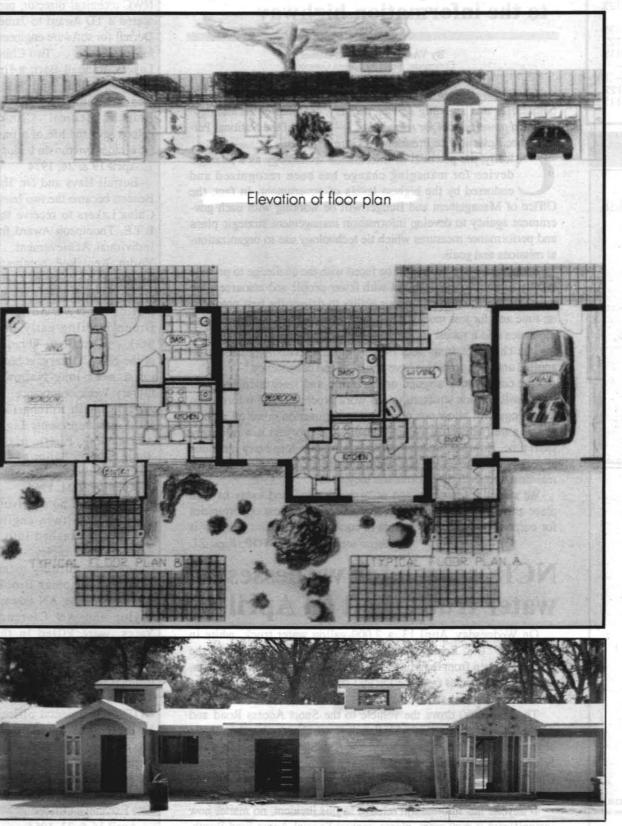
April 21, 1994



# ROCKETEER

THURSDAY, APRIL 21, 1994

NAVAL AIR WEAPONS STATION, CHINA LAKE



FROM DRAWING TO REALITY—The outside of a bachelor unit on Nimitz begins to look like the Public Works' drawing as work progresses in improving the appearance of China Lake and the quality of life for those who live and work here. Rehabilitation of these buildings is just one part of the Station's eight-year facility improvement plan.



## Infrastructure face-lift begins at China Lake

VOL. 50, NO. 8

#### By Peggy Shoaf

hanges are coming to China Lake, not only in how China Lake does business, but how it looks as well.

Plans are already in the works to spruce up the Naval Air Weapons Station China Lake-demolishing old, dilapidated buildings, and remodeling and modernizing a number of other buildings throughout the Station.

According to Paul Baczkiewicz, the NAWS China Lake Base Office Support Funds Operations manager, the Station has an eight-year facility improvement plan geared toward improving the "quality of life" of those living and working at China Lake.

Those driving down Nimitz can see a number of buildings being torn apart, while other buildings are being stripped to the bare frame for modernization.

Two of the bachelors' quarters on Nimitz between Halsey Avenue and Leyte Road have already been stripped to the bare frame. The buildings will be modernized from the inside out with new interior floor plans, windows, insulation and a durable residential finish. Landscaping, lighting and parking are also included in the plans.

The old duplexes located at the north end of the Station are already in the process of being torn down and will soon be only a memory. "These dilapidated, outmoded frame structures date from 1945," Baczkiewicz said. "The mechanic systems are worn, corroded and dysfunctional. The electrical is ungrounded and asbestos insulation is present in walls, ceilings and utility rooms. Most units are abandoned, although a few are still used for office or storage space."

The remodeling work planned for the bachelor officers' transient quarters A and D should be ready for contract by Aug. 1. Both two-story, frame and stucco buildings will be stripped to the bare frames. The buildings will be modernized, with upgrades considering seismic reinforcement, fire safety, space allocations and energy conservation.

Other rehabilitation projects for Fiscal Year 1994 include modernizing the senior transient bachelor officers' quarters (the four duplex living units across from theChina Lake Weapons Exhibit Center) and the Harpoon bachelor quarters.

The Defense Commissary Agency is funding a new commissary, which will be built on the south side of the Credit Union. "This commissary will be twice as big as the one we have now." said a commissary spokesman. The ground breaking ceremonies for the new building should take place in May or June, with the store being completed in FY95.

In addition, the Navy Exchange is opening a new mini-mart at the NEX Gas Station, located at Richmond Road. The grand opening of this new service is scheduled next week, April 28. It will be open Monday through Friday from 6 a.m. to 8 p.m., from 8 a.m. to 7 p.m. on Saturdays and 8 a.m. to 6 p.m. on Sundavs

The Navy Exchange's new Flower & Film Shop, located in Bennington Plaza near the Barbershop, will be opening in early Please see FACE-LIFT, Page 20

Humidity 28-17% 38-14%

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31-13%

29-12%

37-13%

42-12%

26-11%

37-12%

51-11%

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April 20 & 27, 1984 Dr. Richard Kistler, NWC comptroller, received the NAVMAT Navy Superior Civilian Service Award from Capt. Ken Dickerson, NWC commander. . . Burrell Hays, NWC technical director, pre sented a TD Award to James Dorrell for software engineer ing excellence. . . Two China Lakers, Randall Barr, a fire division EMT, and HM3 Deanne Bennett, from the Branch Medical Clinic, helped save the life of a traffic accident victim on I-15.

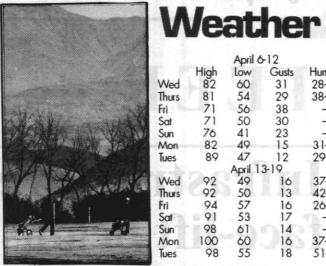
April 19 & 26, 1974 Burrell Hays and Dr. Hal Bennett became the two latest China Lakers to receive the L.T.E. Thompson Award for Individual Achievement. . VAdm. Kent Lee, comman der, Naval Air Systems Command, was at China Lake as part of the NWC Advisory Group meeting early this week. . . Don Cook, librarian at the NWC Library, is hosting a week-long National Library Week observance. . AO1 Kenneth Reichart of VX-5 now represents Light Attack Wing, Pacific in the Shore Station Sailor of the Year competition.

April 17 & 24, 1964

There were no survivors when a VX-5 twin-engine Beechcraft crashed into a idge on Mt. Langley- four China Lake military members, Maj. Thomas Brock, AN Hobart Hale, AN Edward Taylor and AN Clarence Yates, were killed in the crash. . . William Puckett is the new IWV Navy League Council president. . . VAdm. Thomas Morrer, former NOTS experimental officer, has been nominated to fourstar rank and command of the Pacific Fleet by President Johnson. . . . Lt. Earl Mouton reported to China Lake as the new Exchange Officer.

April 16 & 23, 1954

Dr NE Ward was named to head the Aviation Ordnance Department, succeeding W.B. McLean. . . Two China Lake Marines, Sgt. James Bernett and PFC William McNulty, were killed in an auto accident on Trona Road. . . RAdm. F. S. Withington, deputy chief, Bureau of Ordnance, inspected China Lake and the Pasadena Annex.



#### China Lake Calendar

Monday-Tuesday, April 25-26 •Electronic Design Automation Workshop, Michelson Lab **Tuesday, April 26**  Secretaries Day Luncheon, 11 a.m. to 2 p.m., Carriage Inn, Ridgecre Wednesday, April 27 Information Technology Expo '94, 10 a.m., Seafarer Club

#### Friday, April 29

 VX-5 Disestablishment, VX-9 Establishment ceremonies. 10 a.m., Hangar 1

Monday-Wednesday, May 2-4 •Mini-Infrared Information Symposium, Management Center, Michelson Cab

Thursday, May 12 Annual security refresher make-up day, 10 a.m. and 1 p.m., NAWS Station Theatre



NAVAL AIR WARFARE CENTER WEAPONS DIVISION COMMANDER RAdm. Dana B. McKinney VICE COMMANDER Capt. Roger K. Hull DEPUTY COMMANDER FOR RESEARCH AND DEVELOPMENT Sterling Haaland DEPUTY COMMANDER FOR TEST AND EVALUATION Gerald Wrout NAVAL AIR WEAPONS STATION CHINA LAKE COMMANDING OFFICER Capt. Charles A. Stevenson

Public Affairs Officer CATHY PARTUSCH Managing Editor STEVE BOSTER

BARRY MCDONALD

reat Blvd., Ridgecreat, CA 93555, (619) 375-4481 uthorized publication. Contents of THE ROCKETEER ial enterprise (CE) newspaper is an authorized publication will the official view of, or endorsed by, the U.S. Govern

Staff Writer

Staff

PEGGY SHOAF

KATHI RAMONT

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From the top

### NAVWAN provides an on-ramp to the information highway

By VAdm. William C. Bowes Commander, Naval Air Systems Command

In transforming an organization, breaking down organizational boundaries and speeding service delivery, information technology can be a powerful tool for reinvention. - Report of the National Performance Review, Vice President Al Gore.

learly, the potential of information technology as a strategic device for managing change has been recognized and endorsed by the highest levels of government. In fact, the Office of Management and Budget will be working with each government agency to develop information management strategic plans and performance measures which tie technology use to organizational missions and goals.

In the future, the TEAM will be faced with the challenge to provide quality support to the fleet, but with fewer people and resources. We must do something to ensure our ability to deliver the best products. on time and for less money. The answer is two-fold-managed work processes and a robust information technology base. We are attacking the challenge from both fronts-but the technology cannot be applied until our processes have structure and consistency.

Our competency aligned organization and integrated program teams will provide structure to our work processes, and information technology will allow our organization to function more efficiently and as a unified whole. We have made great progress in a relatively short time. However, we have a long way to go before every individual throughout the TEAM can communicate electronically and have real-time access to the information they need.

We started a few years ago at "ground zero," and today have in place an information highway which presents limitless opportunities for corporate-wide improvements in communication. Our job now is Please see FROM THE TOP, Page 21

### NCIS search for witnesses in water truck theft on April 13

On Wednesday, April 13, a 2,000-gallon water truck, white in color, with "U.S. Rental" written in blue letters on the sides of the tank, was taken from the Missile Engagement Simulation Arena construction site (across from the DRMO compound) between the hours of 3:45 and 9 p.m.

The suspect(s) drove the vehicle to the Snort Access Road and crashed the access gate at Jack's Ranch Road, abandoning the vehicle at the corner of Jack's Ranch Road and Catalina Lane (approximately one-half-mile southwest of "Afterburners" nightclub on South China Lake Blvd.). Fingerprints were obtained from the steering wheel and choke knob.

If anyone has information relative to this incident, no matter how insignificant it may seem, please contact Special Agent Fred Booth, Naval Criminal Investigative Service, at 939-6646.

#### Volunteers needed to play in band

Volunteers are needed to help make-up the China Lake Band that is to play at the disestablishment ceremony for Air Test and Evaluation Squadron Five and the establishment ceremony of Air Test and Evaluation Squadron Nine on Friday, April 29. The ceremonies will be held at 10 a.m. at the Naval Air Weapons Station China Lake Hangar One.

Stan Ricker, band director, urges anyone interested in volunteering their time to bring their instruments to the rehearsal planned for 7 p.m., Monday, April 25, at the Station Theatre. Other rehearsals are scheduled April 26-28.





#### April 21, 1994

THE ROCKETEER



China Lake employees and families are invited to the third annual Country Western Dinner & Dance sponsored by the Elks Lodge on Friday, April 29.

The Tex-Mex-style buffet, prepared by students in Mesquite High School food classes, will be held at the lodge, 201 E. Church Street in Ridgecrest, from 6 to 8 p.m.

After the guests enjoy the beef enchiladas and barbecue chicken, along with other entrees, dessert and drinks, will be country western dancing from 6 to 10 p.m. Tickets are \$8 per adult, \$15 per couple and \$4 per child. Children under six years of age can eat free. Proceeds will go towards equipment and supplies for the food classes.

For tickets, call 446-3431. #####

In conjunction with the 1994 California Water Awareness Campaign, and in honor of May being Water Awareness Month, the Kern County Water Agency is coordinating an informal, free "Fun Run/Walk for Water" May 7. The course begins on the bike path near the parking area at "Truxtun Lake" in Bakersfield. For more information, call (805) 634-1400. #####

An Alzheimer's Disease Symposium and luncheon is scheduled for Saturday, May 14, from 8:30 a.m. to 3:30 p.m. at Carriage Inn, 901 N. China Lake Blvd., Ridgecrest.

Stephen Linsteadt of Studio City, a 1974 graduate of Burroughs High School and now a professional artist, returns to Ridgecrest with a collection of oil paintings entitled "Past Reflections"-childhood memories and memories of his own children growing up- to be exhibited in the Sylvia Winslow Exhibition Gallery of the Maturango Museum May 7 through June 1. A preview reception for members will be held May 6 from 7 to 9 p.m. with the artist in attendance.

####

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377-5124 (0519)

7039. (0421)

VASA, the Scandanavian cultural group, will meet April 23 from 1 to 3 p.m. at the Kerr-McGee Center. For more information, call Craig Gricsson at 371-3078

## Have a fun, safe grad night...

SAFE GRADUATION-

Ken Armstrong, of Ridgecrest Moving and Storage, presents a

\$250 donation to Linda Armstrong,

chairman of donations for the Safe

Graduation Committee. The gift will

with a memorable grad night party.

donations, gift certificates and prizes.

And for those interested in helping

with the planning, the next committee meeting will be held Monday, April

25, at 7 p.m. in the Burroughs High

School faculty lounge. For more

information or to make a donation

contact Bob or Alice Campbell at

375-2267 or Lola Brinkmeier at

The committee is seeking cash

help provide local high school seniors



Photo by the Safe Graduation Committee

## **Thrift Shop holds sidewalk sale**

375-9651

Save money during WACOM Thrift Shop's Sidewalk Sale on Saturday, April 23. From 8 a.m. to 2 p.m., shoppers can buy winter clothing for only \$2 a bag; however, everything will be on sale.

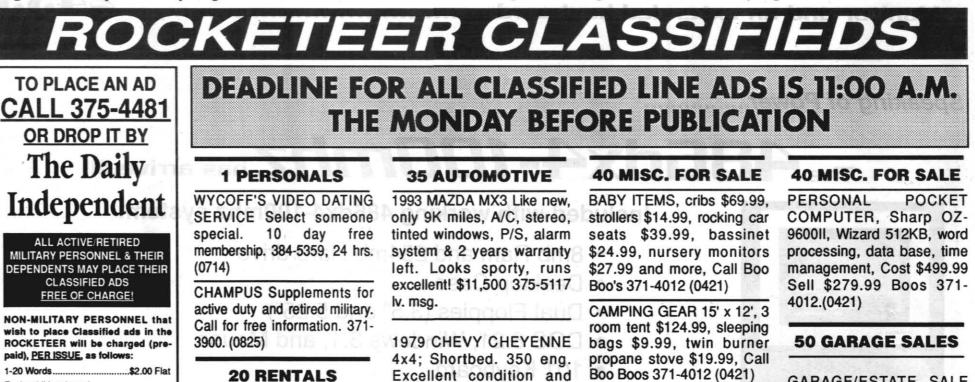
The WACOM Thrift Shop, open to the public, is located next to the China Lake Fire Station on Lauritsen Ave.

Passes will be available at the main gate. 25 m69 dm8

#### High Desert Classic dog show is this weekend

On April 23 and 24, the Coso Dog Fanciers of Southern California will host its second annual American-Kennel-Club-licensed all breed and obedience dog show, the "High Desert Classic," at

the Desert Empire Fairgrounds. The show starts at 8 a.m. Cost is \$2 per adult, 16 years of age and older. There is no charge for youth 15 years of age and vounger



Each additional word after 20 words .... **CLASSIFICATIONS** PERSONALS ..... LOST & FOUND. HELP WANTED

CHURCHES	
SERVICES/SCHOOLS	
RENTALS	
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BUSINESSES	
AUTOMOTIVE	
MISC. FOR SALE	
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DEADLINE FOR ALL CLASSIFIED LINE ADS IS 11:00 A.M. THE MONDAY BEFORE PUBLICATION clean. \$6,500 OBO 446-3191 or 375-2545 Ask for Jack.(0421)

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BEAUTIFUL SOLID WOOD, Dark oak bedroom set. plusbox springs, mattresses and frames. 375-8019 or 446-7263. \$475.00. (0428)

SEGA, NINTENDO Games, Sega Game Gear core \$59.99, Super Nintendo Entertainment System \$69.99. Best prices on new games. Boos 371-4012 (0421)

FAX MACHINE Panasonic, telephone answering machine, 10 page document feed, automatic paper cutter, copier. Cost \$549.99. Sell \$229.99. Boos 371-4012. (0421)

GARAGE/ESTATE SALE Sat. & Sun. 7-12. color tv. stereo, reel to reel, rosenthal crystal/china, oak coffee table, brass lamps, Korean and Mexican access. Misc. items. Cash Only. 375-8225, 1425 S. Ranger St. (between W. Dolphin & W. Franklin).(0421)

YARD SALE/Fri. & Sat. 22nd & 23rd. 0730-till it gets hot. 236 A. Drummond Ave.

April 21, 1994

IVI W	<b>R</b> directory
uto Hobby Cente	er 939-2346
pen Flex Friday	11 a.m. to 8 p.m.
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Saturuay, April 45	
•Alexander Art class, 9	:30 a.m. to
4 p.m., Craftech	
Thursday, April 28	
•Secretarial Tributary	Luncheon,
11 a.m. to 1 p.m., S	eafarer Club
Sunday, May 8	
•Mother's Day Buffet,	11 a.m. to
2 p.m., Seafarer Clu	ab colice da
Wednesday, May 18	
•Wellness Walk/Jog, M	cBride Park.
Registration is at 11	:15 a.m.,
walk at 11:30 a.m.	da by calling S

## Junior Garcia undergoes larynx surgery **Donations sought to help long-term greens keeper**

Donations are being accepted at the China Lake Golf Course for Junior Garcia, who has undergone larynx surgery for cancer. He has had his voice box removed and is currently recuperating at the Antelope Valley Hospital.

Garcia has been the greens keeper at the China Lake Golf Course for a number of years.

People who would like to help out

with the incurred hospital expenses can send a donation to the China Lake Golf Course, MWR Finance office or mail it to MWR Department, C86, P.O. Box 6169, Ridgecrest, CA 93555. Checks must be made out to "MWR-Garcia Donations."

To receive the latest updates on Garcia's condition, call the Golf Course Snack Bar at 939-2563.



Give a helping hand

## **Craftech Center offers Alexander Art class April 23**

"Even beginners can complete an oil painting they can be proud of in only one day when taking the Alexander Art class," said Pat Piroska, head of the Naval Air Weapons Station China Lake Craftech Center.

"In the past few classes, everyone has enjoyed themselves and learned a lot. Don Banfield, a certified Alexander instructor, can show any one the easy techniques needed to paint a good picture," Piroska said.

The Morale, Welfare and Recreation Department will sponsor an Alexander Art class this Saturday, April 23 from 9:30 a.m. to 4 p.m. at the Craftech Center. Cost is \$35 per student, with an additional charge of \$15 for supplies, which will be on hand. Reservations require a \$10 advance deposit.

Because these classes are open to the public and size is limited to ensure individualized instruction, Piroska recommends people registering as soon as possible. On the class date, students are advised to wear old clothes, bring a sack lunch and prepare to enjoy themselves.

"The thing is, nobody fails!" said Banfield. "Everybody comes out a winner and has a picture to boot!"

## Discount tickets to various amusement parks available

Discount tickets for several Southern California amusement parks are available at the Craftech Center onboard the Naval Air Weapons Station China Lake.

Disneyland is offering two types of discount tickets-a one-day pass is \$20.50, good for all ages, while a twoday pass is \$33.50.

Discount tickets for Sea World and Knott's Berry Farm are \$21.95 and

Parent With Child Aquatic classes are

now being held at the NAWS China Lake

Indoor Pool. These classes are for chil-

dren six months to three years of age.

Parents or another adult must accompany

Two-day classes will start at 4 p.m.

April 23-24, April 30-May 1 and May 7-

Effective immediately, the China

Lake Golf Course Snack Bar hours will

be from 6 a.m. to 7 p.m. on Sundays and

Mondays and from 6 a.m. to 8 p.m. Tuesdays through Saturdays. The grill

the child in the water at all times.

\$14.25 per adult, respectively, and \$15.45 and \$11.65 per child.

The flat discount rates for Universal Studios and Magic Mountain are \$18.50 and \$15.95, respectively.

