Lieutenant Commanders and above assigned to the Naval Air Systems Command. All Senior Executive Management Development Program (SEMPD) participants are required to attend certain classes and therefore have priority for available billets. Program costs are funded by NAEI. Travel and per diem expenses of nominees are funded by their individual organizations. If the course is residential, lodging and meal costs are provided by NAEI. Nominations must be submitted on an NAEI form, which may be obtained from Sandy Brigham at Point Mugu (P622), 989-3996 (DSN 351-3996) or from Lori Ryser at China Lake (C622), X2686 (DSN 437-2686). Please note that a DD-1556 is NOT required. Nominations must be submitted to Code P622 prior to the NAWCWPNS deadline dates below.

COURSE TITLE	COURSE DATES	DEADLINE DATE TO P622
Executive Health and Stress Management Location: West Coast area	6-10 Jun 94	14 Mar 94
Capitol Hill Workshop Location: Washington DC area	13-16 Jun 94	28 Mar 94
Contemporary Management Issues and Practices Location: Washington DC area	15-26 Aug 94	1 Jun 94
The Washington Arena Location: Washington DC area	6-10 Jun 94 19-23 Sep 94	14 Mar 94 30 Jun 94
Politics of National Security Location: Washington DC area	7-12 Aug 94	1 Jun 94
Executive Leadership and Career Development Workshop Location: Washington DC area	25-30 Sep 94	11 Jul 94

ON-BOARD TRAINING COURSE SCHEDULE

Nominations for courses should be submitted to the Human Resources Development Division at the site where the course is being held. To obtain a copy of the nomination form (On-Board Training Request NAWCWPNS 12410/2) contact your Administration Office or obtain one from Serymart/Telmar. For further assistance, at Point Mugu contact Mary Glassmann, P622, at (805) 989-3982, and at China Lake, contact Dorothy Wiederhold, C622 at (619) 939-2359. Nomination forms should be submitted as early as possible to preclude courses being cancelled due to insufficient enrollment. NAWCWPNS employees may attend training at any site with supervisory approval and on a space-available basis. On-board training courses are presented at no cost to NAWCWPNS employees.

CHINA LAKE COURSES

SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

C++ PROGRAMMING, INTERMEDIATE (40 hrs.)

28 February-4 March; Monday-Friday, 0800-1600; Training Center. By: John Francis, C2872

Prerequisite: The student must have a basic understanding of ANSI C programming syntax and an introduction to C++. This course is not for first time C++ programmers.

PRODUCTION PROCESS (16 hrs.)

7-8 March; Monday-Tuesday, 0800-1600; Training Center. By: Charles Frederickson, Consultant

REQUIRED FOR ENROLLEES IN THE TMC PROGRAM. This course is in a modular format and includes the following elements:

- Government Responsibilities
- Contractor Responsibilities
- Concepts and Policies
- Overview of Acquisition Process with Emphasis on Production
- Transforming Design Data into Manufacturing Data
- Acquisition Assurance
- Producibility/Manufacturability
- Production Readiness/Reviews
- Manufacturing Planning
- Fabrication Process
- Assembly Process
- Inspection Process
- Factory Testing
- Non-Conforming Material Control Process
- First Article Approval Process

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

CAREER TRANSITION AND PLACEMENT CENTER (CTPC)

The primary purpose of the CTPC is to help employees take responsibility for their own careers by providing them with information and support. Services include vacancy

MANUFACTURING TECHNOLOGY TRAINING CLASSES

RE-CERTIFICATION SOLDERING CLASS

Department of the Navy Policy requires certification of MIL-STD-2000 or the Navy 2M program for all personnel involved with soldering or inspection of soldering. Annual recertification is also required to maintain certified status. This includes personnel soldering on operational R&D and prototype equipment which will be carried on aircraft or involve personal safety. A 24-hour recertification class for high-reliability soldering to MIL-STD-2000 will be held 15 through 17 February from 0730 to 1630 at the Manufacturing Technology Training Center, 543 Graaf Street. This course is for government, contractor, or military personnel needing certification as operators (Category E or G). This course requires a current eye examination. To be scheduled for the class, contact the Manufacturing Technology Training Center at (619) 446-5571. After being scheduled into the certification course, government and military personnel should submit an Off-Center Training Request Via department channels. (C2581)

