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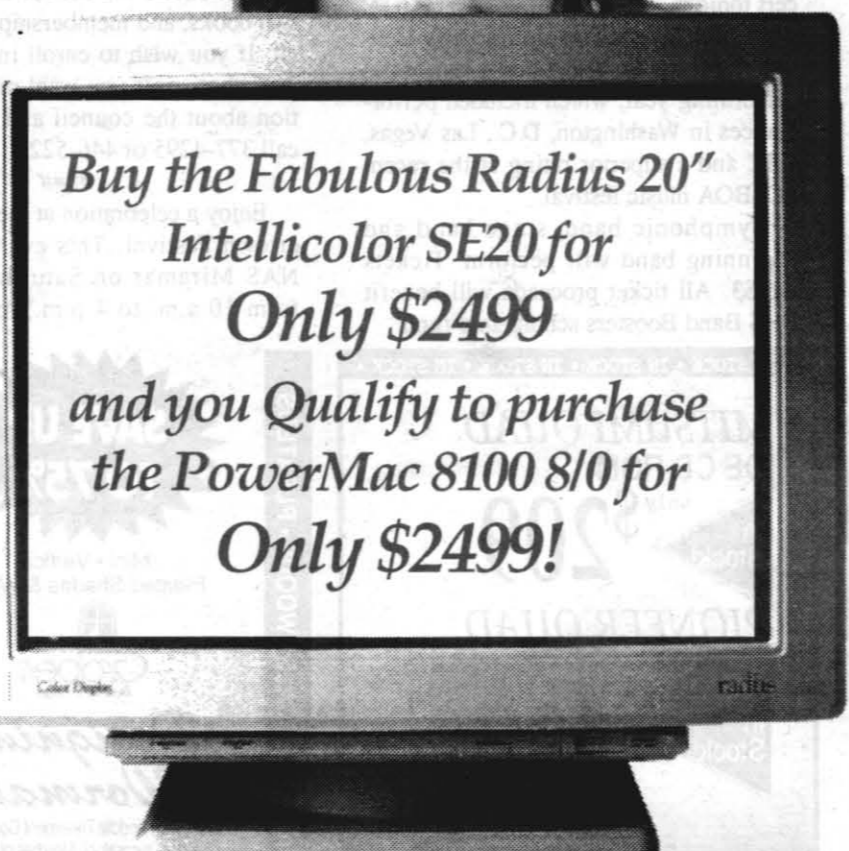
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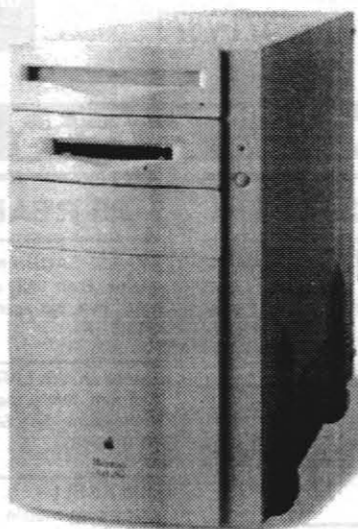
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**THE ROCKETEER**

THURSDAY, MAY 18, 1995

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 51, No. 10

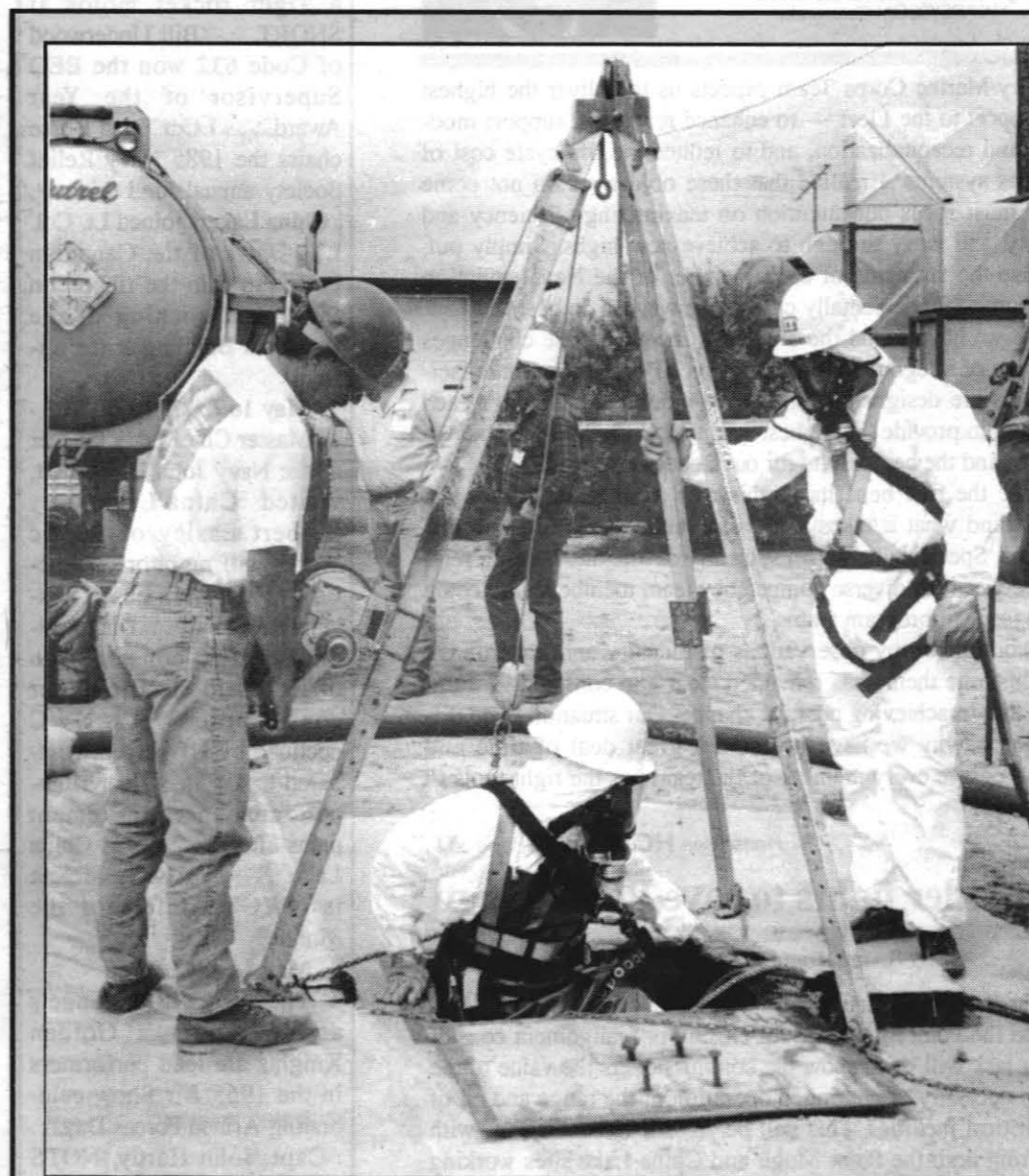


Photo by Margie Hammett

**DECONTAMINATION** crew recently demonstrated safety clothing and other gear at Boiler Plant No. 3 at Armitage Airfield, where they will clean out an underground storage tank — one of five that will be officially shut down during the project.

**Work to begin soon on closing USTs**

**By Peggy Shoaf**  
 Environmental Public Involvement Office

International Technology (IT) Corporation, an environmental remediation firm from Martinez, Calif., will soon begin cleaning and decontaminating five underground storage tanks onboard the Naval Air Weapons Station China Lake in preparation for officially closing them down.

Kent Westover, an environmental engineer in the Environmental Project Office at China

Lake and project manager, explained that county, state and federal environmental protection agencies have specific guidelines that must be followed to close the tanks. Underground storage tanks need to be "officially" closed within a year after they have ceased operations.

The tanks are located at Boiler Plant Nos. 1, 2 and 3. All five tanks were constructed in the 1940s and made of steel-reinforced concrete. They were used to store No. 6 fuel oil

Please see **USTs**, Page 18

**Science and technology networks taking shape**

*Spheres of influence cross competency lines, and products respond to PLTs and EDTs*

**By Linda Lou Crosby**  
 Public Affairs Specialist

What will the technical world look like in the year 2005? Experimental Science & Technology (S&T) networks, being developed under a pilot program at NAWCWPNS, may have a lot to do with the future of how the entire field of naval aviation is supported. S&T networks are in the formative stages, right here, right now. They are information sharing networks of people (as distinct from electronic communications networks) modeled after industry technology networks that have been in operation since the early 1990s. Their function and goals are to connect experts in similar fields so that research and technology teams can be established and results can be shared; to maintain and expand technical capabilities; to foster collaborative and synergistic working relationships between individuals and organizations in similar technical areas; to provide comprehensive technology and market forecasts; and to develop optimum technical solutions to weapon system problems.