Craftech also has discount tickets for Raging Waters Water Park (near San Bernardino), at \$16.25 per adult and \$10.70 per child, and Wild Rivers Water Park (in Las Vegas), at \$11.50 per adult

8. Cost is \$18 for military dependents.

\$20 for DoD dependents and \$22 for all

others. Classes must have five students

made at the NAWS Gymnasium front

desk. For more information, call 939-

will remain open until closing time.

In addition, from 5 to 7 p.m. every

Friday, the snack bar will host a "Par-Tee Hour," when light snacks and beverage

Registration for the classes can be

and \$8.45 per child.

Craftech also has fishing licenses for sale. The regular California fishing license is \$24.40, while a one-day fishing license is \$8.65. The Striped Bass stamp is \$3.70.

Hunting licenses can also be purchased for \$24.40.

For more information about any of these items, call Craftech at 939-3252.

### **MWR** is forming a theater group

NAWS China Lake and the Morale, Welfare and Recreation Department are looking for interested adults and children to form a theater group.

Anyone interested in joining the multifaceted world of theater, whether as actors or actresses or dealing with props, sets, costumes, makeup and so forth, can call Krystal at 446-5441 or fill out the form at the bottom and return it to MWR, C86, NAWS China Lake, CA 93555.

	to discover the d of theater!
Name:	TATRICO
Address:	ecrotari
Telephone: (Night)	(Day)
Previous T Yes	heater Experience?

MWR, Wellness Program Office sponsor walk In recognition of National

Infant/Toddler Aquatic classes started

to be held.

0756

**Golf Course Snack Bar changes its hours** 

Employee Health and Fitness

and Recreation Department Sports Division and the Wellness Program

two-mile wellness walk or jog on Wednesday, May 18, at McBride Park. Registration will be held

Office are sponsoring a

the park at 11:15 a.m. on the day of the race, followed by the non-Day, the Morale, Welfare SHAPING UP IS NO SWEAT competitive event itself at 11.30

specials will be available.

"Come out for an hour and learn that staying healthy can be fun," invited Pat Oliver from the Wellness Program Office. For more information, call

## **California City to Quarterdeck AO1 Robert Vest runs** 50 miles in fundraiser for the cancer society

#### By Barry McDonald

Now I'm looking for a fast marathon-one without any hills," said a still sore and stiff AO1 Robert M. Vest Monday morning. Saturday he'd run 50 miles from California City to the NAWS Quarterdeck in a fund-raising stunt for the American Cancer Society. To date the effort has raised some \$600 for the local chapter, but the society's campaign will run until the end of April.

Vest said he'd always wanted to run the route, but just needed an excuse. He talked with Rose Varga and they came up with the fund-raising plan.

The petty officer began running in high school in Indianapolis in 1979, where he ran cross country and also experienced his first marathons. Until Saturday's fete, the longest distance he'd run was 28 miles, having placed third in the marathon event of the Over the Hill Track Club's December 1992 Ultra Marathon and Relay.

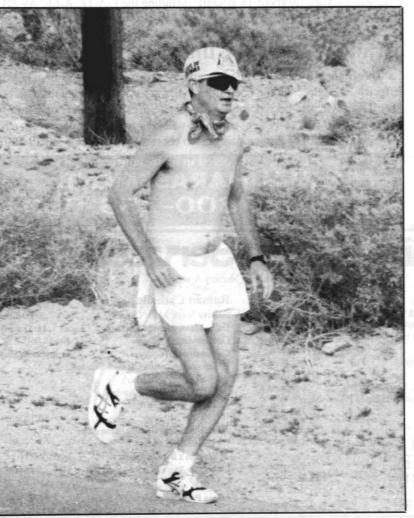
Saturday's run helped in Vest's training for the 20-mile race that will be added this year to the 19th Annual Inyokern 10-miler set for May 1. He was supported in his effort by his wife, Laura, and AO1 Brian Fierro, both of whom rode in the chase car to give moral support. HM3 Ivan Wright ran along with him for the last 15 miles to offer encouragement.

"After 35 miles I was spent," said Vest. "Those hills on Garlock Road were real killers."

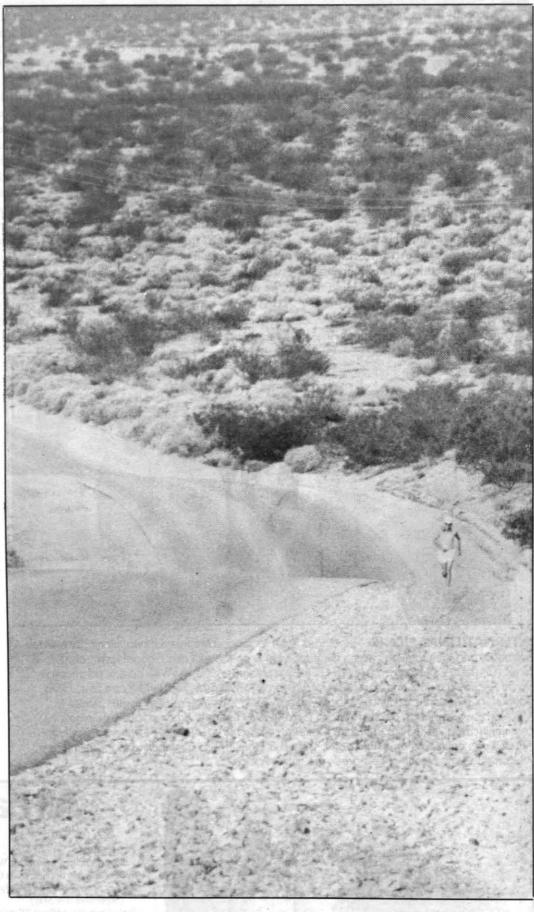
This is the aviation ordnanceman's third tour at China Lake. He came here first in 1981 to the then Naval Weapons Center, then again in 1985 with VX-5 and he'll end this NAWS tour in June of 1995. So, there's still time for him to do it again, and he says he'd be happy to do it for a worthy charity.

The NAWS Chapel donated \$250 to the effort and most of the other donations came from the Aircraft Department, with employees pledging 10 to 20 cents a mile. "Code C87 really got behind me, after Master Chief (AOCM Bill) McCracken announced what I was doing," Vest said.

He said he'd be calling in the payoffs on the pledges real soon and that those who were interested in adding to the American Cancer Society's campaign total could call him at 939-5205 or Rose Varga at 446-3939.



## **MILITARY NEWS**



KILLER HILLS on Garlock Road gave AO1 Robert Vest the most trouble in his 50-mile run for the American Cancer Society. To date the effort has raised more than \$600, but there's still time to contribute.

Photos by Margie Hammett, TID



Submitted by LCdr. T.F.Mele, CHC, USN

ecently I was reviewing one of my old sermons, and I came across a sentence that now rubs me the wrong way. The sentence is: "We should make room for God in our lives."

Now what could possibly be wrong with such an innocent sounding sentence? Plenty. It is just one more way of contributing to the illusion of having an independent ego. The presumption seems to be that there is this little "I" that is gracious enough to give God a bit of room in its life. How absolutely generous of us!

Lots of people think this way. It is the classic mistake, the tragic flaw of humankind. We think that we are the center of the universe. we are blind to how small we are in the ultimate scheme of things.

Our reasoning goes something like

**Making room** for God

this: I have a family and a job and lots of responsibilities. One of my responsibilities is to "make room" for God in my life. So I clear away a little time from my busy schedule and give it to God. How eminently reasonable of me.

What we need, of course, is a Copernican revolution whereby all of our assumptions are reversed. We need to allow life to radically realign our assumptions and our identity. We need a conversion whereby we discover that God is at our center and at the center of everything. Indeed, nothing has any existence apart from God.

As Saint Paul put it, "It is in him that we live and move and have our being." We are not called to "make room" for God at all.

We are challenged to discover the amazing fact that God is the only reality



INTERNATIONAL PICNIC—Lending a hand to support the International Picnic for enlisted personnel and their families, which is set for May 6 on the All Faith Chapel lawn, are (I to r) Capt. Charles A. Stevenson, NAWS CO; LCdr. Thomas Mele, NAWS command chaplain; Lt. David Alicea, assistant chaplain; Mayra Alicea, who will provide Puerto Rican fare; Hans Bayburt, of the Islamic community; Dr. Stephen Wersan, of Temple Beth Torah; Denise Moliterno, who will host a West African table; MS1 Eugene Carbonel, of the Filipino community; and AOCS (AW) Harold Gutierrez of the IWV Chief Petty Officer's Association. Anyone can contribute an ethnic dish or set up a table. Those contributing to the picnic are welcome to stay. Signup sheets are in the chapel office.

that ultimately exists. There is no "us" at all apart from God.

If it is difficult to find words to describe this transformation; it is much more difficult to undergo it. We are referring here, of course, to the conversion process. This is the shattering of all our certainties and of our very egostructure itself. The end result is that we ultimately discover that, as Jesus, said, "the kingdom of heaven is within you."

Not that many people ever go through the conversion process. They choose to remain on the surface of life and try to manipulate God. It is said that God created us in his own image and likeness and we have been returning the compliment ever since. The ego is so intent on control of reality that it even tries to control God.

This is, of course, a futile process.

### VX-5 becomes VX-9 in ceremony April 29

RAdm. J. J. Zerr, COMOPTEVFOR, will be the guest speaker at the ceremony for the disestablishment for Air Test and Evaluation Squadron Five (VX-5) and the establishment of VX-9. The invitation-only event will take place in the squadron's Hangar 1 on Friday, April 29 at 10 a.m., with a reception to follow.

Originally Air Development Squadron Five, it was commissioned on June 18, 1951, at Moffett Field, Calif., with 15 officers, 100 enlisted men and nine AD Skyraider aircraft. The squadron came to China Lake in July 1956.

Today the Vampires of VX-5 comprise of 56 officers and 350 enlisted personnel. They fly about 18 aircraft, including the F/A-18, A-6E, AV-8B and AH-1

#### **Branch Medical Clinic extends its hours**

The Branch Medical Clinic has announced new extended hours. Now effective, the clinic will be open from 7 a.m. to 7 p.m. Monday through Friday. There will also be appointments available over the lunch hour. Flex Friday hours will be 7 to 11 a.m. and there will be appointment times for active duty dependents. For further information contact HMCS Dame at 939-8007.

ou have been involved in or are concerned about SEXUAL HARASSMENT... CALL THE BOO-253-0931

## All Faith Chapel Services

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

Hearing	Impaired Equipment an	d Nursery Available	
Protestant Sunday Worship Service, East Wing Sunday Worship Service, Main Chapel Sunday School, 1008-10 Blandy & 1903-05 Mitsc (September thru May) Bible Study (East Wing), Wednesday (September thru June) Men's Prayer Breakfast, East Wing, Thursday Officers' Christian Fellowship/Christian Military I East Wing, Thursday	9:00 a.m. 11:30 a.m. 6:30 a.m.		9:00 a.m. el 11:35 a.m. 8:15 - 8:45 a.m. By appointment 10:15 a.m.
Jewish (446-3613 Messages) Weekly Services, Friday, East Wing October through June Hebrew Classes, Saturday, 1902 Dibb Adult Education, Saturday, 1902 Dibb September through June Religious School, Sunday, 1902 Dibb <sup>*</sup> 9	7:30 p.m. 2-5 p.m. 10 a.m noon :30 a.m12:30 p.m.	Adult Education Classes, Thursdays (September - May) St. Ann's School Library 7	10:13 a.m. 7:00 - 8:00 p.m. 8:15 - 9:45 p.m. 1:00 p.m.

Ultimately, we must let go of control, at least at the moment of death. Whether we choose to end this charade of being in control early in life or at the moment of death, the point is that every human being must ultimately step into mystery. The advantage of letting go earlier in life is that we begin to taste eternity here and now

Such individuals who have discovered the presence of transpersonal. divine energies within themselves are said to be "born again." This term is a "turn-off" to a lot of people because it has come to be associated almost exclusively with one style of spirituality. If you do not like the term, you can use the Zen Buddhist term of "waking up" or the Hindu term of "enlightenment." The name we give to the process is not all that important. What is important is that we discover our identity in God. This is a great experience and is what true religion is all about.

The simple fact of the matter is that we do not "make room" for God at all. It is God who has made room for us. How fortunate are those who can exclaim with Saint Paul: "It is no longer I who live, but Christ who lives within me."

of Blandy Avenue and Richmond Road. "Since the Morale, Welfare and Recreation Department is a 'quality of life' program, it stands to reason that our MWR mission statement is 'to provide a varied program of wholesome and constructive off-duty recreation activities for Navy personnel and their family members which will effectively contribute to the mental, physical, social and educational enrichment of participants (the children). The accomplishment of this mission is essential to the effective management of human resources within the Navy and directly contributory to the retention of Navy personnel," Vincent The Young Life Teen Center will give

Next week, April 24-30, is National Secretaries Week and the Seafarer Club wants to make it special. On April 28, the club is offering a Secretarial Tributary Luncheon from 11 a.m. to 1 p.m. Attendees can choose between a stuffed chicken breast with apple nut raisin stuff-



April 21, 1994

THE ROCKETEER

# **THE INSIDER**

## New teen center planned Loy Vincent has additional improvements in mind

Lov Vincen

MWR

#### By Peggy Shoaf

hildren are the future and Loy Vincent, who recently took over as head of the Naval Air Weapons Station China Lake Youth Center, feels quality care and meeting the needs of these children as they grow to

adulthood are prerequisites in preparing for a

successful future. Because April, the Month of the Young Child, was designated as a time to focus on the needs of children. Vincent felt it would be a proper time to announce plans for a new Young Life Teen Center. The center should open

within the next couple of months. Its proposed location is the old Bank of America building on the corner

teenagers a safe place to go where they could enjoy themselves, Vincent explained. It will have Macintosh computers; pool, ping pong, air hockey and football tables; video games, weight lifting and volleyball equipment, a microwave oven and a sound system.

The teen center staff will also plan a variety of activities, including dances, pool parties, trips and a variety of sporting events.

In addition, to meet the needs of the

younger adolescents, Vincent is planning to move the Before and After School Program (Movin' on Up) participants from the Youth Center to the old galley, Building 0880. "With the large grass area and spacious rooms, this building will be perfect for our youth programs," Vincent said. "Plus, this will free up the Youth Center for

drop-in use, more organized youth sports and a pre-teen center."

Vincent is a resident of Ridgecrest and has been employed at China Lake for the past 17 years. Before his present position, he served as a data technician in the Engineering Department's Technical Data Division.

In explaining such a radical career change, Vincent explained he needed a change and since the office he was in was running out of work, he figured this was the sign to make the switch.

Vincent, who majored in physical education and mathematics at Long Beach State University, has 20 years of experience in organized sports. He worked as an assistant to the recreation director at Long Beach City College and has been a substitute teacher within elementary and high school levels.

A veteran of the U.S. Marine Corps, Vincent and his wife, Tricia, have four children

## China Lake's youth take part in activities



THE EASTER BUNNY presents children with balloons during the Easter Egg Hunt held by the Seafarer Club April 3.



YESI The youth attending the Teen Dance held by the MWR Youth Center seem to be enjoying themselves.

Photos by MWR

## Seafarer Club plans special luncheon events—one honoring secretaries, the second one as a special tribute to mothers

#### Secretaries Luncheon

ing or spaghetti and meatballs. Cost is \$4.95. A free cup of frozen yogurt will be given to each secretary. In addition, a special drawing will be held for a speciality basket from Balloons, Baskets 'N' Gifts.

Reservations are recommended and may be made by calling 939-8661 by close of business on April 25.

#### **Mother's Day Buffet**

Sunday, May 8, is Mother's Day and the Seafarer Club is planning a special luncheon buffet just for that special

From 11 a.m. to 2 p.m., guests can enjoy a buffet of Virginia baked ham, turkey and stuffing, whipped potatoes with gravy, baby carrots, broccoli, soup and salad bar, assorted rolls and breads, dessert, coffee and iced tea for \$8.95 per adult and \$5.95 for children (10 years of age and under).

Reservations are required and must be made by calling 939-8661 before the close of business on May 1.

April 21, 1994



1. ENTRON Systems creates innovative solutions for its customer's instrumentation and telemetry needs. We can provide instrumentation for any environment – whether harsh or benign. If you want your instrumentation for ground-based telemetry systems, for a fighter aircraft 40,000 feet above the ground, or for tests withstanding high intensity RF radiation, ENTRON Systems has the resources and experience to do the job.

2. ENTRON Systems specializes in high technology electronic systems. In particular, these are embedded microprocessor based designs. Our work encompasses the over-all system architecture design, embedded digital hardware design, software design and coding, and the interface of the system to the outside world including power supply and power driver design.

**3.** ENTRON Systems has designed, built and delivered Automatic Test Equipment (ATE) systems to diagnose weapons systems in the field. These computer based test systems have been instrumental in reducing down time by improving the diagnostic tools required by field technicians.

4. ENTRON Systems has a wealth of experience in the design and implementation of Specialized Radiometers. These include TRACKING and SYNCHRONOUS radiometers used in the calibration of infrared sources and measurements of target irradiance. These systems are designed for radiometeric studies based on a subject system's spectral band and scan technique. They provided laboratory and field calibration data.

5. ENTRON System has always placed a premium on the quality of its products throughout the product cycle from design to delivery. We have been able to ensure high quality standards by adhering to strict quality assurance practices. Quality comes from people. The Commitment and pride of workmanship of our technician staff ensures that ENTRON Systems' customers receive the very best products with the highest quality.

**6.** ENTRON Systems is playing a key role in the development of a new fiber-optic gyroscope (FOG). The FOG is being developed by scientists at the Naval Airfare Center, China Lake, Ca. for use in inertial measurement units (IMU's). This patented system is a angular - position indicator which offers better performance at a lowest cost than that of any existing mechanical or fiber optic gyro.

7. ENTRON Systems has significant experience in foreign material exploitation (FME) of both air to air and surface to air infrared missile systems. The extent of our work ranges from circuit and system analysis to the design and fabrication of computer automated test sets, field trainers, and aircraft integration of foreign systems.

8. ENTRON Systems has significant experience in the development, implementation, and application of computer simulations for electro-optical/electromechanical, digital, and analog systems. We have developed low cost VME based workstations and the associated simulation software along with user friendly interfaces for a variety of systems. ENTRON Systems has delivered and utilized digital simulations of multidetector conically scanned array based and reticle based trackers that include mechanical, optical, and signal processing dynamics as well as nonlinear effects.

9. ENTRON Systems has significant experience in the analysis of IR systems. This has been particularly in the area of IR tracking system signal processing and controls work. We have done analysis in support of our own internal development efforts and analysis of systems developed by others. This has included both ongoing domestic efforts and foreign material exploitation work.

## Entron Systems will assist you with your BankCard and P.O. Purchases!

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#### KNID

Note: This week Navy Channel 17 is featuring "The Safety and Environmental Affairs Journal" at 5:55 p.m. each weeknight.

•Monday-Friday, April 25-29 5:30 p.m.: Navy News

5:55 p.m.: Safety and Environmental Affairs Journal

6:25 p.m.: Cactus Jack 6:45 p.m.: Chamber of Commerce News From Around the State: South Orange County, The Future is Now

7:00 p.m.: California Chamber of Commerce: Fighting for Your Business •Monday-Friday, May 3-6

Note: This week Channel 17 features a local news story on the Sea Cadet Program at China Lake, with special interviews from students and parents.

5:30 p.m.: Navy News

5:55 p.m.: The Great Pyramid 6:23 p.m.: Seeds of Hope

6:50 p.m.: Local News: Sea Cadets at China Lake

#### TVIS

Programs listed below will be available for viewing on Channel 3 in all FOTSequipped 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, April 26

8:30 a.m.: Reinventing Government and the National Performance Review With David Osborne

11:00 a.m.: Wellness: Relaxation Video 1:00 p.m.: Macacademy: MS Word

5.1. Part 1 of 4

3:00 p.m.: "Safety Programs"

•Thursday, April 28

8:30 a.m.: "First Things First," based

on Stephen Covey's book

11:00 a.m.: Wellness: Relaxation Video 1:00 p.m.: Macacademy: MS Word

5.1, Part 2 of 4 3:00 p.m.: "Safety Programs"

•Tuesday, May 3

8:30 a.m.: Management Revolution/Corporate Reinvention by Tom

#### Peters

11:00 a.m.: Wellness: Relaxation Video 1:00 p.m.: Macacademy: MS Word

5.1, Part 3 of 4

3:00 p.m.: "Safety Programs"

•Thursday, May 5

Reengineering the Corporation with James Champy

11:00 a.m.: Wellness: Relaxation Video

1:00 p.m.: Macacademy: MS Word

5.1, Part 4 of 4 3:00 p.m.: "Safety Programs"

## NMCRS offers class

Did you know that during 1993 more than 500 sailors and Marines received financial assistance from the China Lake Navy-Marine Corps Relief Society (NMCRS) Office? Over \$90,000 in the form of grants and interest-free loans was provided to your fellow sailors and Marines in times of unexpected need? Aid such as airline tickets home when a relative has died, car repair, doctor and dental bills.