SOLDERING CLASS

Department of the Navy Policy requires certification of MIL-STD-2000 or the Navy 2M program for all personnel involved with soldering or inspection of soldering. This includes personnel soldering on operational R&D and prototype equipment which will be carried on aircraft or involve personal safety. A 40-hour high reliability operator soldering course to MIL-STD-2000 will be held 7 through 11 March from 0730 to 1630 at the Manufacturing Technology Training Center, 543 Graaf Street. This course is for government, contractor, or military personnel needing certification as operators (Category E or G). This course requires a current eye examination. To be scheduled for the class, contact the Manufacturing Technology Training Center at (619) 446-5571. After being scheduled into the certification course, government and military personnel should submit an Off-Center Training Request Via department channels. (C2581)

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

CAREER COUNSELING

One-on-one career counseling is available. Each non-payday Friday a Cerro Coso counselor is available at the Career Transition and Outplacement Center, located in the white trailer behind the Training Center. The counselor will be able to help with career

RETIREMENT COUNSELING

RETIREMENT COUNSELING

Retirement counseling is available by appointment at the Career Transition and Outplacement Center on Thursday mornings. Call John Powers at 939-2574 to schedule an appointment.

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BASIC SUPERVISION (40 hrs.)

14-18 February; Monday-Friday, 0800-1600; Training Center. By Donna Eller Jones

Intended Audience: Supervisory personnel ONLY.

This course is required for first-level supervisors needing training in basic supervisory ideas. The class, organized into the management functions of planning, organizing, directing, and controlling, will provide fundamental grounding in practical modern concepts of supervision. Topics to be covered are introduction, leadership, planning and organizing, problem solving, and decision making, motivation, communication, resolving interpersonal conflicts, delegation, NAWC/NAWS personnel management, and a workshop summary.

To enroll or ask questions, call 939-2686.

RESUMES (4 hrs.)

18 February; Friday, 0730-1130; Training Center. By: Bob Seles, Consultant

Students will learn how to assess personal skills, write an effective resume, and format a cover letter for submission to a non-government employer.

To enroll call Tammy at 939-2451.

MARKETING STRATEGIES (4 hrs.)

19 February; Saturday, 0800-1200; Training Center. By: Dana Adams, Weill Institute

Come to this hands-on workshop and learn how to market your product or service. A practical approach is used to match your product to the market. Learn how to recognize key strategies in buying behavior; the four elements of the marketing mix and how to optimize them; how to set prices; assorted competitive responses; and things they do not teach you in school—i.e., sales techniques and customer service.

Cost: \$10 for non-civil servants; civil servants need to bring badge for verification.

The SBDC is partially funded by the U.S. Small Business Administration under a cooperative agreement. The support given by the U.S. Small Business Administration does not constitute and express or imply endorsement of any of the co-sponsors or participants' opinions, products, or services. Special arrangements for the handicapped will be made if requested 15 days or more in advance of the program date.

To enroll call Tammy at 939-2451.

DATABASE DESIGN IN FILEMAKER PRO (16 hrs.)

22-23 February; Tuesday-Wednesday, 0800-1600; Training Center. By Marjorie Hunter, C0239

This course will teach you how to create several databases beginning with a simple database and ending with a fairly complicated, fully automated database. Scripts will be written to complement many of the automated features assigned to a button. In other words, multiple tasks will be completed with one click of the mouse. Topics also covered are password protection and networking of databases.

To enroll call Sue at 939-2349.

Deadline: 15 February.

INCOME TAX PLANNING (2 hrs.)

23 February; Wednesday, 1630-1830; Training Center. By: Charla Green, Consultant

This course will focus on tax planning strategies for employees. Taxable, tax-deferred, and tax-free investments will be discussed with an emphasis on the Thrift Savings Plan and IRAs. Tax reduction methods, tax tips, and recent tax law changes will also be addressed. Time will be provided for questions.

To enroll call 939-2468.

EXCEL ON THE MACINTOSH, BEGINNING (16 hrs.)