There are five experimental networks: Electro-Optical; Image Signal Processing; Warfare Planning; Simulation and Modeling; and Energetic Materials, Ordnance and Propulsion. These areas were chosen because they

Please see **S&T NETWORKS**, Page 16

**McKinney, Haaland recognize 20 at Mich Lab, Thompson, McLean award ceremonies**

**By Kathi Ramont**  
 Staff Writer

Last Thursday's Michelson Lab, L.T.E. Thompson and William B. McLean Awards luncheon, RAdm. Dana B. McKinney, NAWCWPNS commander, and Sterling Haaland, head of the Research and Engineering Group, presented 20 outstanding employees with the prestigious awards. The winners all expressed pleasure at being chosen for these distinctions and commented on the team efforts involved in their projects.

**Michelson Lab Award**

The Michelson Laboratory Award was established in 1966 to recognize individual efforts for technical excellence based on singular effort in performance of individual duties, which are outstanding in nature. Honored with the award this year were Russell D. Carter, Paul Coughlin, Steven E. Fowler, Bradford R. Gilmer, Michael O. Hartney, Jerry C. Hinman, Beverly A. Hughes, J. David Janiec, Carl Louck, Jim Nelepovitz and Craig S. Porter.

**Carter** was honored for his "many valuable and critical contributions to the Sparrow Missile Program." Particularly noteworthy was his work in developing the six-degrees-of-freedom missile simulation and his recent creativity in using unique algorithms to defeat a stressing low altitude, high speed, maneuvering threat. The promising performance benefits of these

Please see **AWARDS**, Page 12

**Col. John J. Moyer at The Wall**

MAD CO uses personal stories and quotes to punctuate honor due Vietnam's living and dead

3

**CL policeman and firefighter recognized**

Pair provides emergency medical assistance to heart attack victim aboard Boeing 767

5

**Laser radar aids study, helps save petroglyphs**

Technical and environmental communities combine efforts, seek volunteers for project

9

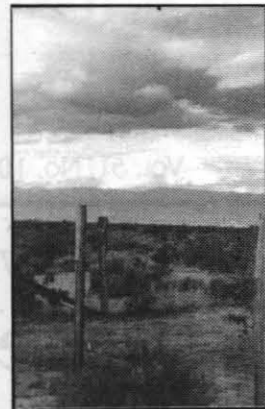
**HRD announces open seasons**

Time to look at changing life insurance and Thrift Savings Plan options

22

# Weather

	High	Low	Gusts	Humidity
Wed	87	48	16	60-15%
Thurs	78	58	26	55-24%
Fri	72	55	28	—
Sat	71	48	11	—
Sun	79	45	19	—
Mon	82	46	15	65-21%
Tues	86	49	19	65-17%
May 10 - 16				
Wed	89	51	17	56-17%
Thurs	88	52	30	53-15%
Fri	80	59	40	35-18%
Sat	71	55	27	—
Sun	72	44	21	—
Mon	75	45	14	54-24%
Tues	83	50	23	59-16%



## China Lake Calendar

- Saturday, May 20**
  - Armed Forces Day
- Tuesday, May 23**
  - China Lake AIAA annual meeting, Heritage Inn, 6 p.m.
- Monday, May 29**
  - Memorial Day services, Desert Memorial Park Cemetery, 10 a.m. Capt. Andrew Ritchie, PW officer, guest speaker
- Thursday, June 8**
  - All-Night Graduation Party at Community Pool
- Wednesday, June 14**
  - Annual NOTS South Picnic, Escondido, noon to 5 p.m.
- Monday, June 19**
  - CPR class. Sign up by calling 939-1929

## Over the Horizon

By VAdm. John A. Lockard  
NAVAIRSYSCOM Commander



Our Navy/Marine Corps Team expects us to deliver the highest level of support to the Fleet — to enhance readiness, support modernization and recapitalization, and to reduce the life cycle cost of our weapons systems. I realize that these objectives do not come easily. We must focus our attention on maximizing efficiency and affordability, and carry through to achieve new highs. Simply put, we must use the strengths of each member of the Naval Aviation Systems Team to fundamentally change the way we do business.

I believe we have found the answer to meeting these challenges in our system of integrated program teams (IPTs). These interdisciplinary teams are designed to utilize the individual talents of each team member to provide the highest quality full life cycle support to our systems, and the best results for our fleet customers.

To realize the true benefits of this new arrangement, we must first understand what it takes to develop and sustain high performance teams. Specifically, we must clearly define the working relationships between the diverse competency team members who come together to join our program teams.

Throughout all of my observations of industry and government organizations, one theme has remained clear and constant — training is essential to achieving positive change. Our situation is no different. That is why we have invested a great deal of time and resources to ensure every member of the team has the right tools to move forward.

Please see HORIZON, Page 20

## Commander fights to save Point Mugu

By RAdm. Dana B. McKinney  
Commander NAWCWPNS

Now that the Base Realignment and Closure Commission has voted to add the Point Mugu site for closure or realignment consideration, our task will be to show the commissioners the value of the site and the necessity of continued operation of the range and all of our other critical facilities. This will be an "All Hands" effort, with members from both the Point Mugu and China Lake sites working hand-in-hand to ensure the continued viability of NAWCWPNS as we know it today.

The Point Mugu site of the Naval Air Warfare Center Weapons Division was not a part of the Department of the Navy's (DoN) or Department of Defense recommendations for closure because of the high military value of the site and the associated site range. Nothing has happened to change the Navy's position that Point Mugu should remain open as a vital part of the Navy's T&E infrastructure.

I would remind the public, and the NAWCWPNS work force, that even though Point Mugu has been added for consideration,

Please see COMMANDER, Page 21

## Bernard found not guilty of charges

*(Editor's note: While this story appears more than three months after the fact, its purpose is to set the record straight. In June 1993, The Rocketeer ran an article announcing Ralph Bernard's indictment, but until now we have not announced his acquittal. We run the story now for the sake of fairness.)*

Following a two-week trial in U.S. District Court Fresno and four hours of jury deliberation, on Friday, Feb. 3, Ralph Bernard, former manager of the FOG-S Missile Program at China Lake, was found not guilty on five of six charges against him.

The sixth count, which was to have been considered in a separate trial, was dropped by prosecutors following the February verdict.

The allegations stemmed from Bernard's management of the program from October 1988 to August 1992.

During the process of the trial Bernard formally retired from federal service and receives all benefits due retirees.

## Pages From The Past

**May 17 & 24, 1985**  
John Richards, Paul Escalier, Howard Gerrish, Norm Zwierzchowski, Larry Lesniak and Kevin Hovet played key roles in the first firing of a Tiger rocket motor at SNORT. . . . Bill Underwood of Code 632 won the EEO Supervisor of the Year Award. . . . LCdr. Rich Bruce chairs the 1985 Navy Relief Society annual fund drive. . . . China Lakers joined Lt. Col. L.F. Daws of the Canadian Forces to snip the ribbon on the grand opening of the Canadian Building at the airfield.

**May 16 & 23, 1975**  
Master Chief Petty Officer of the Navy John D. Whittier, visited China Lake. . . . Robert Easley of Public Works will monitor contraction of the new Laser Systems R&D Lab. . . . Dick Malone, energy conservation officer, said electric power consumption at NWC declined by 1.1 percent compared to 1973. . . . Ivor Highberg announces retirement plans after 28 years at China Lake. . . . AT1 Larry McKee is NWC's Athlete of the Month.

**May 14 & 21, 1965**  
The Navy's Blue Angels and the Army's Golden Knights are lead performers in the 1965 Air Show celebrating Armed Forces Day. . . . Capt. John Hardy, NOTS CO, dedicated the petroglyph canyons as Registered National Historic Landmarks. . . . Cdr. Ed Riley took command of VX-5 from Cdr. Jack Manherz. . . . Alva Eldridge and Harold Metcalf were honored as Church Man and Church Woman of the Year at the NOTS All-Faith Chapel.

**May 13 & 20, 1955**  
Albert T. Camp, Propellants and Explosives Department, was named winner of the annual Sloan Fellowship at NOTS and will attend MIT for a year. . . . The first ever NOTS Group Achievement Award was presented by Dr. W.B. McLean, technical director. . . . Tim Fredrick and Celeste Neippe won top honors in the Wayne Hurst Tennis Tourney. . . . Robert Olds and James Colson are running for seats on the China Lake School District Board of Trustees.

## COMMUNITY EVENTS

The Burroughs High School band invites the community to its spring concert tonight, Thursday, May 18, at 7 p.m. at the Burroughs Performing Arts Center. This concert celebrates a successful performing year, which included performances in Washington, D.C., Las Vegas, USC and a superior rating at the recent SCSBOA music festival.