Learn more about this valuable resource when Joyce Dinnage, executive director of the NMCRS Long Beach Auxiliary will teach a course designed to inform the military community about the numerous programs and services offered by the Navy-Marine Corps Relief Society. NMCRS policies and procedures will be discussed as well as budgeting techniques, military pay and allowances, and opportunities for volunteering.

The course will be offered May 9 through 12, from 8:45 to 12 p.m. at the East Wing of the Chapel. Spouses, retirees, active duty personnel and civilians are all encouraged to attend.

Although there is no obligation to volunteer, the China Lake NMCRS Office is manned completely by volunteers. Volunteers are the backbone of the Navy-Marine Corps Relief Society accounting for 92 percent of the society's staff around the world. Those who do decide to volunteer will help carry on the tradition of helping the "Navy and Marine Corps take care of their own." Child care expenses will be reimbursed for the course as well as volunteer time.

To register for the course please call the China Lake NMCRS Office at 939-2921. Office hours are Monday, Wednesday and Thursday, 9 a.m. to 12 p.m. Any other time, leave a message.



**VOLUNTEERS** from the Navy Marine Corps Relief Society recently celebtrated the society's 90th birthday. From left, Joanne Miller, Col. Richard Chambliss, MAD CO, Nancy McKinney, Iola Field, Charlotte Chambliss, Mary Stites, Kim Kozlowski, Crystal Van Horn, Jalene Martin, Cdr. John B. Mills, NAWS XO, and Joyce Dinnage, NMCRS executive director of the Long Beach Auxiliary. Founded in 1904 to assist widows and orphans, the society has broadened the scope of its work to fulfill its dedication to the military community.

## **CWO and LDO advancement opportunities**

Washington (NNS) — Opportunities to obtain a commission for top performing first class, chief, senior chief and master chief petty officers continue to be excellent through the limited duty officer (LDO) and chief warrant officer (CWO) programs.

The FY95 selection board selected 446 senior enlisted personnel for the two programs and, despite downsizing, the number is expected to increase in FY96.

The LDO and CWO programs provide the Navy with officer technical managers and specialists who exercise leadership in key positions throughout the service. LDO and CWO make up more than 10 percent of the Navy's officer corps.

Applications for the FY-96 program are due to the Bureau of Naval Personnel (PERS-251) by Aug. 1, under the new BuPers Instruction 1131.1 dated Aug. 10, 1993. This is a new deadline date.

More information is available from NAVADMIN 057/94. Information on application procedures and help-ful feedback from previous boards are available in the instruction and from the July-September 1993 issue of *Link* magazine.



April 21, 1994

TID phot

#### **COMMANDING OFFICER'S** PROCLAMATION

WHEREAS, May 1st is Law Day U.S.A. in the United States of America, and ....

WHEREAS, The United States of America has been the citadel of individual liberty and a beacon of hope and opportunity for more than 200 years to many millions who have sought our shores, and ....

WHEREAS, The foundation of individual freedom and liberty is the body of the law that governs us, and ...

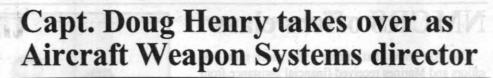
WHEREAS, The Constitution of the United States of America and the Bill of Rights are the heart of that body of law, which guarantees us many freedoms-including freedom of religious belief, freedom to have and hold property inviolate, freedom of assembly, freedom of speech, freedom of press, freedom of petition, and due process of the law among others, and ...

WHEREAS, This year marks the 37th annual nationwide observance of Law Day, and the Congress of the United States and the President by official proclamation have set aside May 1 as a special day for recognition of the place of law in American life, ...

NOW, THEREFORE, I, Commanding Officer of NAWS, China Lake, CA, do hereby designate May 1, 1994, as Law Day USA. and call upon all military and civilian personnel to commemorate the role of law in our lives.

C.A. Stevenson

Captain, U.S. Navy





**PASSING THE LEAD**—Capt. Doug Henry (right) shakes Capt. Paul O'Brien's hand after the lead of the Aircraft Weapon Systems Directorate was symbollically passed during an airborne ceremony. The lead change occurred at the end of an F/A-18 project flight over NAWCWPNS China Lake. Capt. O'Brien will assume command of the Naval Air Training Management Support Activity in Corpus Christi, Texas, on April 29. Capt. Henry will retain his duties as military director of the Weapons Directorate and chief test pilot for the China Lake site.



April 21, 1994



you work with and around nazardous materials each day? When you get home at the end of the day do you forget about them? Should you?

"Well," you say, "all I have at home are the typical household products. How can something as cute as scrubbing bubbles do harm to anyone?"

The truth is that even household products have the potential to do harm. These products contain some of the same chemicals that are used in industrial applications. The products can be classified as irritants, corrosives, poisons, oxidizers and so forth.

You are informed about the hazards associated with these classes of chemicals, and you may believe they don't pose any danger. However, is there a danger to other members of the household that aren't informed?

Does your spouse, child or housekeeper know that chlorine bleach and household ammonia shouldn't be combined in a misguided attempt to enhance

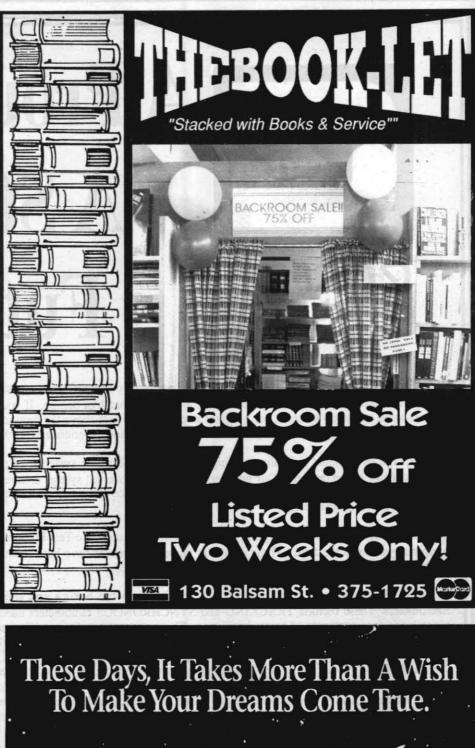
their individual cleaning ability? Do they know that gasoline shouldn't be stored next to the water heater in the

garage? Recognize and respect the hazards of your household products just as you do with the materials used in the industrial setting. Inform the other members of your household about the hazards.

Ensure that all the household materials are used for their intended purpose. Is the hair spray being used solely for personal grooming or has your teenager discovered its potential as a quasi blowtorch for ridding the world of black widow spiders?

Properly label and store all of the products to hopefully prevent any incidents which may have tragic results. Life offers enough stress day to day without having to deal with fires, explosions, poisoning, violent reactions and their consequences.

With this accomplished, the probability of an unfortunate incident involving you or loved ones is greatly reduced





Most of the time, it takes money. And that means starting to plan now so that you can reach your goals in the future. That's why you should invest in U.S. Savings Bonds. With just a little money from each paycheck, you can buy Bonds through the Payroll Savings Plan at work. Find out how U.S. Savings Bonds are making American dreams a reality.





**Beware of toxic** chemicals in household products



#### FROM THE TOP, from Page 21

The users are driving the development of the system, and AIR-714 is providing the technology and advice necessary to turn their ideas into practical solutions. This program truly represents what must be done in order to capitalize on the power of information technology—we must work together and share ideas to secure the biggest possible payoff for our organization.

Effective information management requires solid leadership and a unified plan and direction. To that end, I have established the Information Management Executive Board (IMEB), comprised of senior information managers from throughout the TEAM, to address information technology issues across all sites, functional areas, and aviation communities. The IMEB's number one priority will be to improve the TEAM's overall performance and effectiveness.

Beyond unifying our corporation, we will work toward connecting electronically to our partners in industry. We have already seen the enormous returns this type of cooperation can provide in programs such as the F/A-18 E/F, whose Integrated Management and Information Control System (IMICS) allows the program office and the contractors to communicate continuously and simultaneously on a range of cost, schedule and performance issues—managing the program from a single information base. We intend to build on successes like these, and are searching for additional creative solutions on a daily basis. Partnerships are the wave—the necessity—of the future, and information technology will enable us to enhance those important relationships.

I am truly excited at the opportunities a robust information technology infrastructure will present to naval aviation. The excellent progress we have already made and the recognition we have received by government and industry gives me great confidence in our ability to achieve our corporate goals in the future. The power of information is at our fingertips. Working together, we will take full advantage of information technology to turn the challenges of a changing environment into successes for our TEAM.

> Integrity, efficiency program Call: 939- 3636 (24 hours) or call the Inspector General at: (800) 522-3451 (toll free) 288-6743 (Autovon) (202) 443-6743 (commercial)



## Hack Wilson Awards go to three inventive China Lakers

By Barry McDonald

Workinney, presented IOUs for \$5,000 each to McKinney, presented IOUs for \$5,000 each to two China Lakers Thursday, April 14, at a small informal H.G. "Hack" Wilson Award ceremony in the commander's office. The Wilson Award was established to recognize inventors and other patent holders whose patents have been of significant value to the Navy and DoD over a period of years since they were originally awarded. That value stems, in large part, from not having to pay royalties to private inventors. The amount of the stipend associated with the award varies with the value of the benefit to the government.

Paul E. Cordle, now retired, was present for the ceremony in which he was honored for his contribution to the patent entitled Linear Shaped Charge Warhead. His co-inventor, Melvin J. McCubbin, received his award Monday from Sterling Haaland, deputy commander for research and develop-

The patent was for a warhead case design that causes the warhead to deliver concentrated amounts of energy to targets at some distance from the point of detonation. The concept was used in Walleye I and II and the Condor warhead. Some 11,500 warheads at \$15,000 each were produced, which would have amounted to royalties of between \$5 and \$10 million had the government not owned the rights to the patents.

Cordle began his career at China Lake in 1955, but left later that year for a two-year stint in the U.S. Army. He returned in 1957. When he retired in 1987 he had been serving for eight years as associate head of the Ordnance Systems Department. During his career, in addition to the programs that benefitted from this patent, Cordle contributed to the development of FAE weapons, warheads for Sidewinder, Shrike, HARM, APAM, Bigeye, Skipper and the Laser-Guided Training Round.

His previous government awards include the Michelson

Laboratory Award, the L.T.E. Thompson Award and the Navy Meritorious Civilian Service Award. He was also honored with the silver medal of the American Defense Preparedness Association.

McCubbin began his career in 1959 at China Lake and left in 1990 as head of the Conventional Weapons Division. He is the holder of nine patents. His other contributions to ordnance development include Sidewinder, Shrike, Harpoon, APAM, HARM, Maverick, Zuni, Sparrow, Tomahawk Block III, Ground-Launched Tacit Rainbow and CATFAE.

The other award handed out last Thursday went to Dr. Tucker T. Yee for his patent entitled Fire, Temperature and Shock Resistant Explosives. This patent was for a new plastic bonded explosive formulation (PBXN-107) developed to address the needs for insensitive munitions requirements. The formulation provides highly energetic explosive using RDX compounds that is significantly less sensitive to unplanned stimuli such as fuel fire cook-offs and sympathetic detonation of ordnance.

This explosive has been used in all HARM warheads (24,000) and all Tomahawk Block III warheads. When complete the submunition version of Tomahawk will require some 200,000 submunitions for which this explosive is the leading candidate. The benefit comes from aircraft and other equipment that are saved from destruction in shipboard fires or other catastrophes that might otherwise have been lost to detonation of weapons using a more sensitive explosive.

Yee came to work at China Lake in 1972. He has also contributed to the development of Shaped Charge Antimine Munitions, new FAE fuels, solid FAE technology, singleevent FAE technology and the Wire Assault Weapon for concertina wire barricades.

He also received the Technical Director's Award in 1981 for his work on the development of PBXN-107.







Melvin J. McCubbin



Dr. Tucker T. Yee

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April 21, 1994

longer be our overriding emphasis. It is only natural that the information technology that supports a unified organization, should be "uniform" in nature. We must be talking the same "electronic language." In order for our TEAM to become a truly seamless organization, built on integrated program teams and the competencies which support them, we must be able to communicate effectively and immediately, regardless of location. The glue that will bind our organization together and allow us to strengthen relationships between sites is immediate, accurate and usable information.

teams

## New rapid prototype machines save money

By Peggy Shoaf

rogram managers, product engineers and designers at the Naval Air Warfare Center Weapons Division can save money and time by taking advantage of the new rapid prototype machines in the Weapons Engineering and Logistics Department's Engineering Prototype Branch, noted Wayne McGill.

The two machines, an LOM 1015 and 3D Modeler, produce models that can be used for "show and tell" or as a "fit check." The LOM 1015 creates models made from freezer wrapping paper, while the 3D Modeler makes them from machinable or investment casting wax and plastic materials

"People can then use the models to decide if a part will fit, if it's what the engineer wants and so forth," said McGill, who operates the LOM 1015. "It's a cheaper way to see if their design is what they want before going to the more expensive production of using metal."

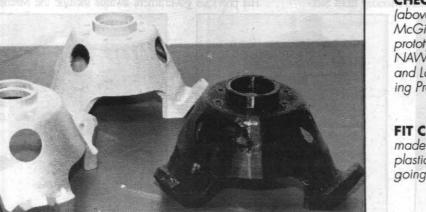
"There's another benefit," said Bill Marcus, the 3D Modeler operator. "We can use the same data process we used to make the model on the NC (numerical control)

machines to make the real product

Walt Hannon, from the Ordnance Systems Department's Munitions Development Branch, has already tested the LOM 1015 to make a small battery holder for a computer in the A-6 aircraft. "We had to switch the type of batteries we were using and needed to create a new configuration to hold the battery in the computer," he explained. "We had a test model made and did a fit check on it. It was quick and

People interested in learning more about what the machines can do for them can call McGill or Marcus at 927-1782.

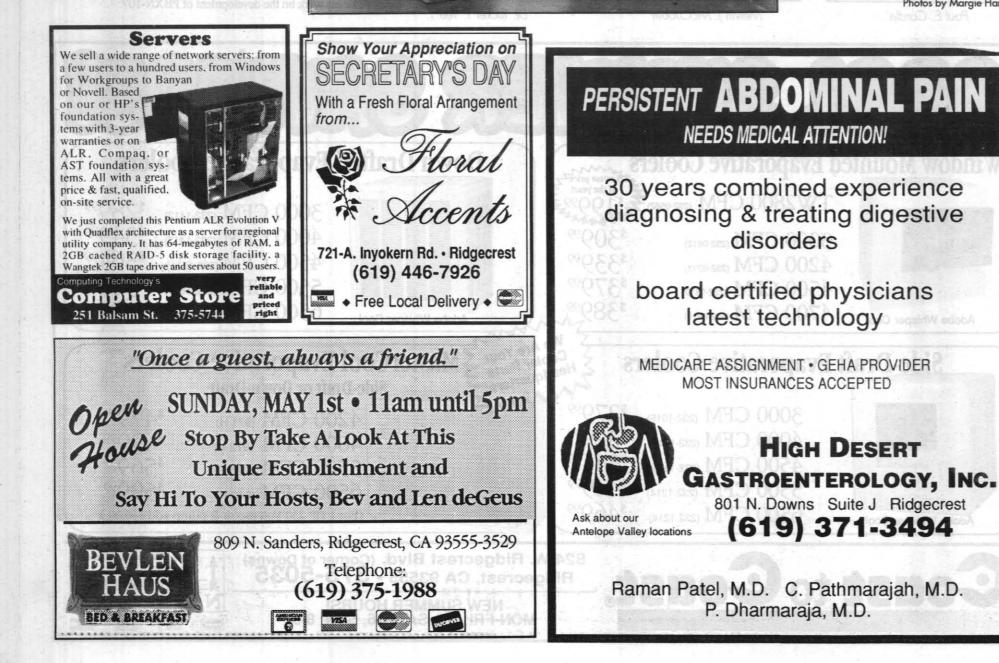




CHECKING OUT the LOM 1015 (above) are Bill Marcus and Wayne McGill, operators of the two rapid prototype machines at the NAWCWPNS Weapons Engineering and Logistics Department's Engineer ing Prototype Branch.

FIT CHECK—Prototypes can be made of paper (center), wax or plastic (right) to check fit before going to the final product (left).

Photos by Margie Hammet



to ensure that everyone, regardless of site, can "connect up" to that highway. But beyond that, we must turn connectivity into real, usable communication. Today, we're speaking different languages. For instance, there are over 25 different electronic mail systems currently in use throughout the TEAM. Granted, these individual systems are doing an excellent job of meeting the unique requirements of each site. However, our organization is moving toward unification. Site-specific concerns, although legitimate, will no

Our information technology efforts can be divided into two primary areas for opportunity: (1) creating seamless enterprise communications through use of the Naval Aviation Wide Area Network (NAVWAN); and (2) developing standardized processes and data systems to support IPTs and competency aligned

Our business is managing information in a way that will allow us to make sound decisions-decisions that will ensure the quality, safety and effectiveness of our products. The four most critical categories of information are: product/service cost, the size and composition of our workforce, aircraft numbers and location and the health of our aviation programs. The NAVWAN will ensure compatibility between sites, allowing this vital information to be constantly updated and accessible to those who need it.

The ultimate goal of the NAVWAN is to enable people at different sites, using different platforms (Windows and Macintosh), to communicate directly and immediately. These individuals will be able to send e-mail messages with attachments to their counterparts at various locations, and have those attachments updated or modified and then sent back to the point of origin within minutes. Our IPTs will be able to move engineering change proposals, procurement requests, funding documents, etc., automatically across the network-getting the right information to the right people at the right time-and ultimately integrating that information to meet or exceed program goals.

Our "information highway" must be completely paved before our IPTs and competencies can function effectively and truly complement each other. Therefore, our goal is to have a solid e-mail and file transfer capability with an open directory system in place and accessible to all

NAVAIRHO, PEO, NADEP, NAWC and EOB personnel by October of this year-when all of our sites will realign to reflect the competency structure. Clearly, the NAVWAN is our key enabler when it comes to meeting competency alignment and program goals, and delivering for our customers in an era of downsizing.

Implementing the NAVWAN is a phased process. The first step in completing the NAVWAN was designing and implementing the NAVAIR Headquarters Network (NHN), which is on its way to becoming the best information technology system in the Navy. A large portion of the headquarters population is already on line, and the effort will be completed by June of this year. The NAVWAN will build on the procedures and technology tested on NHN. When completed in 1997, the NAVWAN will extend communication to ASO, SECNAV, CNO and all other aviation and mission-related activities, including our sister services. This is no small task, but what this means is a tremendous return on investment for the Navy.

Building the information highway is one piece to the puzzle. It may be designed for heavy commerce, but the true test of success hinges on meaningful information traveling that highway. In other words, we must give our IPTs and competencies the tools to manage information effectively, in a way that meets the overall goals of the corporation. Our aim is not to force every program to operate in exactly the same way-each program has unique priorities. However, we do want to provide a blueprint-certain boundaries to live within to ensure that information is transportable, reusable and comparable. This will provide the degree of consistency needed to streamline our workflow and increase the efficiency of our processes.

You are probably wondering how we will achieve a workable consensus about which systems or combinations of systems are the best for our programs. The answer lies not in the hands of the information managers, but in the hands of the users-the people who work program issues and processes every day. The information managers are there to provide the blueprint, but the end product is completely user-driven. You know better than anyone the most effective ways to structure and utilize information. We will build on your ideas-and together, we will advise the best solutions for our organization and its people.