7-8 March; Monday-Tuesday, 0800-1600; Training Center. By: Saracen Interactive

Prerequisite: Basic knowledge of the Macintosh.

This course is designed for the beginning spreadsheet user. It will familiarize the student with the terminology of spreadsheets and the Excel environment. Students will learn to create, edit, and print simple worksheets using the basic formulas. Upon completion of the course a student will be able to manually format a spreadsheet, sort data, use Chart Wizard, and apply auto formats.

Deadline: 22 February.

HOW TO READ NIF 009 (3 hrs.)

8 March; Tuesday, 1230-1600; Training Center. By: Larry Wailes, DFAS-CL, XEAG

This course is designed to help you read and understand one of the most important reports produced by the Center's Defense Business Operating Fund (DBOF) financial system. This course covers the basic DBOF 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.

To enroll call Pat at 939-3159.

INTERPERSONAL COMMUNICATIONS (16 hrs.)

9-10 March; Wednesday-Thursday, 0800-1600; Training Center. By: Marion Lapan, Consultant

This workshop will present workable techniques in dealing effectively with a wide variety of personality styles found in the work environment. Participants will identify problematic areas of communication and interaction and learn and practice specific skills to enhance one-on-one relationships as well as polish team-effectiveness skills.

Enrollment is on a call-in basis only. To enroll call Sue at 939-2349.

Deadline: 5 March.

ADMINISTRATIVE POLICIES AND PROCEDURES FOR NEW SUPERVISORS (32 hrs.)

9, 10, 16, 17 March; Wednesdays-Thursdays, 0800-1600; Training Center. By: Center Staff

Intended Audience: New supervisors during the first-year probation period.

This mandatory 4-day course provides new supervisors with basic information about important NAWC/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.

To enroll or ask questions, call 939-2686.

FACILITATOR TRAINING (16 hrs.)

14-15 March; Monday-Tuesday, 0800-1600; Training Center. By: DeLaPorte & Associates

Intended Audience: Anyone who leads a

team or conducts meetings.

The role of facilitator is becoming more important as we move toward collaborative work efforts, team activities, and participative problem solving. During this 2-day skill-building workshop participants will learn how to (1) identify and deal with difficult behaviors; (2) use tools such as nominal group techniques, force field analysis, and storyboarding; (3) listen for understanding; (4) create comfort and safety for group members; and (5) remove barriers to full participation by each person.

To enroll or ask questions, call 939-2686.

DRUG-FREE WORKPLACE (2 hrs.)

16 March; Wednesday, 1300-1500; Training Center. By: Bob Fitzpatrick, C621

This 2-hour training session is designed to provide employees with general interest information about the Drug-Free Workplace Program (DFWP) training, the program policies, testing, procedures, effects of drug use, the role of the Employee Assistance Program (EAP), and typical drug abuse behaviors.

The nation is facing a drug crisis which has led the United States Government to institute the Drug-Free Workplace Program and to encourage the private sector to follow the government's lead. Employees may want to take this course to gain a better understanding of the DFWP and to become better informed about addiction because they are concerned about family members.

Note: Enrollments are on a walk-in basis only. No training request required.

For information or questions, call Pat at 939-3159.

EQUIPMENT CUSTODIAN (3 hrs.)

17 March; Thursday, 1300-1630; Training Center. By: Debra Schlick, C6335

This course is designed to familiarize Equipment Custodians with 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 will be handed out.

Enrollments are on a call-in basis. To enroll call Pat at 939-3159.

MEN AND WOMEN WORKING EFFECTIVELY TOGETHER (8 hrs.)

18 March; Friday, 0800-1600; Training Center. By: Dr. Priscilla Partridge de Garcia

During this interactive 1-day seminar, participants will gain greater understanding for how persons of the opposite sex think and how they problem solve. They will acquire practical skills which will enable greater understanding, better communications, and increased harmony in the work and home environment. The result could be a positive atmosphere where people can express their feelings and thoughts safely.

To enroll or ask questions, call 939-2686.

GRAMMAR BRUSH-UP FOR WRITERS (8 hrs.)