Symphonic band, stage band and beginning band will perform. Tickets are \$3. All ticket proceeds will benefit BHS Band Boosters scholarship fund.

####  
The IWV Literacy Council will present a training workshop for new tutors May 20 from 9 a.m. to 3:30 p.m. at 815 Bowen (corner of Lauritsen), China Lake. Participants will receive the required 12 hours of training to become certified Laubach tutors. There is a \$15 fee that covers the cost of the workshop, two books, and membership in the council. If you wish to enroll in the training workshop, or if you want more information about the council and its services, call 377-4295 or 446-5227.

####  
Enjoy a celebration at the 1995 Fighertown Festival. This event will be at NAS Miramar on Saturday, May 20, from 10 a.m. to 4 p.m., in a salute to

Armed Forces Day. The air station will be open to the public for the festival, and admission and parking are free. Festivities will be held at the Youth Sports Complex, on Hercules Road. NAS Miramar is located in San Diego between the 805 and 15 freeways. For information, call 619/537-NAVY.

####  
The following 3-5 minute Parenting Advice Tapes can be heard by calling Community Connection for Child Care at 375-0446 from 5 p.m. to 8 a.m.; May 22 to 28, "Quality Time with Children," May 29 to June 4, "Too Much to Do."

####  
Social Security representatives meet with individuals every other Thursday from 9:30 a.m. to 12:30 p.m. at Kerr

McGee Center, 100 W. California Ave., Ridgecrest. They will be there May 25, June 8 and 22. For further information contact the Social Security office at 701 W. Ave. K, Suite 109, Lancaster, CA 93534, or call 1-800-772-1213 any business day 7 a.m. to 7 p.m.

####  
Inyokern Airport is hosting an Aviation Safety Education Seminar on June 1 at 7 p.m. at Kerr-McGee Center. Featured speakers are Capt. Douglas Henry and LCdr. Lori Tanner, who will present a program on survival.

####  
Graduating seniors, and the public, are invited to Baccalaureate services June 3 at the All Faith Chapel. Jimmy Weldon will speak at the 4 p.m. service.

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Kathi Ramont  
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Margie Hammett  
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Editorial deadline: 4 p.m., Wednesday of non-flex weeks.  
This deadline also applies to submissions for the NAWCWPNS Announcements contained herein; the P&O Info Line; and cable Channel 17, KNID Reader Ads.

The editorial content is edited, prepared and provided by the Public Affairs Office of the Naval Air Warfare Center Weapons Division China Lake.

Correspondence and material for THE ROCKETEER should be addressed to: Editor, THE ROCKETEER, Commander, Code C08033 (750000D), NAWCWPNS, 1 Administration Circle, China Lake, CA 93555-6001; or they may be transmitted by QuickMail to Barry McDonald. (If unable to find this name: under the QuickMail menu select Directory Services, then select CL NAWC WIDE NS NameServer directory service and CL MAIN-SITE zone, and try find.) Fax information to 939-2796, or call 939-3354.

Information intended for use in P&O Info Line and KNID Reader Ads should be sent to Linda Lou Crosby at THE ROCKETEER's mail or QuickMail address, or she may be reached at 927-3095.

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- 25 REAL ESTATE**
- \$63,500 SACRIFICE PRICE. For super duplex. Both units rented. Double garage, great area. No agents, 446-6209, evenings OK. (5-18)
- SMALL DOWN LARGE HOME! FHA OK. 3 bedroom, family room, 2 bath, new carpet, fresh paint, \$61,500. Allen Realty. 446-4810. (5-18)
- MUST SELL!! 3 bedroom, 2 bath, doublewide mobile on 1/3 acres. Beautiful view. Quiet location. Will Deal! Call 377-4971. (5-25)
- WARM & COZY, 3 bedroom, 1 bath, on double lot with pool. Fireplace insert, trees, completely fenced, \$77,500, Call Dan at: 375-0108. (TF)
- 35 AUTOMOTIVE**
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- 12x12 SCREENED HOUSE. \$35.00. 20 gallon complete aquarium set up, \$15.00. UHF-VHF, 32 element antenna, \$50.00. 20 foot telescopic antenna \$50.00. Singer
- 25 REAL ESTATE**
- FREE ADULT CATS TO GOOD loving home call 446-8611. (5-18)
- FREE TERRIER/CHICHUAHUA mix puppy, brown and black. Call 375-7234 to see or 377-3211 and leave message. (5-18)
- FREE MIXED PUPPY black and white, female, 7 to 8 weeks old. Call 384-2174, ask for Angela. (5-18)
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KELLEY BLUE BOOK \$21,800  
NO BULL PRICE **\$17,654\***  
VIN# 34098

'93 RANGER S/C 4x4  
KELLEY BLUE BOOK \$18,700  
NO BULL PRICE **\$16,789\***  
VIN# 91506

'93 AEROSTAR XL  
KELLEY BLUE BOOK \$15,465  
NO BULL PRICE **\$12,994\***  
VIN# 48304

'93 BRONCO 4x4  
KELLEY BLUE BOOK \$24,495  
NO BULL PRICE **\$19,993\***  
VIN# 20673

'92 F-150 SHORTBED  
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NO BULL PRICE **\$13,992\***  
VIN# 78698

'92 EXPLORER XLT 4x4  
KELLEY BLUE BOOK \$23,140  
NO BULL PRICE **\$18,992\***  
VIN# 24593

'91 F-150 PICKUP  
KELLEY BLUE BOOK \$12,615  
NO BULL PRICE **\$8,991\***  
VIN# 25684

'91 RANGER S/C  
KELLEY BLUE BOOK \$10,160  
NO BULL PRICE **\$7,991\***  
VIN# 13737

'90 BRONCO 4x4  
KELLEY BLUE BOOK \$16,135  
NO BULL PRICE **\$11,990\***  
VIN# 67777

**1994 TAURUS GL 4DR**  
KELLEY BLUE BOOK \$15,425  
NO BULL PRICE **\$13,994\***  
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"FREEDOM is never free, and the price of freedom is eternal vigilance," Col. Moyer told a large gathering at the gale-swept back lawn at Ridgecrest City Hall, Friday, as he memorialized those who died in, and thanked the veterans who returned from, the Vietnam War. The moving Vietnam Veterans Memorial was here for a week-long stay, beginning last Monday, with programs scheduled each day. Jessica Randle (right) served as a signer for the deaf for each of the presentations.

## The Wall: Col. John Moyer contrasts returning home from various conflicts, pays past-due homage

By Barry McDonald  
Editor

S niffles, accompanying unseen tears, were heard over the roar of near 40-knot winds last Friday at the Vietnam Veterans Memorial Moving Wall as the speaker said how nice it would have been to have thanks offered to returning Vietnam vets similar to those thanks offered to returning Desert Storm vets four years ago. Col. John J. Moyer, commanding officer of the Marine Aviation Detachment (MAD), addressed a relatively large crowd, considering the weather, for Active Duty Military Night at the Wall. Roughly half of the crowd was standing, the others occupying chairs that hadn't been blown over. The wind nearly took out the flag bearers of the MAD Color Guard, but they won in their battle to post colors, and it unceremoniously lofted Moyer's hat on to the lawn before him halfway through his speech. But the Wall, facing broadside into the gale, like the men and women it remembers, stood tall.

Ceremonies for the Wall's second visit to the lawn area behind Ridgecrest City Hall began last Monday with special programs presented each evening and additional afternoon sessions on Saturday and Sunday. Groups participating included United Veterans Association of Ridgecrest, who sponsored the Wall's visit; VFW Ship 4084, American Legion Post 298, Randsburg; Vietnam Veterans Motorcycle Club, Lancaster; American Legion Post 684, Rosamond; Daughters of the American Revolution; and a variety of other military and service organizations.

Cdr. Gregg Howard, executive officer of the Naval Air Weapons Station China Lake, served as emcee Friday, with NAWS Assistant Command Chaplain Lt. C. Allan Ford offering the invocation and benediction. Four F/A-18 Hornets from VX-9 performed a missing man maneuver over the crowd prior to Moyer's speech.

The MAD CO noted that over recent months there have been a number of celebrations recognizing famous battles and other events of World War II. "From the remarkable gathering of American and Japanese veterans on Iwo Jima and Okinawa, to the somber ceremonies in the United States and Europe in honor of the thousands who sacrificed their lives for freedom, we

have been reminded that peace is never guaranteed," he said. "It must be earned and preserved. The capstones of this historic and proud era of the free world have been given the terms VE and VJ Day. V for victory."