We have already put this theory into practice with a program, led by Capt. Tom Davis, whose charter is to develop a standardized Program Management Information System. A team of individuals representing PEO(A), AIR-01 and NAVAIR's Information Systems Division (AIR-714) are working together with the assistant secretary of the Navy for research development and acquisition and the under secretary of defense for acquisition to build a system that will enable us to meet workflow and reporting requirements consistently across all programs. Please see FROM THE TOP, next page



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Office (Military), Counseling and Assistance Center (CAAC), Red Cross and other personnel support functions. Baczkiewicz explained this would help the military families in the area. "They will only have to go to one building to get all the information they need, instead of all over base like now," he Improvements for the China Lake

Golf Course are also in the plan. The Bureau of Personnel is supposed to use non-appropriated funds to repair the irrigation system on the course and to build a new clubhouse.

said.

will include activities such as the Navy

Relief Society, Career Counseling

FY96 projects include rehabbing the VIP quarters and the bachelor transient quarters. A MILCON construction project includes the first phase of building a new aircraft hangar, tower and ramp in FY96. Phase 2 of the MILCON construction project will take place in FY97, while Phase 3 is planned for **FY98** 

Other MILCON projects being planned in the next few years include three other MILCON construction projects, including the construction of a new fuel farm at the airfield in FY95. The other two projects are a new child development center in FY97 and the construction of a new runway extension and ramp in FY99.

The final FY97-FY99 projects include building a new Navy Exchange, rehabbing the bachelor enlisted quarters and demolishing the duplexes on Inyokern Road.

Throughout all of these improvement projects, the Neighborhoods of Excellence Program, sprucing up the housing areas on base and modernizing the family housing units, will be in progress.

Baczkiewicz said cost for these improvements will run into the millions, with funding coming from a number of sources, including Naval Air Systems Command. "If the funding can't be arranged, however, or if it should fall through for one particular project, that project would just be put on the list for the following year," Baczkiewicz said. "At least we have a plan and each year can focus on getting the funding we need to carry out the projects on the next fiscal year's agenda."

Don't laugh at my fears. They are very real to me and you can do more to reassure me if you try to understand.

It is okay to apologize to me if you are in the wrong.

I am growing up quickly. It must be very difficult for you to keep pace with me, but please try.

I need lots of love and understanding to thrive.

-Courtesy of the Tester, NAS Patuxent River, Md., in recognition of the Month of the Young Child, April.

FACE-LIFT from Page 1

May with a grand opening celebration scheduled a few weeks later. The Snack Bar in Bennington Plaza is also scheduled for some major changes this summer, which are yet to be revealed.

Other activities planned for this fiscal year include construction and repair of bike paths on Station; construction of a Bapistry at the All Faith Chapel, a new entrance to the Station's bowling center, minor repairs and alterations to the old galley off Inyokern Road to convert it for use by the Youth Center's Movin' On Up Program, installing a swamp cooler unit in the old Bank of America building before it is converted into a new teen center and moving the Station's perimeter fence so Viewig School will be located in Ridgecrest and not on base.

The bike path project will include constructing a path parallel to, but detached from, Lauritsen Road from Blandy Avenue, crossing Sandquist Road, and continuing to the new hangars at the south end of the airfield. The Sandquist Road bike path will be rebuilt and continued, detached from the road, to the airfield compound. In addition, a bike path will be built on Pilot Plant Road to the CLPL area.

The final plan for this fiscal year is renovating the China Lake Tennis Courts. This means tearing up the old courts and pouring new slabs, Baczkiewicz explained.

Plans for FY95 include rehabbing the third BOQ unit on Nimitz, the Richmond Road bachelor quarters, all of the Bennington Plaza buildings, the community pool bathhouse, the Air Test and Evaluation Squadron Nine administration/training facility, and the Youth Activities' Movin' On Up building (the old galley). Other improvements include repairing the irrigation system and the building of a new clubhouse at the China Lake Golf Course, putting in an NEX cafeteria at the airfield and the removal of asbestos from the old Steam Plant next to the gymnasium. Then in FY96, the Steam Plant will be converted into a fitness facility.

Another project being planned for FY95 is the rehab and repair of the "U" shaped housing unit on the east side of PSD. The building will be used to house the Family Service Center, which

#### Memo from a child...

Washington (NES)...Remember, don't make me feel smaller than I am. It only makes me behave foolishly.

I can't always explain myself as well as I would like to, and sometimes that makes me inaccurate.

I can be frightened into telling lies; don't tax my honesty too much. Be consistent. Otherwise, I might

ecome confused and lose faith in you. Answer my questions. If you do, I'll learn to seek information from other

places as well.

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April 29, 1994.

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#### April 21, 1994

## Bravery rewarded: Perry Steinhoff, China Lake firefighter, receives national award for heroism

#### By Peggy Shoaf

Then Perry A. Steinhoff, a firefighter with the Naval Air Weapons Station China Lake Fire Division, went to Cincinnati to receive his James Manser Structural Firefighter Award for Heroism, he didn't go alone. Top members of the division's management team, Lee O'Laughlin, Darrell Johnson (who retired last month) and Ross Davidson joined Steinhoff and his wife, Deanna, as the U.S. Navy and Marine Corps Fire Protection Association

honored their firefighters of the year. While the China Lake Fire Division is often honored by the "Allen G. Ogden Competitive Program," it is very seldom a China Lake firefighter is individually recognized, noted Fire Chief O'Laughlin. For that matter, the only other firefighter to be individually recognized that O'Laughlin could remember was Ken Zurniston, who received the Outstanding Instructor Award.

Steinhoff was recognized for his efforts in saving the life of a 17-monthold infant at the scene of a vehicle accident on June 7, 1993. The Rocketeer reported how Steinhoff risked his own life rescuing the child in the July 1, 1993

issue. The rescue involved climbing down and back up 200 feet of steep rocky terrain, which was only barely illuminated by a spotlight being held at the top of the cliff. Paramedics at the scene documented the fact that if it was-

n't for Steinhoff's quick actions, the 17-month-old infant would have died.

Steinhoff began his firefighting career while still in high school. He was hired under the California Education Training Act as a forestry aid. Later, he was hired as a seasonal firefighter by the Kern County Fire Department as part of a hand crew using hand tools and backpack pumps for firefighting. A little while later, he was recruited and hired by the Department of Agriculture, U.S. Forest Service. In 1986, Steinhoff transferred from the forest service to join the China Lake team

The competitive award program was established to recognize outstanding accomplishments toward the improvements and advancement of fire prevention and fire protection within the U.S. Navy and Marine Corps.

The James M. Manser Fire Fighter of the Year Award is named in honor of the former Chief Fire Marshal of the United States Navy, Jim Manser. Acts of heroism must be based the individual's own sense of ingenuity, initiative to secure the training required to perform the act or the self motivation to achieve and maintain the level of physical fitness required to perform the heroic act. Steinhoff received his award on April

26



PERRY STEINHOFF, is joined by his wife, Deanna, and James Manser, for whom the award is named, at the awards ceremony

Watching the Gulf War on television, the ARMS Weapons Office employee felt she contributed to the success of the mission Hamblen is Code C28's Secretary of the Quarter

By Peggy Shoaf

People have said that behind an efficient, organized office is an efficient, organized secretary. Larry Luxton, head of the Attack Weapons Department ARMS Weapons Office, agrees and didn't want to wait until Secretaries Week, April 24-30, to honor the "power behind" his office. Instead, he nominated her for the department's Secretary of the Quarter Award for the first quarter of 1994.

The first recipient of the Secretary of the Quarter Award for 1994, Jill Hamblen has been a secretary for about 15 years. Since joining the China Lake team in 1979, she has always worked in the Attack Weapons Department, first as a secretary in the Weapon Systems Analysis Branch, then as a branch secretary at Echo Range and now as the ARMS Weapons Office secretary.

"I really like it here," she said. "I've had three jobs and have loved every one of them. I have no desire to be anything else. I really like what I do."

Her favorite part of the job is being involved in the Anti-Radar Missile Program. During Desert Storm, not only did

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the missile play an integral part in the success of the United States involvement, but so did the messages and the experts she sent over there during the crisis. "I'd be watching

on TV as they talked about the missiles and felt like I contributed a little bit to what was happening over there," she said.

Luxton also feels Hamblen helped. "During the Gulf War we called her in

several times at night, after midnight on more than one occasion, and on weekends to help us get messages out. She was always ready to help out and never complained."

He also feels Hamblen is a great asset to the office, which has 15 employees.

"Jill makes all of the travel arrangements for our office, including foreign travel," Luxton said. "We have people on the road every week, sometimes up to half of our staff. She is extremely efficient, well organized and accurate. I can't recall



Jill Hamblen

any of us having wound up in the wrong place at the wrong time!"

Getting them to their proper locations during the Gulf War was a bit difficult, Hamblen admitted—there aren't exactly world class travel guides for a war zone.

In addition to her regular secretarial duties, Hamblen also serves as the office's

SPEDI buyer and has just recently been assigned the task of being in charge of plant account, which is her least favorite job. "There's a lot of equipment under our cognizance that I don't have the foggiest what it is, let alone know where to find it," she said with a grimace.

She's been pretty successful tracking the elusive items down though, dropping from 500 missing items to only 13—and she's still looking, she said.

Another essential part of her job is handling messages. According to Luxton, Hamblen took the initiative to learn the computerized method of doing messages and is one of the few in the department that can do them. Hamblen said the hardest thing about doing the messages is the address portion. "Every one of the messages has to have its own specific-type of address," she explained. "You just can't send something to Cherry Point. It needs a specific address and it can take a lot of time trying to find out what a specific address may be."

Luxton also praised Hamblen for her "let's do what it takes to get the job done" attitude and the impression she gives to visitors when they come to the office. "I've had several off-Station visitors express their appreciation to me with respect to her going out of her way to help them with visit requests, directions to our office, finding the person they are trying to reach and so forth," he explained. "But the bottom line is, Jill makes our office run smoothly in spite of all my attempts to generate chaos. For that, I'm extremely grateful."

Hamblen won't be forgotten during Secretaries Week either. She noted the office usually plans an outdoor picnic—one of the few times she doesn't have to do the planning, or the cooking!

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## On-going Dan Zan Ryu Jujtsa, Sito-Ryu Karate classes to begin

Dave Aubin and James Walters, both third degree black belts, will be teach Dan Zan Ryu Jujtsa and Sito-Ryu Karate starting May 3 at the NAWS China Lake Gymnasium Annex (next to the gym). Jujtsa classes, taught by Aubin, will be held Tuesdays and Thursdays from 6:30 to 8:30 p.m., while the Karate classes, taught by Walters, will be held from 6:30 to 8:30 p.m. on Wednesdays and Fridays.

Both types of classes are geared toward mental self-improvement, said Walters. While both forms of the martial arts classes lead to the same goal, their paths are different. In Jujtsa, students will focus on learning to fall and grappling techniques, especially in the beginning, while Karate students learn how to fall, block, kick and punch right off. "But in the end, the moves look pretty similar." Walters said.

#### HAIWEE, from Page 18

"We're always looking for new members with new talents," Hayner said. "We know there are a lot of people from China Lake and Ridgecrest and Inyokern who can get to the fishing a lot faster now, and we hope they'll join us in trying to increase warm water fishing Monthly fees for the the Jujtsa or Karate classes are \$16 for military personnel, \$18 for DoD personnel and \$20 for all others. Youth fees are \$2 less. There is also a discount for additional family members.

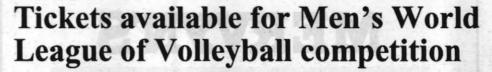
The monthly fees for both types of classes are \$24 for military personnel, \$26 for DoD and \$30 for all others. Discounts are also available for youth and additional family members.

Additional yearly fees are necessary to receive an Amateur Athletic Union membership. The yearly fees are \$20 for adults and \$10 for youth.

For additional information about the classes, call the the gymnasium, 939-2334, and leave your name, phone number and the name of the instructor you would like to talk to. The instructors will return their calls as soon as possible.

opportunities in their neighborhood."

For additional information on Haiwee and the fishing association, contact the OVWWFA, P.O. Box 298, Lone Pine, CA 93545. The telephone number is 619-876-8334. After 5 p.m., please call 876-5402.



**MWR sponsors 'B' Mountain race** 

Beginning May 6, the United States of America will compete against the world in the \$6 million Men's World League of Volleyball in the San Diego Sports Arena. The U.S.A. will go head-to-head against Greece May 6 and 8, Bulgaria May 27 and 28 and Brazil June 3 and 5.

Military reserved seats are \$10, while discount general admission seats are \$5. Regular prices are \$12 for reserved seats and \$6 for general admission. In addition, in honor of Memorial Day Weekend, the USA vs. Bulgaria games, May 27 and 28, will be half off! Reserved seating will only be \$6, while general

April 30 is the date of the third annual "B" Mountain Challenge Hill Climb. The bicyclist who finishes the 2.2 mile course first will be named the 1994 King (or Queen) of the Mountain.

The race will start at 8 a.m. with oneminute intervals. Racers should sign-in from 7 to 7:30 a.m.

There will be Men's and Women's divisions. The Men's Division will consist of the following classes: 17 and under, 18 to 29, 30 to 34, 35+ Vets and 45+ Masters; while the Women's Division will have only two classes—34 and under and 35+.

admission will be \$3. Games will be played at 6 p.m. on May 8 and June 5 and 7 p.m. the rest of the days.

To order a discount ticket, send your name, address, telephone number, branch, rank and serial number to World League '94, 4510 Executive Drive, Plaza One, San Diego, CA 92121-3021. Be sure say how many tickets your want, the dates and enclose a check for the right amount of tickets ordered.

For detailed information about the games, and location of the sports arena, call (619) 625-8320.

Water and cold drinks will be furnished by the Morale, Welfare and Recreation Department personnel at the start and finish of the race, which is expected to last up to 45 minutes.

Fees to enter are \$1 for military personnel and riders under the age of 18, \$2 for DoD and \$3 for all others.

Due to security concerns, only racers will be permitted on the course and all racers must register and obtain vehicle passes at the NAWS gymnasium.

All racers must check out at the Lauritsen Gate after the event.

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used it for training.

State Senator Don Rogers headed a long list of dignitaries that included DWP upper management, county officials and council members from the city of Bishon

The shoreline of both reservoirs is now open to fishing except in fenced areas or areas posted with "No Trespassing" signs. The shoreline is foot- and bicycle-accessible from four designated parking areas. Eight toilet and trash areas have also been added.

Haiwee Reservoir is located 45 minutes north of China Lake east of highway 395, just south of Olancha. Access is by South Haiwee Road, Haiwee Canyon Road, Lakeview Drive and North Haiwee Road.

The opening of Haiwee is just one project on the agenda of the OVWWFA. Please see HAIWEE, next page

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Washers



## **Cappello** is guest speaker at secretaries luncheon

Doctor Eve Cappello, president of ACT International, will be the guest speaker at the Secretaries Day luncheon set for 11:30 to 2 p.m. on Tuesday, April 26, at the Carriage Inn. The theme for this year's luncheon honoring the Naval Air Warfare Center Weapons Division secretaries at China Lake will be "Joining the Empowered Team."

Psychologist, speaker, trainer, author. and professor, Cappello is internationally acclaimed for her practical approach to peak performance, stress management, success strategies and optimum self-presentation.

Believing that "quality, success, performance and productivity are still the bottom line," Cappello created the First Women's Entrepreneurial Conference in Australia in 1986 and is listed in "The World's Who's Who of Women." She is a frequent radio and television guest and is president of the Women's International Network and author of "Act, Don't React'

A "late bloomer," Cappello entered college in her 40s after a career as a singer/pianist and mother. Majoring in art history and psychology, she earned her masters and doctorate in behavioral psychology from the University of the Pacific with advanced training in behavior modification from UCLA. She speaks nine languages, is an Australian raised in Canada and speaks with energy and insight into both personal and professional worlds

"Never ignore your own restless feelings," she advises. "They are the clue to unexplored sources of energy and creativity."

During the luncheon, Cappello will discuss how to develop self-motivation; inspire others; maintain energy, innerdrive and enthusiasm; how to overcome procrastination, improve performance, encourage creative cooperation; achieve goals and avoid the traps that deflate enthusiasm and inhibit achievement. She will also discuss how to use individual strengths to advantage, how to find and use inner power and maximize the posi-

April 21, 1994

Tickets for the luncheon are available from directorate and department offices. Door prizes, donated by each department, will be given away during the luncheon. Winners must be present to win.

### Delaying property settlements could cause death benefit confusion problems that could arise in the future.

#### By John Powers Code C62103

Many times when an attorney is drawing up a property settlement in a divorce action, the parties cannot agree on the division of the community property assets in the federal employee's retirement fund. This is especially true if the employee plans to retire sometime in the future. A convenient method commonly used in divorce decrees is to leave the retirement assets to the "jurisdiction of the court." This means that sometime in the future the parties involved must go back to court and resolve the issue.

There was a recent case where an active employee died before retirement. The final decree had been granted leaving the disposition of the retirement assets to the "jurisdiction of the court." The employee, however, died before the court order was amended to specify the payment of civil service survivor benefits to the former spouse. The Office of Personnel Management (OPM) will not accept an amendment of a court order after the death of the employee (or retiree) and therefore, the former spouse, whose divorce was very recent, had no

benefits payable to her from the retirement system. Granted, it was obviously the intent of the employee to have the court order modified, but because of his untimely death, the modification was not done before his death. OPM determined that there was no qualifying court order that could be recognized for payment of a civil service survivor annuity.

If you have a court order reserving jurisdiction of the court to specify division of your assets in your retirement system at a later date, you may want to discuss with your attorney about having the order amended now to avoid the

The Human Resources Department has a handout that establishes rules of interpretation and procedures for processing court orders that divide retirement benefits or award survivor annuities, provides model paragraphs for use in preparing court orders and creates a single uniform set of procedures for processing court orders under FERS and CSRS.

Please contact your PMA team or the retirement counselor for further information



## Public invited to review and comment on waste site report

Officials at the Naval Air Weapons Station China Lake (NAWS) are continuing a program to involve the public in identifying and cleaning-up inactive waste sites. The public is invited to review and provide comments on a draft report that identifies additional abandoned waste sites at NAWS. The Draft Preliminary Assessment Report focuses on identifying potential sites not included in the earlier studies of the Installation Restoration Program (IRP).

The report is open for public review and comment through May 16. A copy is available for review at the Ridgecrest

Branch of the Kern County Library, 131 E. Las Flores, in Ridgecrest. The draft report is also under review by the California Environmental Protection Agency's Department of Toxic Substances and Lahontan Regional Water Quality Control Board.

The IRP is a Department of Defense program to identify, assess, characterize, and cleanup or control contamination from past hazardous waste disposal sites at military installations.

The first phase of the IRP conducted at China Lake in 1984, originally identified 42 sites. As field studies began at those sites, and people learned of these waste site studies, more information became available that indicated there were more potential waste sites throughout NAWS' 1.1 million acres that should be identified and investigated.

In early 1993, NAWS began conducting the preliminary assessment to identify additional potential old waste sites. The assessment was conducted by researching documentation, maps, aerial photographs and conducting personal interviews. Interviews of more than 200 current and retired employees and Indian

Wells Valley residents helped provide detailed information used to help locate new sites. From this information, approximately 250 additional potential abandoned sites were identified.

The report focuses on 29 of the higher priority sites and provides information on site history, potential contamination migration pathways, waste types and characteristics, and proximity to people or wildlife.

For more information, contact Debbie Smith at 927-1523 or Jim McDonald, 927-1508



## Carpooling issues and standards of conduct

#### By The Office of Counsel

Recently there have been a lot of questions posed concerning the propriety of carpooling among government and contractor personnel. One of the main reasons for the increased number of inquiries is that the bus is no longer providing transport to and from Echo Range.

First, it is important to remember that contractor employees are not bound by the Joint Ethics Regulation (JER). The standards of conduct expected of a contractor employee are controlled primarily by the policy of that employer. There are many common business practices which are acceptable in the private sector that are prohibited to those of us who serve the public. This is especially true in the area of the acceptance of "gifts."

Generally government employees cannot accept a "gift" from a "prohibited source" or which is "given because of the employee's official position." The JER defines "gift" as "any gratuity, favor, discount, entertainment, hospitality, loan, forbearance or other item having monetary value. It includes services as well as gifts of training, transportation, local travel, lodgings and meals-whether provided in-kind, by purchase of a ticket, payment in advance, or reimbursement after the expense has been incurred." A "prohibited source" is any person who does business or seeks to do business with an agency.

In the case of carpools, if the contractor employees contributing to the carpool do not receive direct reimbursement from their employer, and some do, then the services of the carpool are not considered to be a "gift" from a "prohibited source." Therefore, so long as you are not invited to participate in a carpool because of your "official position," you would not violate the JER restriction against the acceptance of gifts.

In the case of contractor employees who are reimbursed for mileage to and from the workplace, the contractor is actually paying for the transportation. Since a DoD contractor is a prohibited source, acceptance by a government employee could constitute a violation of the JER.