21 March; Monday, 0800-1600; Training Center. By: Management Skills Associates

This course focuses on the most common mechanical errors in business and technical writing. A review and practice will be offered in "Writers English," including grammar, punctuation, vocabulary, and usage. This course complies with current GPO Style Manual.

To enroll call Pat at 939-3159.

NAVAL POSTGRADUATE SCHOOL, MONTEREY, CALIF.**SHORT COURSES**

The Naval Postgraduate School at Monterey, Calif., will be offering the following short courses:

Introduction to Engineering Materials (Materials Science and Engineering for the Navy/DOD Non-Specialist), 2-5 May

Corrosion: Causes and Control, 2-9 June.

Nominations are open to all four sites. Flyers and registration forms are available at the Human Resources Development Division, P622, Point Mugu. For more information, contact Lily Horton at (805) 939-3987 or DSN 351-3987.

SECURITY CLASSES**SECURITY FOR SUPERVISORS (8 hrs.)**

15 February; Tuesday, 0800-1600; Training Center. By: Linda Hall

All supervisors now have security as a critical element in their performance plans. This class addresses the supervisor's role in providing a security-conscious environment. Areas covered include communication security, information security, personnel security and badging, computer security, physical security, operation security, and security education.

To enroll call Cathey Mattox at 939-2612.

SECURITY FOR SCIENTISTS, ENGINEERS, AND TECHNICIANS (8 hrs.)

17 February; Thursday, 0730-1630; Training Center. By: Linda Hall

Intended Audience: Scientists, engineers, and technicians whose duties involve access to classified or unclassified technical information.

This course will provide information and exercises in classification, distribution statements, classified meetings, author's responsibilities, personnel security, and OPSEC. A brief discussion of computer security and COMSEC will be held.

To enroll call Cathey Mattox at 939-2612.

COMPUTER SECURITY (8 hrs.)

22 March; Tuesday, 0800-1600; Training Center. By: Information Systems Security Office

This class is intended for employees who use a computer. Topics to be covered include data security, network security, TEMPEST, viruses, and computer issues specific to China Lake users.

To enroll call Cathey Mattox at 939-2612.

CSU, BAKERSFIELD AND CSU, CHICO STUDENTS

The Upper Division Writing Competency Examination will be given 9 March. CSU, Bakersfield and CSU, Chico undergraduate students may satisfy the writing competency requirements by passing this examination. CSU, Bakersfield undergraduate students may have completed at least 90 quarter units of college work prior to taking the exam. CSU, Chico undergraduate students planning to take CSC1172: Systems Architecture must pass the writing exam prior to the beginning of the course. The examination fee is \$15. Checks must be made payable to CSU, Bakersfield. Contact Denise at 939-2648 to arrange to take the exam.

MACINTOSH, INTRODUCTION (8 hrs.)

21-22 March; Monday-Tuesday, 0800-1130; Training Center. By: Margorie Hunter, C0239

Intended Audience: Beginners with little or no Macintosh experience.

In this course you will learn to use the keyboard and the mouse to input information to the Macintosh; change software to suit the current application; view files and folders on a data disk; select and drag icons, open icons through the file menu; activate and close windows; use Desk Accessories such as Chooser, Finder, and Calculator; use the Clipboard to transfer information; and use some typical applications packages, such as a wordprocessor, and/or a graphic program.

To enroll in or ask questions about Point Mugu courses call P622, (805) 989-3982, (DSN) 351-3982.

SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING**NETWARE SERVICE & SUPPORT (32 hrs.)**

7-10 March; Monday-Thursday, 0800-1630. By: Computer Focus, 422 Arnel Road, Suite C, Camarillo

Intended Audience: Engineers, managers, systems analysts, network planners and designers, technical support personnel, or equivalent experience.

Prerequisites: A good understanding of NetWare concepts and proficient in the use of NetWare utilities.

This course provides the participants the opportunity to improve their skills in network planning and to effectively manage and support the local area network.

C++ PROGRAMMING LANGUAGE, INTRODUCTION (40 hrs.)

14-18 February; Monday-Friday, 0800-1630; Bldg. 5-1, Room 23. By: John Francis, C572

Prerequisite: The student must have a basic understanding of ANSI C programming syntax. This course is an introduction to both C++ and Object-Oriented Programming.