The end of the Vietnam conflict, he said, is not recognized with celebrations. "...instead of having celebrations and a symbolic capstones like that which exists for

friend in the Marine Corps, Col. John Thornell, wrote and threw away a poem as a cleansing for his emotions on that day. Moyer said he retrieved the poem, which has since been copyrighted, and saying he felt it apropos for such an occasion, he read the last stanza of "Dreams and Tears."

We rarely speak of the hidden tears  
That have flown with us through the years;  
Each drop a dream, each drop a name,  
Each drop a friend, no drop the same.  
But hidden tears will cleanse our eyes  
And guide us through those crystal skies  
Where man and boy and dreams came true  
Joined as one when last we flew.

"Each name on this wall certainly represents dreams, friendships and an inseparable bond," Moyer said. "Those of us on active duty today are very aware that we are the beneficiaries of the selfless sacrifices of countless thousands who served before us."

The colonel closed by talking about the American Gold Star Mothers, an organization of women who each lost a child who was fighting for the country. He quoted the inscription on a plaque in their national home, saying it also applied to the Wall:

"Spirit. That made those heroes to dare to die; to leave their children free; Bid time and nature gently spare this memorial to them and thee."

the conclusion of World War II, it has instead, a symbolic epitaph which the history books will record as "The Fall of Saigon," he said. "Because it was twenty years ago that the price of our involvement in that war was too much, and our country...No, it was our people...who said, 'Enough!'"

He drew a further comparison to the end of the Vietnam War and that of Desert Storm. "Public support for that war was continuous and the expressions and celebrations of gratitude were immediate," he noted. He also pointed out the country's emotional high by quoting the chorus for Lee Greenwood's hit "God Bless the USA."

Moyer remembered marching a formation down the street in a Desert Storm-return celebration. "What I heard from the crowds repeatedly was simply, 'Thank you, thank you,' and as my eyes were tearing up, all I could think of was, 'No — thank you,' and how nice it would have been to hear those words two decades previous."

Moyer shared that he deliberately avoided visiting the original wall for 10 years, because it represented a personal barrier. "The force field came down — I was drawn in — and I was emotionally vulnerable. But as I found out, it was good therapy, a cleansing process, which for me was very beneficial."

He then shared a personal story about the loss of two squadron buddies, while deployed on USS John F. Kennedy in the Mediterranean. His roommate and best

## MILITARY NEWS



### Defense Secretary sends holiday messages

(Note: Owing to *The Rocketeer's* bi-weekly schedule, the Memorial Day message must run in this issue, as the next issue, June 1, appears after the holiday.)

#### Armed Forces Day

Fifty years ago, in World War II, the United States Armed Forces helped defeat the forces of aggression and oppression on two sides of the globe.

For the next 45 years, in the Cold War, we faced down the global Soviet threat.

Today, our forces stand guard, at home and abroad, against a range of potential threats to American interests.

And on Armed Forces Day, the nation says thank you to our men and women in uniform, their families and the communities that support them. The dedication, spirit, courage and patriotism of our forces make them a beacon of freedom in a turbulent world.

Around the world, there is a growing sense of peace and cooperation among nations that once struggled against oppression. From Eastern Europe to Southwest Asia to nations in our own hemisphere, this growing sense of peace and cooperation is a testament to the service of American forces. You have helped to share the blessings of liberty we enjoy with more people around the world.

Daniel Webster said, "God grants liberty only to those who love it and are always ready to guard and defend it." America loves liberty. And we are proud of our forces, who are always ready to guard and defend our liberty. We sleep better each night knowing our nation's security is in sure and strong hands.

#### Memorial Day

Every year on Memorial Day, we pause to remember those brave soldiers, sailors, airmen and Marines who gave their lives in defense of our nation, our ideals and our way of life.

From the hills of Valley Forge to the shores of Omaha Beach to the streets of Mogadishu and Port-au-Prince, hundreds of thousands of American servicemen and women have made the ultimate sacrifice for the cause of freedom and justice.

Here at home and around the world, rows of white stone markers stand in silent testimony to the determination to defend America. The sacrifices of these men and women serve as a constant reminder that freedom isn't free at all; it comes at a very high price, but thankfully, one that those before us who built and preserved this country were willing to pay.

On Memorial Day, we celebrate the freedoms their sacrifices have won.

But we also salute the contributions that those of you who wear the uniforms of the U.S. Armed Forces continue to make. By accepting the torch that has been passed to you as guardians of our nation's freedoms, you ensure that the sacrifices of those who have gone before you were not in vain.

I, along with your fellow Americans, salute your dedication, professionalism and personal courage and loyalty. They serve as a source of pride and inspiration to us all, on Memorial Day and every day.

William J. Perry

### 70s Retro Party set May 26th at the Seafarer by VX-9's FCPOA

Break out your bell-bottoms, platform shoes, chained medallions and (heaven forbid) your leisure suits. VX-9's First Class Association promises a blast from the past at its "70s Retro Party."

Set for Friday, May 26, at the Seafarer Club, the funky attire will receive a \$2 discount off the regular admission of \$5. The music and partying, featuring disco, funk, soul and vintage rock, starts at 8 p.m. and runs until 2 a.m. Activities include a dance contest, soul train line, and prizes for best dressed and more.

The public, over 21, is invited to share in the memories.

If you have been involved in or are concerned about **SEXUAL HARASSMENT** CALL the DON HOTLINE **800-253-0931** OR 703-614-2735 COLLECT



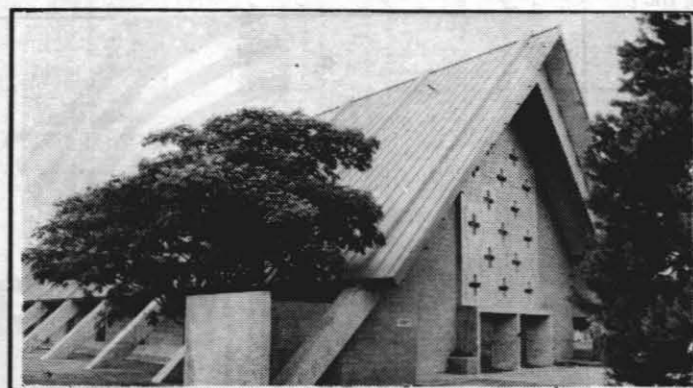
**SHIP SHAPE**—Accepting the Chief of Naval Operations Three Star Award certificate in recognition and appreciation for excellence in management of the NAVVS Bachelor Quarters are front row (l-r) MS1 Eugene Carbonel, Cdr. Gregg Howard, MSC Allan Cerdan, MSCM Alfredo Reyes, Capt. Charles A. Stevenson, AR Steven Rock, AR Brandy Walker, MSC Paul Moormann, AOCM Bill Willis, (back) BU2 Dan Rullledge, AN Magda, AN Logue, MSSA Deatris Cameron, MSSN Heidi Hilst, MSSR Donna Bayone and Lorena Gustafson from the housing office.

### All Faith Chapel Services

**Protestant**  
 Sunday Worship Service, Main Chapel 10:30 a.m.  
 Sunday School, 1008-10 Blandy & 1903-05 Mitscher 9:00 a.m.  
 (September thru May)  
 Bible Study (East Wing), Wednesday 9:00 a.m.  
 (September thru June)  
 Men's Prayer Breakfast, East Wing, Thursday 11:30 a.m.  
 Adult Bible Study, East Wing, Thursday 6:00 a.m.  
 7:00 p.m.  
**Jewish** (446-3613 Messages)  
 Weekly Services, Friday, East Wing 7:30 p.m.  
 October through June  
 Hebrew Classes, Saturday, 1902 Dibb 2-5 p.m.  
 Adult Education, Saturday, 1902 Dibb 10 a.m. - noon  
 September through June  
 Religious School, 1902 Dibb  
 Tuesdays, Age 4 and up 5:30-6:30 p.m.  
 Friday, 2nd grade and up 6:30-7:30 p.m.

**Roman Catholic**  
 Sunday Mass, Main Chapel 9:00 a.m.  
 Daily Mass, Blessed Sacrament Chapel 11:35 a.m.  
 Confessions, Sundays 8:15 - 8:45 a.m.  
 Confessions, Weekdays By appointment  
 Religious Education Classes, Sunday  
 (September thru May)  
 1002 Blandy, 1008-10 Blandy & 1903-05 Mitscher 10:30 a.m.  
 RCIA, St. Ann's School Library 8:15 - 9:45 p.m.  
**Islamic**  
 Jumaa Prayer, Friday (1002 Blandy) noon

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 Chaplain Steve Longman, Lt., CHC, USNR  
 Joel Abraham, student rabbi

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 939-3506, 939-3507, 939-2773, 939-2873

# REC BITS

Morale, Welfare & Recreation Department



Writing and Layout by Debra Poindexter, MWR Marketing

### Ready, set, get wet!

Memorial Day, Monday, May 29 is our big celebration kickoff for the summer. There is several activities going on throughout the day for the entire family to enjoy. The Community Pool Snack Bar is open and serving hamburgers and hot dogs. During open swim, from 1:00 p.m. to 7:00 p.m., there is organized games for everyone to join and have some fun!! Experience our new water slide at the Solar Pool or try out the Youth Water Class at 10:30 a.m. to 11:30 a.m., the Theme Water Workout from 11:30 a.m. to 12:30 p.m. and enjoy two inner tube water polo games. They begin at 1:00 p.m. and 2:00 p.m. Cost is a standard pool fee. Have Memorial Day family fun questions? Give Jenny Slater a call at 939-0756.