As with almost everything in life, there are exceptions. The JER permits the acceptance of gifts having a market value of \$20 or less per occasion so long as the aggregate value of gifts from any one source does not exceed \$50 in a calendar year. One source does not mean each contractor employee, it means the contractor. As an example, if a carpool round trip is determined to have a fair market value of \$5, a government employee could only accept 10 rides from any and all of the employees of one contractor during a calendar year.

The JER also permits the acceptance of gifts, with no dollar threshold attached, for gifts that are based on the outside business or employment relationship of a spouse. The only catch to this exception is that the benefit to the spouse cannot be offered or enhanced because of the government employee's official position. In other words, even though the contractor reimburses its employees for transportation to and from the workplace, a government employee can accept transportation from his/her spouse without counting the number of rides in a calendar year. This exception does not extend to other family members.

As always, if a government employee pays fair market value for an item, in this case a ride, it is not considered to be a gift. Therefore, if all government employees who are participating in a carpool pay their "fair share," the JER would not preclude government employees and contractor employees from forming carpools. It's good for the environment too.

### **Technology group hosting** second Mini-IRIS May 2-4

May 2 through 4 are the dates of the second annual NAWCWPNS Mini-Infrared Information Symposium (IRIS) sponsored by the Technology Advancement Group (Code C025) under the leadership of Drs. Ron Derr and Robert Schwartz. The Mini-IRIS will be held in the Management Center in Michelson Laboratory and will start at 12:50 p.m. on Monday and end at the close of business on Wednesday.

The purpose of the symposium is to promote communications between IR practitioners and other interested parties within the NAWCWPNS community. More than 50 presenters from both the Point Mugu and China Lake sites will brief attendees on topics ranging from EO/IR signature measurement to alternate dome materials, cloud modeling and component packaging.

The conference will be divided into nine categories, including aircraft systems; IR sensors; signal processing; system modeling and simulation; lab and field experience; status of ongoing programs; new sensor and sensor concepts; foreign systems; and system requirements.

The symposium is open to those with clearance to Michelson Lab and with the appropriate level of clearance for the specific briefs. Each attendee will receive a booklet that includes abstracts for all of the presentations and an agenda. A general distribution memorandum listing times of specific briefs and their classification levels will be sent out prior to the event.

For further information, contact Terry Dougherty, Code C2943, at 939-4702.



April 21, 1994

THE ROCKETEER

## **NORTHWEST AIRLINES** HAS MADE IT EASIER TO BE ABSENT ON LEAVE.

No one enjoys a leave of absence when they can't afford to go anywhere. That's why Northwest Airlines is offering special airfares to military personnel and their friends and family. Active and retired military personnel can receive a 30% discount, while friends and family a 25% discount on roundtrip flights between the U.S. and Guam. So you not only get great fares between the U.S. and Guam, you also get the quality service for which Northwest Airlines is known and recognized. But hurry, you must purchase your tickets no later than May 31, 1994. For more information visit your SATO office, call your travel agent or Northwest Airlines at 1-800-225-2525. Because next time you get a leave, Northwest Airlines would like to help you do just that.



TERMS AND CONDITIONS: 30% offer valid on military leave and retired military fares; 25% offer valid on friends and family fares. All travel must be via the non-stop flight between Honolulu and Guam. Proper identification, as specified in the fare rules, must be presented at any time upon the request of Northwest. Travel must begin by May 31, 1994.

## **Employees meet with Vice Commander Capt. Roger Hull** March rap session covers a variety of subjects

Questions from China Lake employees attending the March Rap Session with Capt. Roger Hull, NAWCWPNS vice commander, covered the following subjects: (1) performance ratings; (2) the Glass Ceiling Study; (3) dealing with disruption and conflict in the workplace; and (4) the status of minorities in management, its future recruitment strategy and ratings.

#### **Performance** ratings

Attendees asked if supervisors could receive more training in giving fair performance reviews, questioned how performance could be fairly rewarded if increments were limited or "reserved" to motivate younger, lesser paid employees, and if the distribution of increments, by minority groups, was available.

Capt. Hull noted that Federal Express has a course titled "Do I Really Want to be a Manager?" It has a 50 percent dropout rate once people understand what a manager's role is in the organization. He reiterated the goal of the performance rating system is to recognize performance but that it does have budget limits. Small groups usually have fewer increments and are sometimes combined with others to gain more flexibility from the pay pool. Current data on the distri-

bution of increments and performance ratings for minority group members is not available. An analysis was done in June 1992 to determine whether or not the distribution of performance ratings for demonstration project employees for Fiscal Year 1991 was equitable with respect to minorities. A comparison was made between the ratings received by all minorities (as a group) versus all others (as a group). The stated conclusions showed no statistically significant difference between the performance ratings received by minorities (as a group) when compared to all others (as a group) who received performance ratings. Thus, as a result of the statistical tests, the study concluded that for FY91 minorities as a group received the same distribution of performance ratings as did the group of all others (non-minority group). The FY91 ratings can be considered to have been equitably distributed to all personnel without regard to ethnic heritage.

#### **Glass Ceiling Study**

Upgrade your computer

The study is not yet complete. In the fall of 1992, the Equal Employment Opportunity advisory at the NAWCWP-NS China Lake site established a Glass Ceiling Study Team. The team was tasked with determining whether a

"glass ceiling" exists at China Lake and if it did, the team would make recommendations to top management for eliminating it. Data analysis and focus group questionnaires of supervisors and nonsupervisors have been completed, and final recommendations will be presented to senior management in the near future. The study analyzes the career progression of full-time permanent employees (comparing minorities and women to non-minorities) hired at China Lake between 1982 and 1992 and who were still working here at the end of 1992. Capt. Hull was asked about the conclusions of the study and if mentoring was part of the study recommendation.

Capt. Hull replied that preliminary conclusions are that some ceiling exists but it is unclear what that means to the organization. He emphasized the importance and value of mentoring individuals, stating he has been a mentor to numerous people over the years.

#### Conflict in the workplace

One person mentioned the value of a booklet recently distributed titled "Resolving Conflict .... Following the Light of Personal Behavior." It describes a system of resolving disagreements and conflict. Another person noted there

used to be a Code of Conduct posted on the wall to remind people of appropriate and ethical behavior in the workplace.

Capt. Hull said he would have a staff person look into the poster to remind people about the responsibilities in the workplace. Copies of the "Code of Ethics for Government Service" poster can be obtained from Phyllis Linder of the Counsel Office at 939-2918. If any employees did not receive a copy of the booklet and would like one, please contact the Equal Opportunity & Employment Division, Code C623, 939-2738 or 3317, and a copy will be provided.

#### Status of minorities

Questions inquired about updated information on the representation of minorities in supervisory positions and whether under-represented minorities would be targeted in any future recruitment

The "Minorities in Management Study" at China Lake is dated Dec. 12, 1991. An update to that study will be available within two months. Capt. Hull stated that there would definitely be targeted recruitment to ensure a pool of minority candidates would be available for future vacancies

#### CITY OF RIDGECREST STATE OF CALIFORNIA

#### NOTICE INVITING PROPOSALS

NOTICE IS HEREBY GIVEN that The Ridgecrest Redevelopment Agency invites and will receive sealed proposals at the office of the City Clerk of the City of Ridgecrest. Owner of the work located at 100 West California Avenue, Ridgecrest, California 93555 until the hours of 5:29 PM on Friday, May 3, 1994.

DESCRIPTION OF WORK: Request for proposals, request for qualifications to provide management, operation and marketing of a city wide communications node.

SITE OF WORK: The site of work is located in Ridgecrest, California.

**OBTAINING REQUEST FOR PROPOSALS/REQUEST FOR QUALIFICA-**TIONS: The documents are entitled "Request for Proposals/Request for Qualifications to the Ridgecrest Redevelopment Agency for the Ridgecrest Communications Node/Network (Ridgenode/Ridgenet)". All proposal documents may be obtained at the office of the City Clerk, Ridgecrest City Hall, 100West California Avenue, Ridgecrest, California 93555. Documents will be available on Wednesday, April 6, 1994.

ADDRESS AND MARKING OF PROPOSAL: The envelope enclosing the proposal shall be sealed and addressed to the City Clerk, City of Ridgecrest, and delivered or mailed to Ridgecrest City Hall, 100 West California Avenue, Ridgecrest California 93555. The envelope shall be plainly marked in the upper left hand corner with the name address of the proposer and shall bear the words "Proposal for Ridgecrest Communications Node/Network."

PROJECT ADMINISTRATION: All questions relative to this project prior to the opening bids shall be directed to the Deputy Executive Director of the Ridgecrest Redevelopment Agency.

OWNERS RIGHTS RESERVED: The Ridgecrest Redevelopment Agency reserves the right to reject any and all proposals, to waive any informality in a proposal and to make awards to the lowest responsive, responsible proposer as it may best serve the interest of the owner.

to a 386 or 486 Upgrade your 286/386-class computer to a complete 386 or 486 or even a Pentium system with a deluxe mini tower & new power supply. Special price on RAM, if needed. only \$249 Pentium: 60MHz only \$499 Pentium P5 upgrade for 40MHz 386 for 40MHz 486 including motherboard black, rack & tower with 256K cache & free labor. Other Pentium CPU 4MP speeds available. Full-size tower, add \$50. RAM. IDE hard-driv controller, | parallel & 486 66MHz VESA w/ZIF, new case & p.s., \$679. serial ports only \$1,649. 66MHz add Credit Card \$149. With new bab ower case & power sup-'hile you can't turn in an old computer for a new one, ply, \$1,749; same but full tower \$1,799. you can buy parts upgrades such as in this ad. Computing Technology **Computer Store** 





April 21, 1994





Did you know you can access the China Lake corporate Ethernet and AppleTalk Networks from home, on travel (both personal and business) or anywhere you have access to a telephone? The corporate Ethernet network, which includes multiple VAX clusters,

TELNET access and the Bankcard system to mention a few, can be accessed from a remote location via the Code 6311 Defender 5000. The Defender 5000 is a data communications security device that protects dial-up access to networks and host computers. It is capable of 32 simultaneous user connections and supports modem speeds up to 14.4 kbps. The system can be accessed from a Mac, PC or dumb terminal. The Mac and PC require user supplied terminal emulation software. A Defender account runs \$100 per year, per user account. In addition there is a one time \$60 charge for a personal identifier token

## **Access networks** away from work

The corporate AppleTalk network can be accessed via the Code 6311 Shiva LanRover/E servers. These servers are canable of 16 simultaneous user connections at modem speeds up to 14.4 kbps utilizing the Apple Remote Access software. Once connected, complete network access is available such as Quickmail, servers, printers and even your own desktop Mac. IP access is also available. Apple Remote Access requires a Macintosh product running System 7.0 or above and Apple Remote Access software. An ARA account runs \$100 per year user account. Both accounts are issued on an annual basis and require user supplied dial-up modems. For further information please call the Network Management Center Help Desk at 939-6661.

Reminder...

Ethernet registration forms can now be **OuickMailed** to the Network Management Center at CL NMC.

Facilities
Utilities

### Weapons Division is runner up for annual **SECNAV Environmental Quality Award**

John M. Dalton, Secretary of the Navy, recently announced that the Naval Air Warfare Center Weapons Division was a runner up in the Environmental Quality Award (Non-Industrial Installation) category of the Secretary of the Navy 1994 Environmental Award competition. The winner was Commander, Naval Base Norfolk.

In announcing the winners, Dalton ommended all the participants, noting that this was an "exceptionally close" race in all categories.

"You are truly demonstrating that the Navy/Marine Corps team continues to be a federal leader in environmental quality management, pollution prevenion and effective stewardship of the natural resources entrusted to our care," the secretary said.

The home of NAWCWPNS is unlike that of any other military establishment in terms of its enormous environmental diversity, noted RAdm. Dana B. McKnney, NAWCWPNS commander. The two California sites, China Lake and Point Mugu, encompass more than 1.700 square miles of Navy land and 36,000 square miles of sea ranges.

ments are home for hundreds of species of plants and animals, as well as irreplaceable historic and archaeological resources

During the past two years, NAWCW-PNS has achieved a number of environmental achievements, including sponsoring educational programs, such as hazardous waste training and environmental workshops; taking the lead in working with air pollution control districts to achieve compliance with state and federal clean air act requirements: focusing more on pollution prevention; developing successful hazardous material and waste control programs and expanding its recycling efforts.

"We have gained a lot of ground through our environmental work during the past two years," McKinney said. "In working toward full compliance with all environmental regulations, we are committed to integrating our military and environmental missions through sound environmental management guided by four major principles: (1) to comply with environmental requirements, (2) to restore by cleanup of pollutants from past operations, (3) to prevent pollution in current and future operations, and (4) to conserve our irreplaceable natural

No. C32-003-WB4, Secretary (Typing), DG-0318-2/3, Range Department, Instrumentation Systems Division, C323-Area of Consideration: China Lake only. Opening Date: 4-21-94. Closing Date: 4-28-94. HRD Contact: Wanda Booker, (619) 939-2371. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent will provide secretarial and administrative support to the Division. The position involves interaction with all levels of management and off-site customers. Quality-Ranking Factor: Ability to perform the full range of secretarial and administrative support duties including answering telephones and placing calls, making travel arrangements, planning for conferences, maintaining files, processing stubs, and initiating personnel actions. Macintosh and SPEDI experience are desirable but not required. Incumbent must be able to obtain and maintain a Secret clearance. Note 1 applies.

#### POINT MUGU, FIRE DIVISION ONLY

No. P76-004-BB4, (1) Firefighter, GS-081-06, Naval Air Weapons Station, Air **Operations Department, Fire Division,** Crash/Structural Branch, P764-Area of Consideration: Current appointable NAWCWPNS employees of the Fire Division. Point Mugu site only. Duty Station: San Nicolas Island. Opening Date: 4-21-94. Closing Date: 5-5-94. Selecting Officials: Clyde Davis and David Winkler, (805) 989-7034. HRD Contact: Belinda Bayerque, (805) 989-3260. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent drives and operates firefighting vehicles of significant complexity, e.g., pumpers, aerial ladder trucks, crash/rescue trucks, etc Incumbent drives vehicles to the scene of emergency; positions vehicle considering factors such as wind direction, sources of water, hazards from falling structures, location of armaments on aircraft, etc.; responds to aircraft crash alarms and performs firefighting and rescue operations that involve numerous types of large fighter and passenger aircraft that are frequently reconfigured and carry large numbers of passengers and quantities of fuel; performs building inspections, extinguisher maintenance, hydrant inspection, alarm box testing and hot work standby duty and performs all required inspections and maintenance of optical landing systems and arresting gear units as outlined in the 3M and PMS card system. Quality-Ranking Factor: Knowledge in directing firefighting tactics on drills and actual emergencies concerning both crash and structural fire operations

Note: This is a drug testing designated position.

#### LONG TERM OFF-CENTER ASSIGNMENTS

The following are 1-year assignments in Washington, DC, beginning in August 1994. Only DP-3s and DP-4s in series 801, 830, 855, 861, 1310, 1515, 1520, and 1550 with a minimum of 3 to 5 years of experience at NAWCWPNS are eligible to apply.

Staff Assistant, Office of the Chief of Naval Operations (N880D). This position supports the office in developing, reviewing, or revising operational requirements for all Navy and Marine air-launched weapons and ordnance and in developing and managing the Navy and budgets used to execute the development, production, and logistics programs for air-launched weapons and ordnance. Assists in review government and industrial technology base efforts and developments and proposed application of new technologies. Provides technical liai son between OPNAV and NAWCWPNS as required.

The objectives of the assignment are to expand the incumbent's knowledge and understanding of the Navy's PPBS acquisition system and to provide experience in various areas of new technology. In addition, the incumbent will gain expanded knowledge of the Navy's orga-

nization and how it works to define and procure weapons and ordnance systems to meet various mission phases. For further information about the position, call present incumbent Colin Taylor at DSN 224-2692, former incumbent Fred Zarlingo at 939-7620, or Dr. Bob Schwartz, Technology Advancement Group (C02501), 939-3241. Apply by submitting a current SF-171 to C6201 (Saundra Wydra, Building 2335, Room 202, (619) 939-2434) or P625 (Genevive Zavala,

Building 211, (805) 989-3318) by COB Thursday, 19 May.

Staff Assistant, Office of the Deputy Director, Air Systems; Office of the Director, Tactical Systems; Office of the Under Secretary of Defense, Acquisition (OUSD(A)). The incumbent performs a variety of duties as staff assistant in the Office of the Under Secretary of Defense (OUSD(A)), including participating in the planning and analysis of tactical air warfare systems acquisition programs; working with senior staff specialists; execution of development and procurement of one or more weapon system programs under the oversight of the Office of the Deputy Director (Air Systems). Candidate will also be involved in all functions of the Office of the Deputy Director Air Systems), including preparation of the Defense Guidance, Air Systems studies, issues papers, program milestone reviews, and reports to Congress, as well as participation in Defense Acquisition Executive Summary, Conventional Systems Committee, and Defense Acouisition Board Reviews.

It is desirable that the candidate have experience in the following areas: planning or reviewing research, development and acquisition programs for aircraft and weapons systems and mechanisms; budget aspects of programs; writing technical reports, background papers, and correspondence; and contact and interaction with senior civilian and military officials. Must be able to master complex tasks, be a selfstarter, and possess managerial advancement potential. Candidates must possess a SECRET clearance or have a current background investigation

For further information about the position, call present incumbent Brad Harlow at DSN 227-5234, former incumbent Glen Craig at 927-1539, or Dr. Bob Schwartz, Technology Advancement Group (C02501), 939-3241.

Apply by submitting a current SF-171 to C6201 (Saundra Wydra, Building 2335, Room 202, (619) 939-2434) or P625 (Genevive Zavala, Building 211, (805) 989-3318) by COB Thursday, 19 May.

Technical Advisor, Office of the Chief of Naval Operations (OP-N911). Participant will be assigned a variety of duties planned to broaden perspective of Navy and DOD technology base management, strategies, defense policies, planning and the budgeting process; will be involved in long-range planning, helping develop the Science and Technology (S&T) Planning Guidance, and the Global Surveillance/Precision Strike/Air Defense Advanced Technology Demonstrations (ATD); and will have direct interface with senior personnel in OSD (OUSD(R&AT), other DOD agencies, OPNAV, all SYSCOMS, ONR, and industry.

In addition, the incumbent will participate in strategic planning through activities such as technology base guidance, war games, and fleet exercise results and will assist in managing the execution of high payoff/high risk Research and Development (R&D) projects that support air, surface, and subsurface platforms in priority warfare areas. This includes selection process for new fiscal-year starts and support of Navy proposals in multiagency competition. This assignment requires a highly motivated senior-level scientist/engineer/analyst/manager familiar with S&T programs, systems design methodology, fleet operations, and the research, development, and acquisition process. Security clearance at the SECRET level is essential.

For more information, contact the incumbent Michelle Bailey at DSN 224-4480, previous incumbent Harold Brooks at 939-1403, or Dr. Bob Schwartz, Technology Advancement Group (C02501), 939-3241.

Apply by submitting a current SF-171 to C6201 (Saundra Wydra, Building 2335, Room 202, (619) 939-2434) or P625 (Genevive Zavala, Building 211, (805) 989-3318) by COB Thursday, 19 May.

#### **OPERATIONAL TEST AND EVALUATION FORCE**

No. NB/0054/BM/C4 (1), Computer Specialist, GS-334-9/11 PD#4476A, Commander Operational Test and Evaluation Force, Norfoll VA (UIC 57023)—Area of Consideration: Appointable employees of DOD activities (area of consideration limited due to hiring freeze imposed by higher authority). Spouses (with appointable status currently in permanent positions on DOD rolls) of relocating activity-duty military members and DOD civilian employees during the 30 days preceding through the 6 months following sponsor's relocation to the commuting area. Duty Station: China Lake, CA. Closing Date: 5-20-94. Permanent Change of Duty Station Expenses Authorized: No. Duties: The incumbent will function as the Local Area Network (LAN) administrator. Responsibilities involve coordinating and integrating technical aspects of computer technical support coupled with administrative matters such as planning, standards, configuration management and network security. Incumbent is responsible for the setup, configuration, and management of the LAN. Coordinates work with others developing related test procedures to ensure the proper hierarchical test and evaluation of LAN software. Conducts product evaluations of LAN and single-user application software under consideration for standardization. Provides training and technical support regarding all aspects of the LAN. Conducts feasibility studies preliminary to testing and/or evaluation, and installation of LAN file, and is responsible for monitoring, management, troubleshooting, and maintenance requests. Conducts extensive research and analytical studies and develops specifications, justifications, and economical analyses in support of selection. Provides training, consultation, and technical support services to functional analysts, programmers, configuration management personnel, etc. Qualifications: To be eligible, applicants must have the amounts of general and/or specialized experience required by the published qualification standards. For General Schedule positions, such experience must be at a level sufficient to satisfy time-in-grade and quality-level stipulations as of the closing date of the announcement. The following experience and/or rating factors are relevant to this vacancy. Applicants must have 1 year of specialized experience equivalent to the next lower grade level. Rating Factors: The following knowledge, skills, and abilities are of critical importance: (1) knowledge of Navy ADP policies and standards and knowledge of computer equipment evaluation techniques to perform systems analysis and performance analysis assignments; (2) knowledge of the characteristics of the LAN, microcomputer hardware, software, and telecommunications peripheral equipment in assigned systems; and knowledge of current theory and practice for computer hardware and software technology, and Navy ADP standards policies to evaluate alternative software application programs and to advise on their use. The selectee must be able to obtain and maintain a Secret security clearance.