This course focuses on the structural framework of an object oriented language, C++. Syntactic properties of C/C++ are covered in detail as though C++ was a new language to the student. Object oriented design methodologies and design tools will be demonstrated and practiced by the student. A series of small lab projects will lead to complete C++ computer simulation project. By the end of this course the student will have a good understanding of an object oriented design method and the C++ language rules that support an object oriented approach to software engineering.

FIBER-OPTICS, INTRODUCTION (32 hrs.)

28 February-3 March; Monday-Thursday, 0800-1630; Surfside, Cloud 9 Room. By: High-Rey Diagnostics, Inc.

This course will provide an understanding of the three basic components of which all fiber optic systems are comprised; the optical sources, the fiber itself and the detectors. How these components are integrated into actual systems including coding and modulation techniques will be presented. Attendees will be aware of the factors which limit the performance of fiber optic systems as well as current state-of-the-art of such systems. Course participants will have hands-on experience including fiber loss and OTDR measurements and a 4-hour connectorization session.

(Applications to be surveyed may include MacWrite or WORD, MacPaint, MacDraw, or MacDraft. This class will not be able to cover these applications in detail. The student is referred to other classes offered for specific applications.)

Presentation Method: Hands-On Workshop. Enrollments are on a call-in basis only. To enroll call 939-0870.

Deadline: 7 March.

EFFECTIVE COUNSELING AND INTERVIEWING (16 hrs.)

22-23 March; Tuesday-Wednesday, 0800-1600; Training Center. By Bert Barer

This course is intended to sharpen the counseling and interviewing skills of

ADA, INTRODUCTION (40 hrs.)

14-18 March; Monday-Friday, 0800-1630; Bldg. 5-1, Room 23. By: John Francis, C2872

Intended Audience: Engineers, computer specialists, programmers, and other technical employees.

Prerequisites: Proficient in at least one of the following languages: Algol, C, COBOL, FORTRAN, PASCAL, or PL/1.

This course provides hands-on experience where students are introduced to the major features of this DOD-developed language with a PC-based Ada (DOD standard) compiler. Students will be able to make an informed decision as to the applicability of implementing Ada. Topics include Ada and Software Engineering, overall Ada style, Ada types, control statements, subprograms and parameter passing, packages, timing, exception, generic, separate compilation, I/O, tasks, concurrent programming, and rendezvous. Students must complete several programming lab assignments, which will reemphasize the above topics.

RADIO SYSTEMS, PRINCIPLES AND PRACTICES (32 hrs.)

21-24 March; Monday-Thursday, 0800-1630, Surfside, Cloud 9 Room. By: Quintech Corp.

Prerequisite: Should have sufficient technical background to understand the materials presented in the basic mathematics, electronic devices, and circuits.

This course provides the basics of radio communication, along with the major components of these systems, transmitters, antennas, and receivers. Major topics include principles of radio communication; noise and signal-to-noise ratio; modulation amplitude (AM), frequency (FM-wide-and-narrow-band), and phase (PM) modulation signals; and analog and digital multiplexing.

C++ LANGUAGE, INTERMEDIATE/ADVANCED (40 hrs.)

28 March-1 April; Monday-Friday, 0800-1630; Bldg. 5-1, Room 23. By: John Francis, C2872.

Prerequisite: Must have a basic understanding of ANSI C programming syntax and introduction to C++. This course is not for first-time C++ programmers.

The course will focus on data structures and algorithm development in C++. Techniques of sorting, hashing, string-parsing and pattern matching, collections of lists and queues, curve-fitting, and 2-D graphics will be discussed. An interactive CASE tool will be used to help design and code the projects. Projects will be designed and implemented in C++.

supervisors. Course participants will fine-tune the techniques of gathering, analyzing, and sharing information and taking appropriate action. Course participants will practice and become skilled in (1) setting realistic goals for counseling and interviewing, (2) developing the proper physical setting for the counselor and subordinate, (3) using listening, coaching, and feedback techniques that produce the desired results, (4) managing confrontation with a difficult subordinate, (5) helping the interviewee to implement the resolution, and (6) identifying opportunities for coaching.

To enroll or ask questions, call 939-2686.