### Summer brochure hot off the press

Get our Youth Activities and Aquatics brochure from any MWR facility. Try summer day trips, presentations, craft classes, drawing, sports camps, dance instruction and more. Pick one up today! Call 939-2909 for more information.



### American Heritage Day 5K run/walk

Run/walk is Monday, June 19 at 11:30 a.m. and starts at the Community Pool parking lot. Preregistration deadline is June 5th. Registration is \$8.00 and late or race day registration is \$10.00 which includes a free t-shirt. Water, refreshments and medical assistance are available. Top three male and female runners and walkers receive awards in the parking lot of the China Lake Community Pool area following the race. For more information, call Michelle Archuleta at 939-0754.

### Fitness challenge

Earn the bragging rights of the most physically fit military person or command aboard NAWS, China Lake, CA. Challenge begins June 10 at 7:30 a.m. on the Schoeffel football field. Military members and commands compete in: pull-ups, push-ups, sit-ups (for 2 minutes) and a three mile run. Awards presented to the 1st place command or individual accumulating the most points. Award ceremony is at Solar Park at 11:00 a.m. Enjoy swimming and a family picnic. Sign-up by June 2nd. Need more information? Call Loy Vincent at 939-2841.

### Woodshop Class

Why pay high prices for quality furniture when you can have the pride of doing it yourself. The Craftech Center houses an extensive, state-of-the-art wood shop and professional staff trained to meet your woodworking needs. Classes begin the last week of May. Day of class is chosen by enrolled students upon completion of sign-ups on May 26. Each class consists of 4 (1 per week) training sessions and is limited to 6 students per session. Sign-up today. Fees: \$12.00-Military, \$17.00-DoD and \$21.00-CR/Others.

### Free movie program

The "FREE" movie program is open to all active duty military, retired military, reservists and their family members. Refreshments available! The auditorium tends to be chilly so bring a sweater. This free program operates under the outstanding support of the NAWS China Lake First Class Association.

**Call 927-Play!**  
 This MWR informational line has the most current and up-to-date information on programs and events. Call anytime from home or work.

**Call 939-2413!**  
 For a recorded movie list and show times.

### Bench press & power lift contest

Get buffed for June 24. Register now through June 11th. Event is open to Military, DoD and CR/other. USPF lifting rules apply. Weight classifications are 114, 123, 132, 148, 165, 181, 198, 220, 242, 275 and SHWGT. Awards presented to the top 3 places in each category and weight division. Free t-shirts for participants. For more information, call Loy Vincent at 939-2841.

### Marathon Day Softball Winners



"IN YOUR FACE" (L to R) 1st row: Anthony Giron 2nd row: Jim McGuire, Steve Stockert, Dan Denzel, Edgar Garcia and Jerry Walsh. 3rd row: Manny Giron (Coach), Chris Hanes, Steve Weir, Jim Nergaard, Dennis McCoy, John Bastin, Dustin Miller and Bill Overby.

### Stars shine tonight

TALENT SHOW -Don't miss local talent performing live tonight at the Seafarer Club beginning at 8:00 p.m. One of the live bands appearing tonight is "Too Late for Breakfast." Free admission for all. DoD employees, contractors and their guests welcome! For information, call 939-8658.



### Catch the laughs

Exceptional stand-up comics are appearing **May 19, June 8 & June 15** at the Seafarer Club! The DJ begins the evening with music at 5:00 p.m. with dancing after the comedy show. The comedians start at 8:00 p.m. Besides great comics, enjoy door prizes and a special menu. Active Duty Military "free" admission and all CR/other \$5.00 per person. Get tickets at the Seafarer Club. MWR encourages everyone to get your tickets in advance. DoD employees, contractors and their guests welcome! For more information, or to make your reservation, call the Seafarer Club at 939-8658.

### Design contest

Design a snappy logo (s) for the Gym and promotional t-shirt. Entries accepted between May 22 and June 2. Submit your idea/artwork at the Gym. Entries need to represent an overall gym/fitness theme. Top 10 ideas/designs receive one of the following:

	Estimated Value
Boat rental for 1 weekend	\$75.00
1 hour personal training sessions	\$48.00
Monthly Gym Membership	\$60.00
1 year pool pass	\$55.00
Aquatics class month	\$25.00
Water aerobics Class (month)	\$25.00
Total Fitness Assessment	\$20.00

Include your name, telephone number (home or work), date of logo entry and your design. Winners to be announced in the Rocketeer. For more information, call the Gym at 939-2334.

### Boat rental special for military

During Memorial Day weekend, Active Duty Military members can rent a boat for only \$25.00. Reservations must be made by May 25th, 1995. Call 927-Rent.



# SPORTS

## Eastern Sierra waters producing full limits

An eastern Sierra fishing report says that on the Owens River, recent fishing was good using night crawlers or crickets. For you bass anglers, they were really hitting just below Tinnemaha Reservoir on yellow jigs or night crawlers.

Still covered with ice are Lake Sabrina, North Lake and South Lake. At Bishop Creek anglers were catching mostly planted fish using power bait, worms or salmon eggs. Fish were taken from Intake II in the Bishop Creek Canyon using green power bait, or a fly and bubble combination.

Rock Creek Lake and Upper Rock Creek are still covered with ice and snow. But at Lower Rock Creek, the

fishing has been good. Lots of limits being reached using green power bait, worms or Panther Martin lures.

At Big Pine Creek anglers have had good luck early in the day, with a lot of limits taken. Use salmon eggs or rainbow power bait there.

There were also lots of limits taken from Taboose Creek using worms and power bait.

At Baker Creek the fish have been biting on anything thrown into the water.

A reminder to all catch and release anglers — be very careful when releasing, as not to injure the fish. They are very delicate and will not survive if injured.

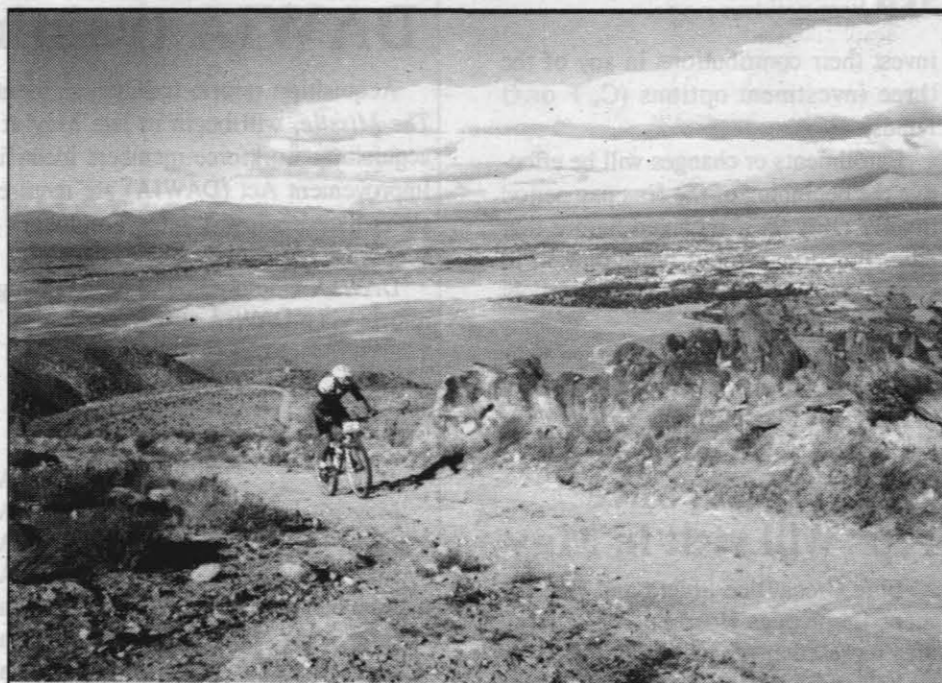
## Use it or lose it — wear your safety life jacket

Boating safety officials want to emphasize during National Safe Boating Week, May 20-26, that your life jacket won't work if you don't wear it.

About 640 people drowned in boating accidents in 1993, but nearly all might have lived had they been wearing a U.S.