Note: As a condition of employment selectee will be required to participate in the Deposit/Electronic Funds Transfer as the standard method of payment.

Filing Instructions: Unless otherwise noted above, applicants must submit a completed SF-171 and current annual performance rating. I no rating is available, submit statement to this effect and reason. To ensure proper consideration applicants must put the announceme number of the position applied for on his/her SF-171. Submit documents by mail (ATTN: Code 20, HRO, Norfolk, 487 East C Street, Norfolk, VA 23511-3997), or by hand delivery (to the Naval Base, Little Creek, Oceana or Portsmouth Office HRO). Regardless of the method used, materials must be received by 1600 hours on 20 May 1994. Applicants who wish to be notified of action taken on the application must submit HRO NORVA 12330/12 Reply Card with their SF-171s.

#### April 21, 1994



## NAVAL AIR WARFARE CENTER WEAPONS DIVISION

### ANNOUNCEMENTS

ALL FOUR SITES GENERAL ANNOUNCEMENTS



Join the Blue Skies Brigade. May continues to be the American Lung Association's Clean Air Month and will again turn our Nation's attention toward the contributes to lung disease, the third over! leading cause of death in the U.S. By There are two presentations: Monday is Clean Commute Day, Thursday, 5 May.

For more information on Clean Air coordinator Ron Rogers at (805) 989-3997, DSN 351-3997. When you cannot breathe, nothing else matters.

**INFORMATION TECHNOLOGY EXPO '94** An "Information Technology Expo" will be sponsored by the PC Lab (C6331) at their use of these products. the Seafarer Club on Wednesday, 27 April from 1000 to 1400.

Over 36 different companies will be on on hand displaying the latest in Unix workstations, networking, presentation systems, optical disk storage, removable hard drives, Macintosh and MS-SOD products, high-tech imaging, hardware, software, and more.

The event is open to all personnel. There is no registration or fee. Refreshments will be served

#### **ELECTRONIC DESIGN AUTOMATION** WORKSHOP

Intergraph Corporation is sponsoring an Electronic Design Automation Seminar/Workshop at China Lake on 25 and 26 April. The seminar/workshop will be held at Mich I ab in the conference room upstairs.

The sessions on Monday, 25 April will be held from 1200 to 1700, and the session on Tuesday, 26 April will be held

from 0800 to 1700. Intergraph is a \$1.2 billion corporation providing automation tools for a variety of applications from electronics to mapping. Many designers at China Lake currently use Intergraph problem of air pollution. Air pollution Electronics tools. Come out and look them

ridesharing, biking, walking, etc., we can an overview of all CAE tools, and the other, reduce air pollution that is attributable to on Tuesday morning, is a discussion of motor vehicle emissions. See what a integration products and support services difference a day makes by participating in available. The Tuesday integration discussion might appeal more to management than design engineers. Also scheduled are Month activities, contact your employee simultaneous demonstrations of the Analog/Mixed Signal tools and the new Advanced Technology Designer product on Tuesday afternoon

> The "hands-on" sessions are meant to give users the opportunity to consult with Intergraph's Application Engineers about

For more information contact Steve Green at 927-1409.

#### Monday, 25 April

- 1200 CAE Product Overview-Chuck Paglicco (CAE Marketing Manager)
- 1300 Digital CAE Demonstration-Synthesis, VHDL, Simulation
- 1400 "Hands-On"/Consultation Session for Users-Digital CAE, Analog CAE, PCB/MCM Design

#### Tuesday, 26 April

- 0800 Integration and Productivity Improvement-Support Services Organization
- 0900 "VeriBest" Design System Demonstration-ASIC/FPGA Design
- Session for Users-Digital CAE. Analog CAE, PCB/MCM Design

- Hybrids, Analog/Mixed Signal CAE Demonstration, Simulta-
- 1530 "Hands-On"/Consultation Session for Users-Digital CAE, Analog CAE, PCB/MCM Design

#### UNIX SUPPORT SERVICES NAWC-WIDE CONTRACT

China Lake and Point Mugu may obtain system administrator, software, and/or networking support for UNIX-based machines. Ordering instructions and a copy of the Statement of Work (SOW) may be obtained 1000 "Hands-On"/Consultation through SMTP mail, AppleShare, or Mosaic. To receive it via SMTP, send mail to "contract@archimedes.chinalake.navy.mil"

1230 Advanced Technology Designer and type "get unix-support" in the body of Demonstration-PCB/MCM/ the message. The entire document will be automatically sent to you.

To retrieve it via AppleShare, select Appletalk zone "CL 633" and fileserver "Contracts". Log in as a Guest and mount Public Volume. Ordering Instructions, Delivery Order Format (Sample), and Contract N68936-94-D-0056 SOW are available to copy in Microsoft Word format.

To retrieve it via Mosaic, click on Contracts Home Page and select Unix Support Services. Select the files you wish to see. Prepare a draft SOW and then send it to Dian Katzenstein via QuickMail or by SMTP "dian katzenstein@cl 63smtp gw.chinalake.navy.mil" via SMTP.

For more information call Dian at 939-2284

#### CHINA LAKE GENERAL ANNOUNCEMENTS

#### ANNUAL SECURITY REFRESHER MAKEUP SESSION

The Annual Security Refresher makeup session will be held at the Station Theater on 12 May at 1000 and 1300. This is mandatory for all personnel who have a security clearance. Badges will be scanned at the door.

WAREHOUSE CLOSURE POSTPONED The Supply Department inventory scheduled for April has been postponed until further notice.

#### DEBT COUNSELING AVAILABLE

Financial debt counseling is available County, a nonprofit community service

reviewed by a trained counselor and a plan developed to get you on the road to financial security. This service is being offered free of charge. If you believe you need financial debt counseling, all you need to do is call the CEAP office at 939-3892 or 939-2574 for an appointment.

#### TUITION SUPPORT POLICY FOR CERRO COSO COURSES

Civil service employees at China Lake taking courses at Cerro Coso and expecting to obtain tuition support must submit through the Civilian Employee Assistance via department channels to C622 prior to Program (CEAP) office. Arrangements registration a DD Form 1556 (Off-Center at Cerro Coso. This will allow the request have been made for a representative from. Training Request) with a job order number "objective" statement explaining how the Form 1556 must be turned in to Cerro

agency from Bakersfield, to come to the course is job related. Employees MUST Naval Air Weapons Station to offer coun- SIGN the appropriate statements on the seling. Your financial situation will be back of copy 1 of the DD Form 1556, including the one whereby they promise to reimburse the Government of a satisfactory grade (i.e., "C" or better) is not obtained.

C622 will return the approved DD Form 1556 to you. You must turn it in to Cerro Coso when you register in order for NAWCWPNS to pay your tuition. If you register in person, turn in the approved form to the registrar. If you register by telephone, mail the approved form back with the bill you will receive.

Requests for tuition support (DD Form 1556) must be received by C622 at least 3 days prior to the employee's registration to be processed and returned to you in

#### RETIREMENT

#### BETSY CHARTIER

Betsy Chartier is retiring after almost 29 years of civil service. A farewell party will be held in her honor at the Carriage Inn on 29 April at 1800. Heavy hors d'oeuvres will be served. For tickets, reservations, or further information, call Kelly or Pam at 939-3113/2842.

Coso when registering/returning bill received in order for NAWCWPNS to pay the tuition. EMPLOYEES WHO PAY TUITION WILL NOT BE REIMBURSED. If the Consumer Credit Counselors of Kern supplied by their department and an time for registration. The approved DD you have any questions, call Cecil Webb at 939-0878 (C622).



**1B** 

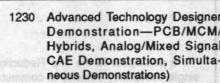
#### CAREER TRANSITION AND PLACEMENT CENTERS

Need assistance with your future career plans? Unsure of how to prepare a resume or complete an SF-171? Confused about the demand for your skills and educational background in today's work environment? Visit the Career Transition and Placement Center (CTPC) at the Point Mugu and China Lake sites. Both offer full-service career transition assistance daily and personal career counseling by appointment. Center resources include periodicals, brochures, and books on many topics including career planning, job searching, and retirement. IBM compatible and Macintosh computers with laser jets and applicable software are available to help you write your resume or SF171, determine your interests and values, or search available job listings via bulletin boards. The Point Mugu Center is open from 1000 to 1500 daily and is located in Building 5-1, Room 31. For more information call 989-3982/3994. The China Lake Center is open from 1300 to 1600 daily and is located in Building 02330 (the white trailer behind the Training Center). For more information call 939-0873.

#### CAREER TRANSITION TIPS

First impressions are often lasting ones. Indeed, if you play your cards right during your job interview, you can enjoy the benefits of what sociologists call the "halo effect." This means that if you are viewed positively within the critical first 4 minutes when you are judged on professionalism, social class, morals, and intelligence, the person you have met will likely assume everything you do is positive. Be aware that people tend to focus on what they see (dress, eye contact, movement), what they hear (how fast or slowly we talk, our voice tone, and volume), and what we actually say.

"A bad bit never disappears miraculously; it's an undo-it-yourself project." Abigail



## Van Buren

#### COST ANALYSIS

Most software projects are not over budget as much as underestimated. C2916 has professional software cost estimating tools available for your use. These tools give you a "heads-up" on your software project at the start. Find hidden factors that affect your project, check a contractor's software project schedule, and determine your optimal schedule.

For more information call or QuickMail Dinah Beres at 939-1926.

#### **ELECTRONIC FABRICATION REQUIREMENTS CONTRACT**

C655, Bldg. 00671 administers a requirements contract N650530-92-D-0050 with AHNTECH. INC, that is available for center-wide use. The period of performance ends 20 November 1994. The contract provides labor and materials to perform the complete spectrum of electronic fabrication work including design, fabrication, test and repair and/or rework of electronics, calbes (including installation), printed wiring boards, wire wrap assembles and breadboard assembly. The effort is directed toward engineering model shop through pre-production assembly activities. 939-3660.

The total effort includes failure and producibility analysis as well as modification and upgrading of equipment.

Among the type of equipment to be fabricated or reworked are missile guidance and control electronics, onboard computers, missile subsystems, support equipment, airborne missile computers, airborne radar detectors, telemetering devices, electronic enclosures, test equipment, range measuring and tracking devices and aircraft. Contractor involvement usually begins early in the development cycle when only had sketches are available and continues through preproduction development and gualification.

For further information contact Dianne B. Murray, C655, at 927-3178.

#### NEED & VIDEO TO SUPPORT YOUR PROJECT?

If you have been thinking about having a video made to support your project, now is a good time to change thoughts into action. The Video Projects Branch has a team of producers, directors, writers, videographers, and editors ready to help make the video you have in mind.

For more information call 939-3697 or

#### CPR/FIRST AID INSTRUCTOR WANTED

Cerro Coso Community College, in conjunction with the NAWS Safety Office (C0804), is looking for an instructor to teach American Red Cross Adult Cardiopulmonary Resuscitation (CPR) and Standard First Aid classes through the summer months. The classes will be held at the NAWS Training Center from June through August on Monday through Thursday. The instructor will be working as a Cerro Coso employee teaching classes for primarily NAWS/NAWC employees as part of a CPR training program sponsored by the Safety Office. Interested instructors must be American Red Cross Instructor qualified and able to meet Cerro Coso's instructor requirements.

For more information, contact Dena Christison at the NAWS Safety Office at 939-0729 or Dr. Paul Riley at Cerro Coso Community College at 375-5001.

#### COMPUTER INSTRUCTORS WANTED

The Human Resources Development Division, C622, is looking for NAWC/NAWS employees experienced in using computer applications, networks, and programming languages in the office to conduct occasional short courses for Center employees (the Human Resources Development Division would provide funding for labor while teaching the class, and funding for the preparation of the class). Topics of interest are Windows training for the PC (basics, Microsoft Excel, Microsoft Word), MS-DOS, Lotus 1-2-3. networks (Internet, TCP/IP), Oracle, and Macintosh training (System 7, 4th Dimension, Microsoft Word and Microsoft Excel Advanced). If you are a civilian employee or an attached military person with skills in any of the above areas and are willing to expand your contribution to the Center by teaching any of the referenced courses, send a list of topics that you are able to teach and list any prior teaching experience to Annette Hernandez, C622, 939-0870.

#### POINT MUGU GENERAL ANNOUNCEMENTS

#### 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.

#### 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 10073; he can be reached at 989-1374.

#### **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 is 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.

#### **EMPLOYEE COMMUTE OPTIONS PROGRAM** THE ADVANTAGES OF CAR POOLING

To participate in the Trip Reduction Program use alternate means of transportation (any mode of transportation other than a single-occupancy vehicle) to commute. There are many reasons for car pooling, depending on your personal values and needs. They include, but are not limited to, the following:

- 1. To reduce air pollution and traffic congestion problems. Motor vehicles are the culprits that spew more than 60% of the toxic emissions into our region's air.
- 2. To save personal transportation costs (such as gasoline, vehicle maintenance, repair, and depreciation costs).
- 3. To help Command reduce overhead costs and meet the average vehicle ridership goal established by Ventura County.
- 4. To reduce dependence on foreign oil.
- 5. For car/van poolers-good company, less stress, extra help in case of emergency, etc.
- 6. To receive Command benefits under the Trip Reduction Program, including preferential parking and the guaranteed ride home program for all registered NAWCWPNS employees and the Special Liberty Program for registered NAWCWPNS military personnel.

#### ELIGIBILITY REQUIREMENTS

To be registered in the NAWCWPNS Trip Reduction Program an individual must be an active-duty military member or civilian employee of NAWCWPNS Point Mugu or Camarillo Airport worksites using an alternative means of transportation to arrive at the worksite. Alternative means include walking, running, bicycling, car/van pooling, public transportation (including base transit system), and using a clean-fuel vehicle, such as propane, methanol, compressed natural gas, or electricity. A carpool includes passengers 16 years of age and older who are dropped off at school or work, or persons who are registered and dropped off at employer-sponsored day care or elder care facilities located within a 1/2-mile radius of the worksite.

#### SPECIAL COMMUTER INFORMATION

Only employees registered in the program and who have a serial-numbered yellow Point Mugu carpool sticker are authorized to use the "Carpool Only" parking spaces on station. Registered personnel should use the "Carpool Only" spaces only on days that they are actively car/van pooling. Anyone else using these parking spaces will be ticketed by the Security Department.

#### **RIDESHARE HOTLINE**

For rideshare hotline information contact employee transportation coordinator Ron Rogers at 989-3997.

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).

 the joy of movement The goal of the program is to develop an attitude of comfort and confidence with exercise. The class is reserved for people with little or no experience with exercise. Space is limited to allow individualized instruction.

This course is designed for the novice PC user and provides a basic orientation and cations. The skills of powering-up and reading keyboard usage.

overview of personal computers and PC applithe PC and the printer are covered, as is basic

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 cations, use the File manager to manage files, disks, and drives, and exchange information between applications.

um. By: Jan Ferri-Reed Change, restructuring, and competition have forced the necessity for forming partnerships and alliances with others. This lecture will focus on the need for such alliances, techniques for

#### April 21, 1994

#### relaxation and stress reduction

- flexibility exercises · activities that lead to muscle strength-
- ening and development exercises designed to maintain a
- healthy back

#### ADMINISTRATIVE PROCEDURES (16 hrs.) 12-13 May; Thursday-Friday, 0800-1630; Surfside, Cloud 9 Room. By: Center Staff

Intended Audience: Clerical employees, including worker-trainees involved in administrative processes

This course presents regulations and administrative procedures concerning Classified Mail and Security, Travel, Supply, Timekeeping, Mail Room Procedures, Records Management, Filing, Forms Directives, Public Works Services, Navy Printing, Staffing, and Training.

#### PC. INTRODUCTION (8 hrs.)

12 May; Thursday, 0800-1630; Bidg. 5-1, Room 23. By: Cata

#### MS-WINDOWS, INTRODUCTION (16 hrs.) 16-17 May; Monday-Tuesday, 0800-1630; Bidg. 5-1, Room 23. By: Comskil Prerequisite: Prior PC experience

#### **DEVELOPING EXTERNAL PARTNERSHIPS** 17 May; Tuesday, 0900-1100; Bldg. 5-1,

methods for building and enhancing partnerships. This is a must-attend session for those initiating and interacting in external partnerships.

PROFESSIONAL DEVELOPMENT FOR SECRETARIES/SUPPORT STAFF (16 hrs.)

17-18 May; Tuesday-Wednesday, 0800-1630; Surfside, Cloud 9 Room. By:

Participative Management Intended Audience: Clerical and secretaria employees at the branch, division, and

Today's secretary, in the public sector, finds that the everyday duties of typing, filing, and answering the phone are only a small part of the job he/she is expected to perform. Being a key member of the organizational team, secretaries are being called upon to expand their responsibilities beyond routine. Management skills, problem-solving, goals and objectives, and identification and self-development abilities serve to make the complete and professional secretary. This course covers the following topics: identifying management skills; assessing interests and achievements; setting your own goals; a problem-solving model; and communications skills.

#### **ROLE OF SUPERVISION/MANAGERS IN EEO** (16 hrs.)

18-19 May; Wednesday-Thursday, 0800-1630; Surfside, Garden Room. By: R. Mack

This 3-day workshop is for supervisors/ managers who are expected to prevent EEO-related problems. Participants will learn what the current state and federal laws are and how those standards are applied to everyday activities. The workshop will focus on how to utilize the NAWCWPNS disciplinary process to appropriately document so that challenged decisions are easily disposed. This is mandatory training for new supervisors and should be completed within 1 year of appointment.

#### WORDPERFECT, INTRODUCTION (8 hrs.) 18 May; Wednesday, 0800-1630; Bidg. 5-1, Room 23. By: Tectra

Prerequisite: Prior PC experience

In this course students will learn basic operations of word processing, such as how to create, print, and save documents, and editing, modifying and enhancing those documents. Many functions and commands will be

#### networking to find potential partners, and WORDPERFECT, INTERMEDIATE (8 hrs.) 19 May; Thursday, 0800-1630; Bidg. 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

#### **EFFECTIVE PRESENTATIONS (8 hrs.)**

23-24 May; Monday-Tuesday, 0800-1630; rfside, Cloud 9 Room. By: P&R Assoc.

This workshop is designed to help people who would like to have more self-confide be more persuasive when they must present information in front of an audience. The workshop helps the speaker understand the reasons and remedies for stage fright and develop self-assurance, and teaches how to use visual aids for greatest impact, organize a talk in a hurry, stick to the subject, simplify technical information, eliminate distracting behavior, and control the question and answer period. Practical experience is given each attendee in developing, organizing, and presenting a work-related briefing with individualized assistance from the workshop leader

#### EXCEL BEGINNING (16 hrs.)

23-24 May; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 30. By: Saracen Interactive Prerequisite: Basic Macintosh operating

In this class you will learn basic Excel concepts: creating a worksheet; entering values, labels, formulas and notes; worksheet development (editing, moving around, using help, functions, fill copy, absolute and relative addressing, cut and paste, paste special, formatting, insert/delete, rows/columns, borders, save); printing the spreadsheet (print area, headers, footers, page setup); keyboard macros; database operations (named ranges, solit windows); charts; and linking worksheets.