FILEMAKER PRO (16 hrs.)

23-24 March; Wednesday-Thursday, 0800-1600; Training Center. By: Marjorie Hunter, C0239

Prerequisite: Basic Macintosh skills.

In this class you will learn an introduction to databases, how to create your own database, working with information (adding, editing, omitting, etc.), layout formatting (field borders, viewing, drawing tools, moving, resizing, reshaping and aligning objects, etc.), autodata, field values, auto text, tab orders, buttons and scripts, and networking and passwords.

Presentation Method: Hands-On Workshop. Deadline: 9 March.

POINT MUGU COURSES**APPLICATIONS FOR ACADEMIC FELLOWSHIPS ARE BEING ACCEPTED**

The NAWCWPNS Fellowship Program (NFP) is seeking applications for long-term graduate- and undergraduate-level Fellowships (training off Center for a period of more than 120 consecutive working days). Applications are invited from NAWCWPNS and subordinate command employees at all sites for programs of study beginning fall 1994. To be eligible for a Fellowship, interested individuals should be employed at NAWCWPNS for at least 3 years at the time studies begin and, if applying for undergraduate level training, must be within 2 years of completing the undergraduate program.

A Fellowship may be considered to meet any of the following objectives:

1. To update employees' knowledge where several years have passed since they have completed or left academic or in-service training.
2. To update employees' knowledge and background in their job specialty.
3. To teach employees aspects of another occupation that relates to their present occupation where responsibilities are interdisciplinary or multidisciplinary.

The NAWCWPNS Fellowship Committee (NFC) will consider applications in any area of study that relates directly to NAWCWPNS critical skill needs. The primary criteria the NFC follows in determining when long-term training is used instead of after-hours, part-time, or short-term programs are as follows:

1. The new knowledge and skills required of the employee, either in present or planned career assignments, necessitate a comprehensive, concentrated program of study.
2. The time span for acquisition of new skills and knowledge is such that an accelerated study program of long-term full-time duration is required.
3. It is determined that the academic superiority of the institution selected is such that it is clearly in the best interest of the government that the employee attend the selected educational institution.
4. There is no educational institution or academic program in the local commuting area for part-time or after-hours training.

NAWCWPNS management has assessed the critical needs of its organizations. Those needs are: Chemist/Chemical Engineer (propellant formulation and processing, detonation physics, organic or polymer for energetic materials formulation, analytical chemistry, chemical synthesis); Physics (optical sciences, detonation physics, microwave/millimeter wave technologies); Materials Engineering (intermetallic reactions); Electronic Engineering (signal processing - hardware and algorithms, ANN, data fusion and compression, radar, RF, communications, guidance and controls, microwave and antennas, electromagnetic scattering, image processing, EO-IR systems, advanced electromagnetic computer modeling); Mechanical Engineering (structural, design with emphasis on prototype development and fabrication); Aerospace Engineering (aerodynamics); Computer Science (computational mechanics, virtual reality, digital filters, graphics, modeling, open system architecture, object-oriented software design, computer animation, relational database system design, electronic design relating to communication and digital signal processing and real-time applications); Software Engineering/Development (simulation and analysis); Micro-Electro-Mechanical Systems (MEMS) - design and testing; Systems Engineering; T&E Technologies in any engineering discipline; Production Engineering; and Logistics Management.

Training funds are available to cover the employee's salary (including MTP funding), tuition, and fees required for enrollment. The Academic Fellowship Office, C62204, will be responsible for supervision of employees while they are participating in the NFP.

Bill Bethke, Administrator of the NAWCWPNS Fellowship Program, will discuss the Fellowship Program in two presentations: Point Mugu on 8 February from 0900 to 1100 at the Human Resources Development Division, Bldg. 5-1; and at China Lake on 9 February from 0900 to 1100 in Mich Lab, Room 1000D. Mr. Bethke will cover Fellowship Program objectives, entitlements, eligibility, critical needs, application procedures, selection process, and funding. All interested employees are encouraged to attend.

Further details of the Fellowship Program and application forms are available from Bill Bethke or Sue Bristow of the Human Resources Development Division, C622 (939-2349). The deadline for submission of applications is 7 April.