Coast Guard-approved life jacket. Federal rules effective May 1 require boats under 16 feet in length to have at least one wearable life jacket for each person aboard.

For more information, call the Coast Guard Infoline at 1-800-368-5647.



**TOUGH CLIMB** — Bob Johnson, from the Public Works engineering group, worked up a sweat last Saturday at the fourth annual B Mountain Challenge.

## Bikers race up B Mountain for titles

The three-stage 2.2 mile, 1000 foot B Mountain Challenge series ran April 15, April 29 and May 13 with 36 participants.

Last Saturday, Caven Lenonnier won "Queen of the Hill" with her time of 24:27 and Jess McCullough became "King of the Hill" when he rode the race in 15:10.

Best overall finish of the three stages determined winners. Jason Mahoney

came in first in men's 18 and under. Sean Bradley won the men's 19-26 age group. Jeff Black took the men's 27-34 category. Tom Rafalski won the over 35 and vets category. Larry Wailes won the men's over 45 group and Jerry Gentry took first place in the men's over 55 group.

Kelly Hastings came in first in the women's 25 and over category and Susie Park took the women's over 35 group.

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# China Lake heroes provide medical assistance on airplane

By Barry McDonald  
Editor

It's actually a little embarrassing, we were just doing our job — rendering medical assistance," said China Lake Police officer Al Dorfman about an incident that recently put him and China Lake firefighter Bill Bartholic in the hero's limelight.

Local presidents of the International Brotherhood of Police Officers and the International Association of Fire Fighters, respectively, Dorfman and Bartholic with Ed Rockdale of Human Resources, were on their way, Tuesday, May 2, to a Demo Project meeting at Naval Surface Warfare Center White Oak, Md. Roughly 10 minutes into the American Airlines flight from LAX a flight attendant requested assistance from a doctor or anyone with medical training.

"We noticed that no one else was doing anything, so we looked at each other and got up to help," said Bartholic. He explained that they went to the first class cabin where passenger Richard Tracey was complaining of chest pains.

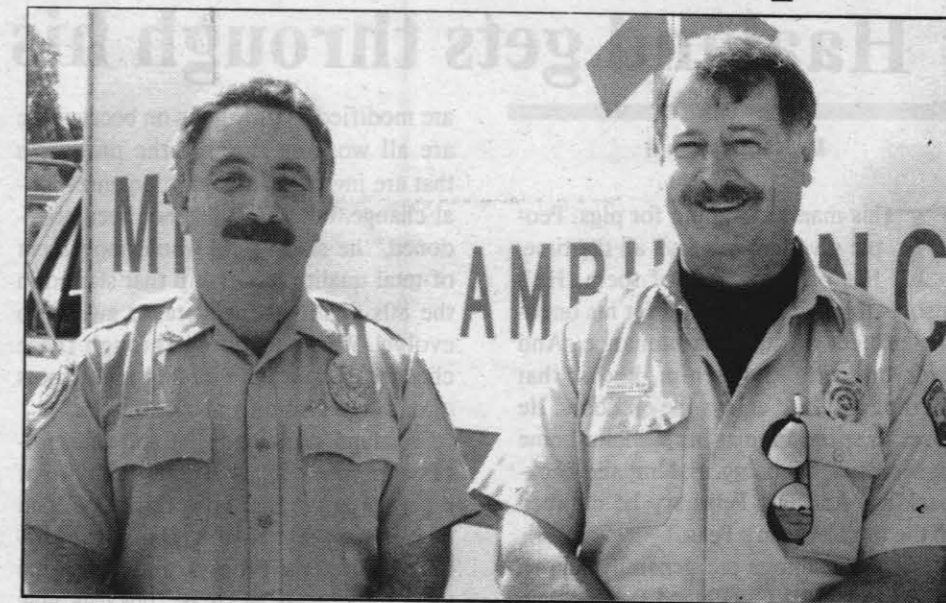
"When I first saw him, I started thinking of where we might lie him down to perform CPR," Dorfman said. "He was sweating profusely, his skin was ashen and he had shallow breathing."

Bartholic asked Tracey if he had a history of heart problems and learned that he had undergone heart surgery two months ago following an attack six months ago. He also learned that the man had taken a nitro-glycerin pill when he first felt the chest pains as the Boeing 767 was lifting off the ground.

"So it turned out CPR wasn't necessary," Dorfman said. "I asked on a scale of one to 10, what his pain level was, and he said, 'a little while ago it was an eight, but now it's about four.' So we just watched him, kept him awake and made sure he was comfortable."

But when the flight attendant asked their advice about whether to proceed, Dorfman with 20 years of experience as a patrolman and Bartholic with "10 years on an ambulance" agreed on their response. "We told them 'turn this thing around and get it on the ground,'" the veteran firefighter said. "We've seen enough to know the man needed to be seen by a doctor."

Tracey had a portable blood pressure device in his carry-on luggage, so Bartholic checked his pressure. "That's a little bit risky to do," he said, "because if it reads high, and the patient knows it, he can become even more distressed and push him into cardiac arrest. As it turned out it was relatively low and that had a calming affect on him."



**HEROES** — Al Dorfman, a China Lake police officer and Bill Bartholic, a China Lake firefighter, received kudos for their actions when on a recent American Airlines flight another traveler suffered a heart attack, and they were called upon by airline personnel to help with the patient.

After Tracey was taken off the plane by Los Angeles city firefighters, Dorfman and Bartholic were given first class seats and when they left the plane they received a wrapped bottle of wine and one of champagne.

Friday following the incident, Dorfman called Daniel Freeman Hospital, where Tracey saw his own doctor, to check on his condition and learned that he had been treated and released the same day.

Back home last week the reluctant heroes each received \$100-On-the-Spot Awards, and were surprised by the attention they were given. "We just did what any policeman or firefighter would do," said Dorfman, who's been a CLPD officer for eight years.

"In today's sue-happy climate, it's easy to see why people are reluctant to help out in these situations," said Bartholic. "But it's our job ... It kind of gets ingrained."

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Competency level one leader

# Haaland gets through his days with a sense of humor

By Kathi Ramont  
Staff Writer

This man has a thing for pigs. People give him pig toys all the time. His office is full of them. He's also well known on Station for his ongoing project of auto maintenance. And everyone who knows him, knows that Sterling Haaland enjoys the outdoors. He loves to spend time at his summer home in Montana, canoeing, fishing and back-packing. And last February he climbed to the top of Owen's Peak.

All these things are generally known about the NAWCWPNS 4.0 level one competency leader, but what he says people don't know about him is that he's "probably struggling as much as they are. . . working through all the changes in the organization too, but on a different level. Nothing has been as challenging as the last three years in this job," reflected Haaland, level one leader of the Research and Engineering Group. "This is the future," he says. "Everyday I learn something new. And I'm trying to do what's best for China Lake."

Moving toward the future, Haaland wanted to stress that the long-term goals for NAWCWPNS are still there. They

are modified as time goes on because we are all working through the processes that are involved in a large organizational change, but "TQL has not been abandoned," he said. "The whole movement of total quality leadership that started in the 80s is still there. It takes awhile to evolve. We're all going through these changes, but we have quality at the roots of our organization and it will work."

Haaland explained that software process improvement is a great example of a new program that is working. William E. Newman and RAdm. Dana B. McKinney started the process, and it took the team three years to create, but it is now in place and having a large impact in the technical codes (see SPIO story, Page 8). "Our people working it are successful and we hope to do as well in other processes," he said.

Haaland explained how the Integrated program teams (ITPs) are important and that it is the level one's job to make the team leaders successful (see accompanying article on TARIF IPT leader John Smith, Page 7). He says he understands the work force's frustrations. "The level one's job is to establish process and process improvements," he said. "They need