#### ADVANCED TQL (16 hrs.)

24-25 May; Tuesday-Wednesday, 0800-530; Surfside, Garden Room, By: D. Coe

This course is designed to acquaint participants with advanced planning and management techniques of TQL. Using current adult learning technology, participants will learn how, as either supervisors or as leaders of Process Action

#### **OPERATIONS DIVISION NEWS**

#### APPLICATION PROCEDURE

oplications must be received at the Human Resources Department (HRD) Reception Deak, at any site, no later than 5:00 p.m. on the closing date of the announcement. Individual 171s must be submitted for ea nex. 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 retent performed, attach a cop Submit a copy of your I ormance pan. semental nerrative 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 infor to accepted after the closing date of the announcement. are on the ambunctment. Ised, 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 quality. Meation Standards at the China Lake Technical Library, at the Point Macu Directorate/Decartment Resources Offices; or at any NAWCWPNS Human Resources Dec

AREA OF CO

ns will be accepted from "ourrent appointable employees" at NAWCWPNS and, unless otherwise noted in the specific announcement, the tenant commands with approved cross-service agreements. These include employees career-conditional appointments; temporary employees with Veterans Readjustment Act (VRA) eligibility or reinstatement eligibility; handicapped employees serving on an excepted Schedule (A) appointment, VRA employees y 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 in CMMAVAIR Accelerative precess includes those with restatement eligibility care within reach on an OPM certificate (or equivalent). A hand/carpoet of DPM certificate (or equivalent). NOTES

de below the full partormance 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) manager 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.

3. Drug Teeting Designated Position. An applicant tentatively selected for this position will be required to submit to urinelysis for itegal use of drugs prior to a final selection. (Exception: If the position change is for 30 days or less 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 selection will be subject to drug testing under certain drumstances such as reasonable supplicant element or unset practice. All in usis will have the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medicar Review Officer. An applicant set result will be provided to the selecting official and servicing Hum

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 solve actor (ORF) to determine the best qualified candidates. A supplemental narrative addressing the DAWIA ORF is highly recommended. Applications two would like to obtain more information similions of DAWIA career fields should contact their Department Office DAWIA representative or their Personnel Management Advisor. Note: Applications selected for Critical Acquisition Position

The Naval Air Wartane 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 re-oler, religion, eax, national origin, egs, politics, marital status, physical handicap, or membership or non-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 dearance. As of 1 August 1992, Mandatory Direct Deposit/Beckronic Funds Transfer (DD/EFT) became the standard payment within DOD for pay of certain civilian personnel. Newly hired civilian personnel and employees (not currently enrolle ho are selected for competitive promotion, reassignment, transfer, etc., will be required to enroll in DD/EFT within 60 days. An asterisk (\*) preceding an announcement number indicates a modification has been made to the vacancy adve

#### FANTASTIC FRIDAY WELLNESS CLASSES

**Classes Available on AWS Day** Approaches to Dealing With Anger

6 May: 0830-1130

Your Career Choice/Personality Type 3 June: 0800-1200

Stress Management 15 July; 0800-1630

Teams, Quality Management Boards, or Executive Steering Groups, they can make creative and significant contributions to improving their organization's work performance by applying advanced TQL techniques.

#### WORDPERFECT, ADVANCED (8 hrs.)

31 May: Tuesday, 0800-1630; Bldg. 5-1, Room 23. By: Tectra

Prerequisite: WordPerfect, Intermediate.

This course covers advanced graphics capabilities, including using automatic indexing, creating and executing macros, and special project applications using various functions on the IBM compatible.

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

1-2 June; Wednesday-Thursday, 0800-1630; Bldg. 5-1, Room 23. By: The Creative Solution

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.

#### UNDERSTANDING YOUR CAREER CHOICE/ PERSONALITY TYPE (4 hrs.)

3 June; Friday, 0800-1200; Surfside, Cloud 9 Room, By: Julie Streets, P622

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 vourself and others can significantly improve the focus and the decision-making aspects of a career transition.

MERIT PROMOTIONS

#### CHINA LAKE SITE ONLY

No. C28-001-KN4, Secretary (Typing), DG-318-3, (Temporary Promotion NTE 10/31/94). Attack Weapons Department, Joint Standoff Weapons (JSOW) (C28J) Office -Area of Consideration: China Lake only. Opening Date: 4-21-94. Closing date: 4-28-94. Selecting Official: Dr. Lloyd Smith, (619) 939-3518. HRD Contact: Gail Bigelow, (619) 939-2293. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent will provide secretarial and administrative support to the Joint Standoff Weapon (JSOW) Office, C28J. Quality-Ranking Factors: Ability to perform full range of secretarial/administrative support duties including calendar management, telephones, correspondence, travel, conferences, files, and record systems. Knowledge of and skill on the MacIntosh is required, also knowledge of FileMaker Pro. Excel. Microsoft Work and Work Perfect software. The incumbent must have and maintain a Secret clearance. Temporary promotion to DG-3 NTE 10/31/94.

#### LOCAL AREA NETWORKING (24 hrs.)

2-4 May; Monday-Wednesday, 0800-1630: Bidg. 5-1, Room 23. By: New Horizons Computer Learning Center Prerequisites: Must have had beginning and

intermediate DOS or DOS for Netware Users.

This course will provide the daily administration of a Novel 3.11 operating system. Topics include system manager, hardware and software basics, directory structure, drive pointers, security, Netware menu utilities, supervisor and console commands, printing, loading application software, log-in scripts, custom menu creation, and system backup.

#### BASIC TELEMETRY (32 hrs.)

9-12 May; Monday-Thursday, 0800-1630; Bldg. 323, Room 160. By: Quintech Corporation

This course provides the principles, techniques, and applications of modern range telemetry systems. Major topics include information, information transmission, noise an communication; telemetry principles and terminology; the Range Commanders' Council and bandwidths; data multiplexing; FM/FM telemetry data structures and signals; and PAM telemetry data structures and signals

#### **TECHNOLOGIES IN NETWORKING (24 hrs.)**

13-15 June; Monday-Wednesday, 0800-1630; Bidg. 5-1, Room 23. By: New Horizons Computer Learning Center Intended Audience: System engineers,

system administrators, service technicians, and chnical support personnel.

Prerequisite: Experience in mainframes telecommunication, LAN, and computers.

This course will cover the fundamental concepts of networking, data communication connectivity, and other aspects relating to net working technologies. Topics include protocols and standards, network structures, data translation and transmission, and com tion protocol implementation.

#### AUTOCAD 2D (32 hrs.)

20-23 June; Monday-Thursday, 0800-1630; Bidg. 5-1, Room 30. By: Dave Pendleton, C2872

Prerequisite: Basic understanding of the system and operating system in the host mputer. This course provides introductory training

related to two-dimensional drawing in Autocad. Example problems and drawings will be practiced in a hands-on environment. Topics include installing and setting up Autocad on a new system; starting a new drawing, editing existing drawing; the Autocad menu, scaling, basic drawing entities of lines, circles, arcs, and polylines; grouping entities into blocks, layers, line attributes, dimensioning, plotting, printing, and drawing control.

#### C++ PROGRAMMING, INTERMEDIATE/ ADVANCED (40 hrs.) 20-24 June; Monday-Friday, 0800-1630;

Bldg. 5-1, Room 23. By: John Francis, C2872 requisite: Must have a basic understanding of ANSI C programming syntax and introduction to C++. This course is not for first-time C++ modify files.

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

#### ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

BUDGET FORMULATION (32 hrs.)

26-29 April, Tuesday-Friday, 0800-1630, Surfside, Cloud 9 Room. By: Edward T.

This course will provide basic how-to instructions to develop a budget for a typical computing techniques. After completing this

government organization. Emphasis is on administrative requirements for budget formulation, basic elements in preparing budget stimates, and steps required to assemble a budget. Workshops are used extensively throughout the course to illustrate concepts of data collection, estimating techniques, and calculations required in the compilation of an operating budget.

WORKING AND COMMUNICATING WITH PEOPLE OF DIFFERENT BACKGROUNDS (8 hrs.) 3 May, Tuesday; 0800-1630; Surfside.

Garden Room. By: P. Partridge The workshop will teach the participants

important points about diversity. Diversity is nore than culture and skin color and yet we are more similar than we are different. This course teaches people to have empathy and to develop skills for greater understanding and better

#### APPROACHES TO DEALING WITH ANGER (3 hrs.)

6 May; Friday, AWS Day; 0830-1130

Are you sometimes angry without knowing why? Do you feel guilty when you feel angry? Do you either clam up or blow up? If so, you're not alone. Anger, for many people, is the most difficult emotion to handle. This class will cover: · Myths about anger

- · How to recognize feelings of anger
- · Causes of anger

Effects of past learning on one's present methods of dealing with

Negative methods of dealing with anger

- · Three major positive approaches to dealing with anger • How to deal with the anger of others

#### BASIC SUPERVISION (32 hrs.)

9-13 May; Monday-Friday, 0800-1630; Surfside, Garden Room. By: T. Makoney

Provides a general overview of the basis skills required for effective supervision. Supervisors will be introduced to skills such as decision-making, conflict management, planning, organizing, counseling, coaching, managing diversity, and communication. Participants will have the opportunity to discuss and share supervisory concerns and experiences with other supervisors. The course consists of lecture discussion skill practice exercises and films. A major emphasis is placed on developing supervisory skills and effectiveness as applied to on-the-job situations. This is mandatory training for new supervisors and should be completed within 6 months of appointment.

#### DBASE IV. INTRODUCTION (16 hrs.)

9-10 May; Monday-Tuesday, 0800-1630; Bidg. 5-1, Room 23. By: The Memory Co. Prerequisite: Prior PC experience.

This course introduces basic operations of the dBASE IV database program. Participants learn fundamental skills and concepts to create files, use common commands, and edit and

#### CPR. BASIC PROVIDER (8 hrs.)

11 May; Wednesday, 0800-1630; Bldg. 5-1, Lounge. By: St. John's Medical Regiona 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.

#### DOS. INTRODUCTION (8 hrs.)

11 May; Wednesday, 0800-1630; 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

#### ATTENTION: ALL FOUR SITES **TECHNOLOGY UPDATES**

To enroll in the following Technology Update courses, contact Cliff Lewis at (805) 989-3009, DSN 351-3009.

ANTENNA ARRAYS: PHASED, NEAR & FAR FIELD (3 hrs.)

4 May; Wednesday, 0830-1130; Building 5-1. Auditorium. By: Evolving Technology Institute (Wolfgang Kummer)

This seminar will give an overview of the large and growing class of array antennas which over the last 50 years have replaced previously used optical, i.e., parabolic, reflector antennas. The reasons for this shift to planar arrays is that these arrays have better electrical performance characteristics in terms of higher gain, a wider range of sidelobe control, lower weight, and a more compact structure, and in the case of phased arrays, in beam agility.

The building blocks of the arrays consist of the elemental radiators, the feeding structure and coupling mechanisms. In electronically scanned arrays, phase shifting devices and/or signal processing components complete the hardware. Additional computer/signal processors hardware will be required to obtain other functions such as scanning, gimbals, and beam steering. This seminar describes system trade-offs for antenna components and their design. The seminar concludes by looking at the future of array antennas by examining new concepts such as adaptive and signal processing array antennas

#### ANTENNAS FOR TECHNICIANS (2 hrs.)

4 May; Wednesday, 1300-1500; Building 5-1, Auditorium. By: Evolving Technolo Institute (Wolfgang Kummer)

Electronic technicians who will be specializing in antenna technology will be familiarized with the intricacies of antennas and their circuitry, as well as the interpretation of the specifications that govern performance. The testing for conformance to specifications is also an important task for technicians. This seminar will discuss basic concepts, relations between the RF currents on the antenna structures, and the resulting radiation patterns due to these currents. The principal topics for discussion will be the measurements of antenna characteristics. Two of these measurements, patterns and gain, are evaluated on antenna ranges. Antenna ranges, from the usual far-field conventional types to the latest near-field ones, will also be described. The seminar concludes with a discussion of state-of-the-art antennas and their impact on technicians' required proficiencies

#### NAVY APPLICATIONS OF VIRTUAL REALITY (2 hrs.)

18 May; Wednesday, 1300-1500; Building 5-1, Auditorium. By: Evolving Technology Institute (David Rousseau)

This seminar deals primarily with the state of art in Virtual Reality (VR) for those who may be interested in developing or applying such systems to Navy applications. Examples of predeces-sor systems and present and potential applications are presented for illustration. The seminar reviews human optics, audition, and kinesthetic with information on how VR systems should satisfy these human constraints. It then reviews the rapidly evolving technologies and hardware that are components of today's VR systems.

This seminar also presents the software issues required for effective VR and surveys the leading software packages available for "high-end" VR systems. Video demonstration of the application of VR may be provided. The seminar concludes with examples of ongoing research, development, and applications of VR, including a roster of those organizations and individuals

#### ELECTRONIC WARFARE OVERVIEW (3 hrs.)

13 June; Monday, 0830-1130; Building 5-1, Auditorium. By: Evolving Techno Institute (Hal Freedm

This presentation is an overview to Electronic Warfare (EW). This seminar briefly reviews EW history to include the first uses of ECM and the development of the EW cycle. We then proceed to the description of EW functions and segmentation. The Radar and ELINT range equations are presented, and the ELINT range advantage explained. Navy EM and ECM systems are presented as a basis for describing ECM and its effects and effectiveness. The seminar concludes with discussions of the influence of new EW technologies such as Expert Systems and High-Power Microwaves and how these technologies will impact the future of EW.

#### ADVANCED ELECTRONIC WARFARE (2 hrs.)

13 June; Monday, 1300-1500; Building 5-1, Auditorium. By: Evolving Technology Institute (Hal Freedman)

The Advanced Electronic Warfare (EW) course expands on the basic EW Overview Seminar by describing the attribute of modern radar and communications systems and the various ESM and ECM techniques for defeating them. The radar segment of the course begins by categorizing radar types and outlining the vulnerabilities that can be attacked with ECM. Search and acquisition, track, and missile radars are considered. Examples of EW system development are used to emphasize the critical trade-offs used in EW systems.

The communications segment of the seminar compares ECM and ECCM communication with tactics and techniques used in radar systems.

In addition, ECM and ECCM communication systems are presented and examples worked to illustrate salient features of advanced communications EW techniques.

course students should be able to

- · Understand how DOS relates to the
- hardware/software
- Organize hard disk Format diskettes
- · Work with subdirectories
- files

INTERVIEWING WITH CONFIDENCE (2 hrs.) 11 May; Wednesday, 1100-1300; Surfside, Cloud 9 Room. By: Julie Streets, P622

The interview is one of the most important steps in the job search process and, for many people often the most intimidating. Attend this workshop and learn how to improve your

performance during a job interview. Key interviewing skills such as anticipating questions. understanding the model interview, comprehending types of interviews, preparing your answers, and the importance of practice will be discussed.

 Name, rename, delete, backup and INTRODUCTION TO EXERCISE (8 hrs.) 11 May-29 June; Wednesday, 1100-1200; Surfside. By: St. John's Regional Medical Center

> This is an introductory to exercise program that will provide the opportunity for participants to practice:

· safely using the exercise equipment in the gym

· a stretching routine designed for

INTRODUCTION TO UNIX OPERATING SYS-TEM (16 hrs.)

April 21, 1994



#### 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.

Janet Blackwell, C658 Janet had abdominal surgery and is recovering.

Frank White, C3312 Frank is recovering from pneumonia and valley fever.

Sophia (Sam) Merk, C2711 Sam had abdominal surgery and is recovering.

Tracey Stanphill, C834 Tracey has cancer and is undergoing radiation and chemotherapy treatments.

Charlotte Perkins, P735 Charlotte is suffering from lupes with firbomyalgia.

Deanna Lopez, P703 Deanna has had complications of pregnancy and will be on maternity leave.

Cheryl Stopps, P622 Cheryl has had surgery and continuing antibiotic IV therapy for osteomyelitis (bone infection of the left heel).

CHINA LAKE

Jim Pinnell, C8433 Jim is off work caring for his father who is terminally ill.

Jean Rongish, C2612 Jean Rongish has undergone surgery on both feet for tarsal tunnel syndrome.

Deanna Ball C219 Deanna is suffering from stress and fatique.

Darrell Ferguson, C3241 Darrell is recovering from hip reconstruction surgery.

John Duhon, P7363 John suffered a massive heart attack and has had complications from surgery.

Jean Harter, P626 Jean is undergoing major surgery and will be off work for several days.

Jennie Miller P37121 Jennie is undergoing chemotherapy for bone cancer.

Mary (Kit) Driscoll, C6432 Kit had abdominal surgery and is recovering.

Howard Gerrish, C2772 Howard obtained severe injuries in an accident.

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

Phil Saggese, C26101 Phil is hospitalized.

is on ventilatory support.

#### POINT MUGU

Alice Howard-Echols, P726 Alice is suffering from a major depressive disorder.

Brenda Davis, P625 Brenda is undergoing treatment for lupes ervthematous.

Bobbie Heidler, P7304 Bobbie has left lower lobe oneumonia and Janice Henderson, C6335

Janice is caring for her brother while he is on dialysis awaiting a kidney/ pancreas transplant.

Bruce Katz, C3221

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

Larry Kuster, C842 Larry has colon cancer and is under-

going chemotherapy and radiation treatments.

Myrian Connors, P651 Myrian suffered fetal demise.

Caroline Dishman, P2202 Caroline is on maternity leave.

Patricia Pratt, P30, Naval Air Reserve Training

Patricia is undergoing chemotherapy and radiation treatment for perforated colon cancer

#### HUMAN RESOURCES DEVELOPMENT DIVISION NEWS

#### **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. The On-Board Training Request (NAWCWPNS 12410/2) is used for submitting nominations and is available at SERVMART/TELMART. For further assistance, at Point Mugu contact Mary Glasmann, P622, at (805) 989-3982. To enroll in classes at China Lake call the phone number listed in the course announcement. If there is no phone number listed submit the On-board Training Request form to the Human Resources Development Division, C622. 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.

#### SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

16-19 May; Monday-Thursday, 1200-1700; Training Center. By: Noble N. Nkwocha. C6343

PLEASE NOTE THAT THIS IS THE NEW DATE: THE APRIL CLASS WAS POST-PONED UNTIL THESE DATES.

Prerequisite: General computer knowledge (IBM-PC. Macintosh. or VAX).

This introductory course in Unix will cover the basic ideas and features that novice and intermediate users need in order to use the Unix system effectively. While the course emphasis will be on standard Unix, the hands-on experience will come from a Sun Work Station. Upon completion of this course, the student will have a working knowledge of the Unix Operating System, the Unix Operating System Kernel and Shells, the Unix file system, and some of the

most useful Unix utility programs. Presentation Method: Hands-On Workshop Deadline: 2 May.

CHINA LAKE COURSES

ADVANCED TOPICS IN INFRARED methodologies and design tools will be demon-SYSTEMS TECHNOLOGY (32 hrs.) 23-26 May; Monday-Thursday, 0800-1600;

Training Center. By: UCCE This course is presented in three parts. The first segment reviews FLIR systems and related imaging systems and discusses improvements formance modeling. The second segment of the course discusses infrared systems technology as it relates to present and nextgeneration targeting and fire control systems. The last topic covers infrared detectors and detector materials

Deadline: 9 May.

#### C++, INTRODUCTION (40 hrs.)

23-27 May; Monday-Friday, 0800-1600; Training Center, By: John Francis, C2872

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

strated and practiced by the student. A series of small lab projects will lead to complete C++ computer simulation project. Some light outside work will be required. The lab projects can be solved by a small working group or an individual student.

Presentation: Lecture, Hands-On Workshop Deadline: 9 May.

SYSTEMS ENGINEERING MANAGEMENT Equivalent to SYS 201) (24 hrs.)

31 May-2 June; Tuesday-Thursday, 0800-1600; Training Center. By: Robert Olson, C02A03 and Charles May, Consultant

Note: This class is specifically designed to meet the SYS 201 DAWIA training requirement for DPII's. This class will also meet the Systems Engineering Management class requirement for enrollees in TMC or SEC Programs as space is available.

This course provides an overview of Systems Engineering, addressing what is a system, why Systems Engineering is needed in the development/change of complex systems, what detail, as though C++ was a new language are the basic elements of the Systems to the student. Object-oriented design Engineering process as it is implemented within

the DOD acquisition structure, what engineering specialty areas interface with Systems Engineering, and how Systems Engineering nust interface with the engineering specialties to form an effective interdisciplinary team. Included are discussions on need definition. identification and definition of alternative solutions and their associated system concepts, system requirements definition, system design (requirements allocation/system architecture definition), detail design, system integration, and system verification and validation. In addition, topics such as risk management. Technical Performance Measures (TPM), Government/Industry Teaming, the Systems Engineer's role in Request for Proposal (RFP) preparation, technical reviews, and program documentation requirements are also addressed. This course is based on practical experience rather than textbook theories and uses examples from actual programs to illustrate the pros and cons of particular approaches. This class consists of a reading assignment that is to be completed prior to the beginning of the class; 24 hours of classroom instruction; two short evening assignments; and a take-home test given at the end of the class. (It is desirable that

the Navy System Acquisition Management CONQUERING STRESS (8 hrs.) course be completed prior to taking this course.) Note: At the completion of this class. students desiring SYS 201 credit must complete DD Form 2518 (fulfillment form) and

return it to C622, Attn: Dorothy. Deadline: 17 May.