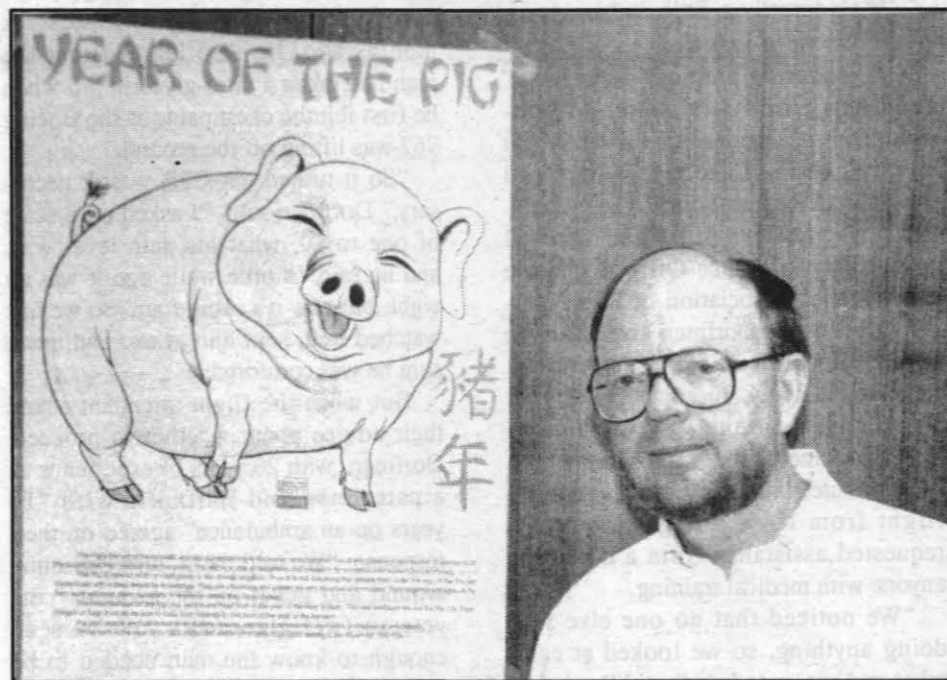


Photo by Margie Hammett

Sterling Haaland

to make sure there is a competency budget and be responsible to that budget. It's hard to change from the large-appetite-big-dollars, to small-appetite-little dollars way of life that we now have to deal with on a daily basis. There are a lot of tough decisions to make. Lots of 'nice to

have's' aren't happening."

The level one competency leaders are interdependent with the team leaders out in the codes. "We must make sure we don't give the leaders jobs they can't do. They must be trained and certified. We make the final performance appraisals,

TSP from previous page

invest their contributions in any of the three investment options (C, F or G Funds).

Enrollments or changes will be effective the beginning of the first pay period in July (July 9) if received before that date. Elections should be submitted to your PMA team before June 30 to allow time for processing.

Employees who want to change their current enrollment or begin participating in the TSP program should contact their PMA team.

## Health insurance reps will visit in May

Blue Cross/Blue Shield and Government Employees Hospital Association area representatives will be here in May to help with any problems related to your health insurance coverage. Please bring any related statements and information that will help the representatives to provide assistance in the most effective manner.

BC/BS representative Steve Schneider will be at the Training Center, Room 115, Monday, May 22, between 8-11 a.m. and 12:30 p.m. to 2 p.m.

GEHA representative Renee Marshall will be at the Training Center, Room 115, Wednesday, May 25, between the hours of 8-11 a.m. and 12:30 p.m. to 2 p.m.. For more information, please call Pat Miller at 939-2018.

## DAWIA training starts May 26

Acquisition reform training, as mentioned in the last issue of *The Rocketeer* and *The Missile*, will begin in late May at both China Lake and Point Mugu sites. All acquisition workforce members identified under the Defense Acquisition Workforce Improvement Act (DAWIA) are required to attend one of the two-hour training sessions listed below. Others employees who are involved with acquisition are also encouraged to attend.

DAWIA employees will be receiving additional information regarding acquisition reform via a DAWIA all-hands memo.

Date	Location	Time
<b>China Lake</b>		
May 26	China Lake Auditorium	9 a.m.
May 26	China Lake Auditorium	1 p.m.
May 31	China Lake Auditorium	9 a.m.
May 31	China Lake Auditorium	1 p.m.
June 6	Michelson Lab, 1000D	9 a.m.
June 6	Michelson Lab, 1000D	1 p.m.
June 7	Michelson Lab, 1000D	9 a.m.
June 7	Michelson Lab, 1000D	1 p.m.
June 8	Michelson Lab, 1000D	9 a.m.
June 8	Michelson Lab, 1000D	1 p.m.
<b>Point Mugu</b>		
May 31	Needham Theater, CBC Port Hueneme*	9 a.m.
May 31	Needham Theater, CBC Port Hueneme*	1 p.m.
June 1	Needham Theater, CBC Port Hueneme*	9 a.m.
June 1	Needham Theater, CBC Port Hueneme*	1 p.m.
June 8	Needham Theater, CBC Port Hueneme*	9 a.m.
June 8	Needham Theater, CBC Port Hueneme*	1 p.m.
June 14	Needham Theater, DBD Port Hueneme*	9 a.m.

\* Note: Sunkist Road gate is closed. Enter through Pleasant Valley Road gate. The theater is on 23rd Avenue next to the museum. Car pooling is encouraged.

PETROGLYPHS, from Page 17

"If something is discovered causing a negative impact on the rock art, steps can then be taken to minimize or eliminate that impact," Eckhardt said.

Because funding is limited, and the project is intense, Fincher is requesting volunteers to help him in the surveying portion of Phase One. While most of the work will be done on weekends, some of the work will have to be done on weekdays. Due to laser eye safety issues, DoD employees or military volunteers are preferred for the field work with the LADAR. Anyone who would like to help with this project can call Fincher at 939-1185.

## Common acronyms accepted as words

Did you know that the terms radar, laser, ladar and lidar are all acronyms?

Radar and laser have become so common though, that they are used in lower case, instead of the traditional all upper case.

**Radar** stands for **radio detection and ranging**, with "radio" referring to the use of radio-frequency energy.

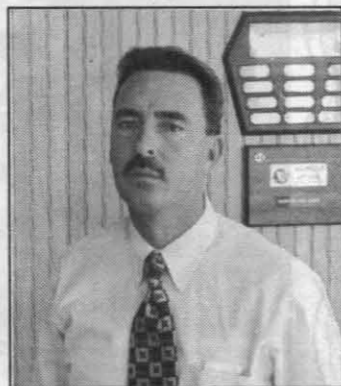
**Laser** is short for **light amplification by stimulated emission of radiation**.

**Ladar** refers to **laser detection and ranging** (see related story). It is sometimes referred to as **lidar**, which is **light detection and ranging**.

## Congratulations

### ROBERT D. SIMMONS

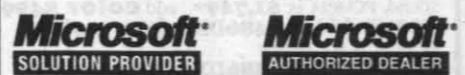
Has just retired after 21 years in the "NAVY" under NAWS Command. Bob was formally Supervisor of FLT/SUP at The Air Terminal. He has decided to stay in Ridgecrest and has purchased a new home & has become very active in the community. All of us at Ridgecrest Auto Center wish him luck and feel we have gained a valuable asset. "So stop by and say Hello."



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- 230MB Bernoulli internal drive S0700761
- 230MB Bernoulli ext. drive S0700775
- 230MB Bernoulli dual external drive S0700776
- 10BaseT Ethernet controller for Mac II Nubus 99-00198-01
- 10BaseT Ethernet controller for IBM HPJ2405A

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- memory, Mac 4ea 1MB SIMM #1MBX8/2FX-80
  - memory, Mac 4ea 4MB SIMM #4MBX8/2FX-80
  - memory, Mac 1ea 2MB SIMM #2MBX8-80
  - memory, Mac 1ea 4MB SIMM #4MBX8-80
  - memory, Mac 4ea 4MB SIMM #4MBX8-80
  - memory, IBM 1ea 4MB SIMM #4MBX9-80
  - memory, IBM 1ea 4MB SIMM #4MBX9-70

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- 10BaseT Ethernet transceiver Mac w/AAUI & coax connectors 99-00169-01

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For prices and operational matters, call Dorri Gunderson. For technical matters, call Tom Rindt. Both are at 375-5744.

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Serv-Air, Inc., an E-Systems Company, is developing a proposal to provide maintenance in support of AW-8B, TA-4FJ, T-39, YF-4J, AH-1W, and F-4N aircraft at the NAWS China Lake, CA. We are seeking resumes from Maintenance Managers, Supervisors, Mechanics, and Technicians in the following disciplines:

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- Records Clerks
- Data Analysis
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- Avionics/Electrical
- Corrosion Control/Paint
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If you have the requisite technical and maintenance management experience on these aircraft, please send a copy of your chronological resume to: Serv-Air, Inc., P.O. Box 6669, Greenville, TX 75403, Dept. JNR-CL. Serv-Air, Inc. would like to thank all of the applicants and incumbent personnel who sent us a resume or stopped by to visit at the recruiting "Open House" that we have hosted for the past two weeks at the Heritage Inn. The response is greatly appreciated, but we have missed several qualified people who would have submitted a resume if they had seen our advertisements. For that reason, we will be accepting resumes by mail for one more week. If an applicant or incumbent needs assistance in preparation of their resume, call John Shook or John Reigle at (903) 454-2000 and we will assist in the preparation of the NASU Resume Format. Incumbent resumes are encouraged, all resumes held in strictest confidence.

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# Time to check your life insurance needs: open season May 22 to July 21

An open season for the Federal Employees Group Life Insurance (FEGLI) Program will be held from May 22 to July 21.

This is a very limited open season and the only change allowable will be for employees not enrolled in FEGLI to elect Basic coverage. No other changes will be allowed—employees may not increase insurance coverage.