#### 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 information, computers and software to prepare SF-171s and resumes, career counseling, skills assessment and diagnostic assistance, information on career paths and education opportunities, retirement information and counseling, job clubs, networking, and support. The Center is located in the trailer behind the Training Center and is open for Civil Service employees from 1300 to 1600 each workday.

#### 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 decision making, resume writing, and education counseling. The following programs, inventories, and assessments are also available: Eureka, Discover, Strong-Campbell Interest Inventory, Temperament/Values Inventory, Career Assessment Inventory, Meyer/Briggs Inventory, and a Learning Skills Assessment program which help an individual to discover learning difficulties and focus on strengths to overcome those difficulties. To schedule an appointment call 939-8126

#### 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

#### CORPORATE CULTURE MANEUVERS FOR **CROSS-CULTURE EMPLOYEES (8 hrs.)**

27 April; Wednesday, 0800-1600; Traini Center. By: Suzanne Hard

Intended Audience: Employees who are not a part of the mainstream culture and want to learn the skills and behaviors that are valued by the organizational culture.

This 1-day seminar is designed to enable you to make sense of the expectations of the mainstream culture, to understand the written and unwritten rules, to learn verbal and nonverbal communication skills that are desired and the meaning they convey, and to identify the validity of assumptions and expectations that are made. Managing your diversity will help you meet the challenges of building a cohesive team maneuvering the performance evaluation process, and generally becoming more effective To enroll or ask questions, call 939-2686.

#### **DEBT-REDUCTION TECHNIQUES (4 hrs.)** 27 April; Wednesday, 1300-1700; Training Center. By: Charla Green, Consultant

This course is offered to employees who are concerned about their personal finances. Participants will be encouraged to recognize and deal with credit problems that may be affecting their work and personal lives. The instructor wi also help participants learn how to live beneath their means by finding out where their money is going: creating a spending plan that works paying less for insurance, investments, and es; and learning relatively painless ways to

#### To enroll call 939-2468

29 April; Friday, 0800-1600; Training

Center, By: Dr. Donn O'Neil, Consultant This course is designed to improve the ways

in which we react to potentially stressful events. You will learn how to turn stress into constructive energy. We will teach you techniques to cope ways to put fun back into your work life, and how to create a more positive work environment. To enroll call 939-2468.

#### ADVANCED BUDGET ANALYSIS (24 hrs.) 2-4 May; 0800-1600, Monday-Wednesday Training Center, By: Ed Dappen

This course presents approaches to situational analysis using nonnumeric and nonstatistical techniques applicable to problems encountered in budget decision making. The four phases of the Federal budget cycle-budget formulation, Congressional action, budget execution, and review and audit will be addressed through lectures and case studies. Participants will be required to analyze various budget situations and present recommendations describing the results of their analyses Participants must have a working knowledge of the Federal budget process. To enroll call 939-3159.

#### IT'S & MATTER OF RESPECT (8 hrs.)

#### 4 May; Wednesday, 0800-1600; Training

Center. By: Cindy Webster Intended Audience: All hands, but especially

nervisors This diversity and sexual harassment

workshop focuses on positive strategies for

recognizing and resolving potential conflicts while they are still small. Included are practical tips on how to speak up about offensive behavior, how to recognize and prevent potential problems, and how to motivate co-workers or subordinates to change inappropriate behavior. Note: To enroll or ask questions, call 939-2686

#### ADVANCED TOTAL QUALITY LEADERSHIP (16 hrs.)

4-5 May; Wednesday-Thursday, 0800-1600: Training Center. By: Dr. David Coe, University of Colorado

Intended Audience: Supervisors, team leaders, and other employees with a limited knowledge of TQL principles who want information regarding its practical application to real

This 2-day interactive workshop will acquaint participants with many of the advanced planning and management techniques of TQL. Students will learn how, either as team members or team leaders and supervisors, they can make creative and significant contributions to improving their organization's effectiveness. Topics addressed will include affinity diagrams, interrelationship diagrams, tree diagrams, process decision charts, activity network diagrams, and prioritiza-

To enroll or ask questions, call 939-2686.

tion matrices.

INTRODUCTION TO THRIFT SAVINGS PLAN (4 hrs.)

9 May; Monday, 1300-1700; Training Center. By: Charla Green, Consult

This course is for all CSRS and FERS employees who are eligible to participate in the Thrift Savings Plan. The instructor will explain the operation and advantages of the program Historical data on risks and rates of return will be presented so that participants can choose appropriate investments. The group will also discuss budgets, borrowing, and saving techniques; ample time will be allowed for questions. To enroll call 939-2468

#### HOW TO READ NIF 009 (3 hrs.) 10 May; 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

BRIEFING SKILLS FOR PRESENTERS. TRAINERS, AND FACILITATORS (16 hrs.) 10-11 May; Tuesday-Wednesday, 0800-1600; Training Center. By: Management

Skills Associates, Casey Reynolds This course helps to reduce "presenter's panic" by showing how to take charge of the major elements in a public speaking situation: voice, gestures, body language, visual aids, equipment, and environment. This course will also cover how to hold audience attention. respond to questions, and deal with specia needs and personalities. This course also provides provides information and practice in organizing and formatting subject matter for different purposes.

To enroll call 939-3159 or QuickMail Pat Nogle, C62 Mailcenter, You must have your supervisor's approval and include your code and phone number in the QM message.

INTRODUCTION TO ROBUST DESIGN USING TAGUCHI TECHNIQUES (8 hrs.)

11 May; Wednesday, 0800-1600; Training Center. By: Dr. Robert D. Smith, C29103 Intended Audience: All NAWC personnel;

however. SEC students will get first priority. Robust design is an efficient experimental

strategy for identifying the best, in a well-defined performance sense, set of parameters for a component, subsystem, system, or process. The technique is general in nature and not limited to special areas of science and engineering. Robust design is used extensively by the Japanese, and its use in the U.S. has grown considerably over the last 10 years. Specific topics that will be covered in this course include quality loss functions, orthogmal arrays, data analysis, experiment design, data transformations, performance prediction, and design philosophies. Numerous examples relating to work in the area of simulation and analysis done at NAWC will be

Note: Enrollees are asked to bring a 1-inch three-ring binder. To enroll or ask questions, call 939-2686

CONTRACTOR PERFORMANCE MEASURE-MENT (24 hrs.) 11-13 May; Wednesday-Friday, 0800-1600;

Training Center. By: Ray Stratton Intended Audience: Technical people whose

ojects use contractor services. After completing this 3-day class students will

be able to interpret contractor performance data provided in Contractual Cost Performance Reports. Students will be able to compute, plot, and understand schedule and cost performance indices, compute estimated cost at completion and identify a schedule completion date. In addition they will learn how to determine why contractor performance data look good but program and design reviews do not. Use of earned value both as a tool for briefing management and for monitoring contractor performance will be discussed

Students should bring a four-function calculator to class.

Note: This class will meet the BCF 202 DAWIA training requirement for Level II acquisition employees in the Business, Cost Estimating and Financial Management Career Field. At the completion of this class, acquisition employees desiring BCF 202 credit must complete DD Form 2518 (Fulfillment Form) and return it to C622, Attn: Dorothy.

To enroll or ask questions, call Lori at 939-2686

SKILLS FOR CONFLICT RESOLUTION (8 hrs.)

12 May; Thursday, 0800-1600; Training Center. By: Marion Lapan Intended Audience: Supervisors and

others needing improved skills for resolving

#### FANTASTIC FRIDAY WELLNESS CLASS

### BOOSTING YOUR IMMUNE SYSTEM (8

20 May; FLEX Friday, 0800-1600, Training Center. By: Dr. Wes Youngberg Consultant

This seminar is geared to individuals who would like to optimize their immune functions in order to limit the influence of family/hereditary risk factors associated with premature aging, disability, and death. Lifestyle and nental factors that tend to depress immune function will be discussed. Focus will be on the positive steps one can take to improve immune function for all body systems. Key factors such as nutrition, exercise, stress, and other environmental o lifestyle exposures will be discussed. Deadline: 5 May.

To enroll call 939-2468.

During this 1-day workshop, participants will learn how to communicate under pressure caused by people with aggressive and manipulative behaviors. Topics addressed include under lving causes of conflict, communication styles. and obstacles to resolution. Skills needed to disarm anger and reach win-win outcomes wil be identified and practiced.

To enroll or ask questions, call 939-2686.

THE MODERN LEADER (16 hrs.) 12-13 May; Thursday-Friday, 0800-1600;

Training Center. By: Jim Saylor This course provides participants with the knowledge and skills to perform as a leader today. Participants gain understanding of the specific roles of a modern leader. The emphasis is on the development of leaders to: guide a team to accomplish a specific focus, manage empowerment, and optimize differences in today's diverse workforce. The outcome of the workshop is a detailed action plan to apply immediately in the workplace.

To enroll or ask questions, call 939-2686.

**DEVELOPING EXTERNAL PARTNERSHIPS** 16 May; Monday, 1300-1500; Mich Lab,

Room 1000D. By: Jan Ferri-Reed

Change, restructuring, and competition have forced the necessity for forming partnerships and illiances with others. This lecture will focus on the need for such alliances, techniques for networking to find potential partners, and methods for building and enhancing partnerships. This is a must-attend session for those initiating and interacting in external partnerships.

**BUSINESS PROTOCOL AND ETIQUETTE** FOR THE FEDERAL GOVERNMENT EMPLOYEE (16 hrs.) 16-17 May; Monday-Tuesday, 0800-1600;

Training Center. By: LaNelle Thompson This course approaches professional social behavior as a complementary program with cultural diversity training. It also satisfies the need for protocol training in the manager training curriculum. The student will leave the program with increased self-esteem and manners awareness" in business and social situations. The course also brings the student up to date on the changes made in protocol and etiquette over the past few years. Deadline: 9 May.

To enroll call Sue at 939-2349.

RETIREMENT PLANNING FOR YOUNGER EMPLOYEES (8 hrs.)

18 May; Wednesday, 0800-1600; Training enter. By: Employee Relations, C621

This seminar consists of several lectures that discuss the facts affecting retirement, such as those relating to Civil Service Retirement System and FERS, Thrift Savings Plan, health insurance, life insurance, Social Security, income tax and financial planning, estates, trusts and wills. This course includes pertinent topics from the Prerement Seminar, with emphasis on what to look for in planning for retirement. This course is

participants will learn specific tools, practice their use, determine when and why to use certain tools, develop an understanding of the use of hard and soft data, and understand techniques used by facilitators, group leaders, or selfmanaged teams. Emphasis will be placed on USING brainstorming and NGT techniques, cause-and-effect diagramming, and multivoting; LEARNING about pareto charts, flow charts, scatter diagrams, why-because pursuit, forcefield analysis, and other easy-to-apply tools, and UNDERSTANDING when to apply each tool and APPLYING the tool appropriately. Members should bring real problems to class so they can choose various tools and apply them to their soussi

Management responsibilities from equipment acquisitions through useful life and proper disposition of equipment will be covered in this course. A way of accessing CERMS through ACC2 network will also be explained and a guide will be handed out. Enrollments are on a call-in basis. To enroll call Pat at 939-3159.

This workshop will help participants both write and use an SF-171 effectively. The presentation style will walk the student through the 171 with actual practice. By the end of the class, participants will understand what readers

Mugu courses call P622, (805) 989-3982, (DSN) 351-3982.

(40 hrs.)

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 frame-

work 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 method and design tools will be demonstrated and practiced by the student. A series of small lab this course include (1) the context diagram, the rather than just textbook theories and uses simulation project. By the end of this course, the structure (WBS) and their interrelationship; pros and cons of particular approaches. This

#### April 21, 1994

5 years of retirement To enroll call Tammy at 939-2451

#### BASIC TOL TOOLS (8 hrs.)

19 May; Thursday, 0800-1600; Training Center. By: Bob Huey Acting as a problem-solving team, the

To enroll or ask questions call 939-2686.

#### EQUIPMENT CUSTODIAN (3 hrs.)

19 May; 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 and will help Equipment Custodians understand their duties and responsibilities regarding equipment and accountable assets.

TAKING THE MYSTERY OUT OF 171 WRITING (4 hrs.)

19 May; Thursday, 1230-1630; Training Center. By: Marie Duff, C622

Audience: All persons interested in competing for positions at Edwards AFB or those trying to move off the unfunded list.

employment and those within more than describe meaningful portions of their work tude; to discover the world of opportunities within experiences and be able to use the new computer version of the SF-171. fo enroll call Tammy at 939-2451

#### BASIC SUPERVISION (40 hrs.)

23-27 May; Monday-Friday, 0800-1600; raining Center, By: Donna Eller Jones Intended Audience: Supervisory personnel

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

To enroll or ask questions call 939-2686.

#### LISTENING FOR UNDERSTANDING (8 hrs.) 24 May; Tuesday, 0800-1600; Training Center. By: Michele Wolski

In this course participants will be able to listen for understanding in verbal exchanges of factual and subjective information; overcome personal barriers to listening; block out competing messages; apply feedback techniques such as paraphrasing, clarifying, and summarizing; and convey verbal and nonverbal eedback to all levels of an organization Participants will learn the differences that exist between what is said what is heard and the actual intended message. The course will cover the skills and principles used to achieve under standing of the intended message through active listening versus passive listening. Also covered will be comprehension, information retention, emotional barriers, and verbal and nonverbal communication. Importance is placed on how effective listening can decrease job stress, improve job performance, and enhance total quality leadership (TQL) by avoiding misunderstandings. To enroll call Pat at 939-3159.

#### MAKING A JOB CHANGE IN UNCERTAIN

TIMES (8 hrs.) 24 May; Tuesday, 0800-1600; Training

Center. By: Mike Obradovich The objectives of this workshop include: to orient participants to the nature and significance of the changes in the marketplace; to understand and overcome the "paralysis" that often accompanies unexpected or unwante

an economy that encompasses over 400 manufacturing and service industries and over 20,000 documented occupations; to evaluate participant skills and predispositions, strengths, we and training needs; to promote lifestyle changes that reduce stress and improve changes for a smoother transition: to develop a realistic, consistent, and balanced job/career transition plan and schedule; and to help participants develop high pay-off personal marketing techniques.

To enroll call Tammy at 939-2451

#### MACINTOSH, SYSTEM 7 (8 hrs.)

25 May; Thursday, 0800-1600; Training Center. By: Kenneth LaBaw. Consultant

Prerequisite: <u>6 months or more experience</u> with Macintosh System 6.

New features of System 7 will be explained, demonstrated, and related to the student's System 6 experience. The new desktop appearance coverage includes objects (icons). windows, hierarchical outlines, the new objects (aliases, stationary), and new features of the trash can. System commands and dialog boxes are explored and learned through hands-on exercises. Topical areas include the system folder, menu bar, multiple running applications, file sharing, publish and subscribe, memory, net courtesy and security. As a bonus, QuickTime movies and custom icon creation will be demonstrated.

Presentation Method: Hands-On Workshop Deadline: 11 May.

TOTAL QUALITY LEADERSHIP OVERVIEW

25 May; Wednesday, 0800-1600; Training Center. By: Bob Ranftl

This 1-day class provides participants with a working understanding of the importance of total quality (TQ), which is a people-focused management system that aims at continually increasing of customer satisfaction at continually lower real cost. TQ is a total system approach; it works horizontally across functions and departments involves all employees, top to bottom, and extends backward and forward to include the supply chain and the customer chain. TQ stresses learning and adaptation to continual change as keys to organizational success. TQ is anchored in values that stress the dignity of the ndividual and the power of community action. This definition of "Total Quality" suggests that customer satisfaction is a useful definition of "quality." This class is about how to make it

To enroll or ask questions call 939-2686.

#### recommended for employees beyond 2 years of of 171s are looking for, be able to identify and changes and help promote a positive mental atti- EXCEL ON THE MACINTOSH, BEGINNING (16 hrs.)

26-27 May; 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, students will be able to manually format a spreadsheet, sort data, use Chart Wizard, and apply auto formats.

Presentation Method: Hands-On Workshop Deadline: 12 May.

#### PROFESSIONAL DEVELOPMENT FOR SUPPORT STAFF (16 hrs.)

26-27 May; Thursday-Friday, 0800-1600; raining Center. By: Robert M. Ranftl

This course will be catalytic in helping participants achieve their potential by (1) getting them genuinely excited about themselves, their careers, and the quest for developing them selves into outstanding professionals exemplifying a hallmark of personal excellence, (2) exploring a spectrum of useful techniques for achieving a personal renaissance, enhancing one's creativity, productivity, and overall effectiveness, and (3) providing a credible road map and effective tools of implementation for professional self-development.

Deadline: 23 May.

To enroll call Sue at 939-2349.

IRRARY RESEARCH FOR STUDENTS IN DEGREE PROGRAMS (2 hrs.)

1 June; Wednesday, 0800-1000; Training Center. By: Sandy Friedman and Other echnical Library Staff

In this class, students in engineering, administration, computer science, business, and other degree and graduate programs will be introduced to the resources at the NAWC Technical Library. Students will be shown how to register, gain after-hours access, and locate and borrow books, technical reports, periodicals, specifications, standards, technical manuals, etc. Basic research resources for each field will be demonstrated including CD-ROMs and on-line databases. Users and will learn how to locate and borrow materials from other libraries and research centers and will be shown how to identify the most current sources in the field using the latest tools.

Enrollment is on a walk-in basis only; preregistration is not necessary.

For information call Denise at 939-2648.

#### SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

C++ PROGRAMMING, INTRODUCTION

25-29 April; Monday-Friday, 0800-1630; Bidg 5-1, Room 23. By: John Francis

To enroll in or ask questions about Point student will have a good understanding of an (2) the service use profile, its purpose, and its class consists of presentations, classroom object-oriented design method and the C++ language rules that support an object-oriented approach to software engineering.

#### SYSTEMS ENGINEERING PROCESS (40 hrs.)

25-29 April; Monday-Friday, 0800-1630; Building 5-1, Auditorium. By: Robert Olson, C02A03 and Charles May, Consultant

THIS CLASS IS REQUIRED FOR ENROLLEES IN THE SEC OR SEDP PROGRAMS.

This course builds upon the Systems Engineering Management course by addressing some of the tools and techniques that are available to the systems engineer to realize the systems engineering objectives addressed in the Systems Engineering Management course. This is accomplished through a series of presentations, workshops, and class exercises presented in relation to the system life-cycle phases defined in DOD 5000, from the activities that occur prior to phase 0 through system disposal. Topics addressed in

#### POINT MUGU COURSES

uses: (3) the concept of the operations document and its role in the evolving definition of the system; (4) measures of effectiveness; (5) cost and operational effectiveness analyses; (6) requirements analysis; (7) states and modes; (8) functional flow block diagrams, quality function deployment diagrams, and N-souared diagrams; (9) selecting the best specification for the system/system element to be specified; (10) MIL-STD-973 and MIL-T-31000 and how they relate to the specification, drawing, and guration control needs of systems engin ing; (11) systems engineering's role in RFP preparation; (12) system design/system architecture design, including functional analysis and requirements allocation; (13) interface definition and control; (14) defining and leading an integrated interdisciplinary team; (15) risk identiion, assessment, and control; (16) establishment and implementation of a technical performance measurement system; (17) design reviews; and (18) systems engineering planning. This course is based on practical experience ojects will lead to complete-C++ computer system description, and the work breakdown examples from actual programs to illustrate the

workshops and exercises, and a take-home test given at the end of the class. (It is expected that the Navy Systems Acquisition Management course will have been completed prior to taking this course.)

#### AUTOCAD 2D (32 hrs.)

ons to develop a budget for a typical, computing techniques. After or

2-5 May, Monday-Thursday, 0800-1630: Bidg. 5-1, Room 30. By: Dave Pendleton, C2872

Prerequisites: Basic understanding of the system and operating system in the host comouter

This course provides introductory training related to two-dimensional drawing in Autocad. Example problems and drawings will be practiced in a hands-on environment. Topics include installing and setting up Autocad on a new system, starting a new drawing, editing an existing drawing, the Autocad menu, scaling, basic drawing entities of lines, circles, arcs, and polylines, grouping entities into blocks, layers, line attributes, dimensioning, plotting, printing, and drawing control.

#### 5B