Living Benefits Act. The reason for this open season is the passage of the "FEGLI Living Benefits Act," Public Law 103-409, which takes effect on July 25. Under this new provision of the FEGLI program, basic benefits may be paid to an employee or annuitant who has a life expectancy of nine months or less. The amount would be discounted by an approximate six percent factor

(will not vary by life expectancy) to account for lost interest to the FEGLI program. You can elect full "Living Benefits" or a partial "Living Benefits" in multiples of \$1,000. The remaining portion will be paid to the beneficiary as a death benefit.

Viatical Settlements, Public Law 103-336, effective Oct. 3, 1994, amended the life insurance law to allow all employees and annuitants enrolled in the FEGLI Program to assign their life insurance to another person(s), firm(s) or trust(s). This allowed the use of a "viatical settlement." Viatical settlement is the "sale" (or assignment) of someone's life insurance coverage to a third party, known as a viatical settlement firm (VSF), in exchange for cash. VSFs will generally accept assignment from individuals with

life expectancies of 24 months or less. The amount the VSF will offer varies somewhere in the range of 60 to 85 percent of the total face value of the insurance coverage. If the insured assigns 100 percent of his/her insurance to a VSF, the VSF will receive the full life insurance death benefit upon the person's death. You must assign all of your insurance, but it doesn't all have to be assigned to the same person or firm. You can designate part of your insurance to a VSF and part of it to another firm or person (such as a family member). Once you have assigned any of your benefits to a VSF, the assignment is irrevocable.

The FEGLI Living Benefits Act only applies to the basic life insurance. Assignment using a viatical settlement applies not only to basic, but also to

Options A and B. The FEGLI Living Benefits Act is effective July 25; however, the Viatical Settlement, or assignment of life insurance, is currently available. You may not elect both a "Living Benefit" and a "Viatical Settlement" of your insurance. You may choose one or the other, or neither.

During this open season, all employees will receive a new FEGLI booklet. This will explain in further detail both the Living Benefits Act and the Viatical Settlement.

Remember, open season is only available to employees who have no FEGLI coverage and allows them to elect basic coverage only.

For more information, or if you have any questions, please contact your PMA team.

# Retirement plans: Thrift Savings Plan Open Season continues until July

The Thrift Savings Plan Open Season started May 15 and will continue until July 31. During open season employees have the opportunity to change their current enrollment, or make an initial application to start participating in TSP.

FERS employees. TSP is the third part of a FERS employee's retirement plan. Personal contributions to TSP by FERS employees are a very important part of their future financial security. FERS employees receive an automatic

government contribution of one percent of their basic pay to the TSP. In addition, the government will match contributions that FERS employees make to TSP. Matching contributions apply to the first five percent of pay each pay period that you contribute. Contributions are matched dollar for dollar for the first three percent of pay contributed and 50 cents on the dollar for the next two percent of pay. FERS employees may contribute as little as one percent of basic

pay per pay period, or even a smaller, fixed-dollar amount, such as \$5 per pay period, and still get a government matching contribution. FERS employees contributing five percent of basic pay receive government contributions of five percent, making a total of ten percent of basic pay going into their TSP account. FERS employees can contribute as much as ten percent of basic pay, and with the government contributions, can have a total of fifteen percent of their basic pay

going into their TSP account. All contributions to TSP and interest are tax deferred.

CSRS employees. CSRS employees may contribute up to five percent of basic pay. CSRS employees do not receive any matching government funds, but all of the contributions to TSP, and interest, are tax deferred.

CSRS and FERS employees can

Please see TSP next page

but it's a joint effort," he explained.

Current competency aligned organization training classes are showing the Ben Bissell video, "Managing Change in Transition," to employees and Haaland pointed out, "It takes 18 months to work through a major change — only seven more months to go. We have to keep things in perspective. The whole military is going through changes. The Aircraft Division is having to close four sites in the next five years, and they are losing major elements of their functional capabilities. But we're relatively stable here in the Weapons Division. I know where we'd like to go and our original vision is still there. We are now a modified, learning organization."

Haaland works closely with his counter-point in Point Mugu, Gerry Wroot, and with Dr. Ron Derr, at China Lake. He said that with time they are discovering that some places are working out, and some are not. "The conver-

niences of electronic mail and the shuttle really helps make communication easier between sites," he said.

Commenting on the available talent pool, he added, "People are still, and always will be, our most important resource. I hope the team leaders are working with the talent out there and asking them not to reject out-of-hand, or turn down, a job that is different from what they have worked before. It can be a tough decision, but we're working a two-way street here and hopefully we can find work for everyone."

When NAWCWPNS stood up in January 1992 Haaland became director of the Weapons Directorate. Prior to that, he was laboratory director of the Naval Weapons Center, a position he accepted in 1989. As laboratory director, he exercised line management responsibility over the Center's research and development departments.

He has held numerous positions at

China Lake and worked one year as guidance and control technology administrator at the Naval Air Systems Command in Washington, D. C.

A Havre, Mont. native, he received his bachelor's degree in physics from Oregon State University in 1961, after which he was employed by Motorola, Inc. as a physicist designing and developing RF crystal filters for commercial radio receivers. After earning his master's degree in electronic engineering from Montana State University in 1968 he entered civil service at China Lake.

Of all the projects that he has worked on, he said that the Sidewinder Program was the one that he got the biggest kick out of.

Over his 27 years with the government, Haaland has received numerous awards including the NWC Technical Director's Award, the Michelson Laboratory Award and the L. T. E. Thompson Award. In 1983 he was honored as an

"Outstanding Supervisor" at the Los Angeles Federal Executive Board's Distinguished Public Service Awards program

While the job keeps him constantly busy, Haaland said that over the years he's learned some stress relieving techniques and reads his favorite historical western novels on airplanes instead of working. He exercises regularly at the base gym and thinks that perhaps he holds the gym's oldest membership.

"In 1968 I drove onto this base in my 1951 Chevy wagon, that I bought for \$75, and I plan on driving it off base when I retire," he laughed. "The pig-humor helps too, you have got to keep your sense of humor."

Haaland and his wife, Von, have four grown children and one grandchild who keeps him busy. "You've got to make time for fun. Plan it in the schedule, and it happens," he says.

# John Smith leads the TARIF IPT at Thompson Lab and NAWC-wide

By Kathl Ramont  
Staff Writer

Part of the competency aligned organization restructuring process that we've all been going through is the formation of Integrated Program Teams (IPTs). Under the

Naval Aviation Systems Team Concept of Operations an IPT is defined as a fully empowered team, under a program manager's leadership, that manages its assigned programs product over its entire life cycle — from concept definition to disposal.

But, what does it all mean? The

Rocketeer interviewed John Smith, an IPT leader, from the Tactical Air Ranges Integration Facility (TARIF), located at Thompson Lab at China Lake, to find out about differences between an IPT and a program office.

"My personal organization has changed dramatically because of

CAO," said Smith. "It has become flatter and people who report to me are my peers. The central focus that was there before is diffused. In the future, I think we're going to have problems that surface that are not discovered until you try to intergrate the

Please see IPT, Page 8

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**IPT**, from Page 7

various pieces into a whole again."

TARIF is a joint Navy and Air Force facility which performs RDT&E and life cycle support of aircraft tracking and aircrew debriefing systems for tactical training. The TARIF people support the development, integration and testing of training systems and range improvements by providing software support for surface instrumentation subsystems. Their primary product is software upgrade for the Navy's Tactical Aircrew Combat Training System (TACTS) and the Air Force's Air Combat Training System (ACTS).

"The way we structured the IPT in this division is not so different from what was the program office. The IPT is set up to fill the same management positions as before," Smith said. "But the way it's working, is that I am identified as an IPT leader — we cross organizational lines; Warminister, Patuxent River and contractor support from CTA, are all part of the team. CAO demands much better communication than before between team members."

Smith said that what makes the IPT really click is that their NAVAIR RDT&E manager, Richard Murray, PMA-248, has operated this way for years. "He has what he calls project leads for all his projects. When CAO came along, he changed the titles, but the functions didn't change much. The IPT leads responsibility is to coordinate all the activities of the team members, pull



John Smith

together the budgets and execute the project for our NAVAIR team lead," he said.

While important tools, personal computers, meeting maker software, voice mail and QuickMail have all contributed to the isolation of workers. Smith said he thinks it's important to set time aside on his personal calendar to get up from the desk, leave his office and walk about the work areas and talk face to face with the people he works with.

Explaining that there has been changes in his

### Software process improvement team success

By Eddy Witzel and David Baur  
Combat Environment Software Branch

Greater productivity currently is needed for survival as much in the government as it is in the commercial sector. Better processes are needed that improve productivity and lessens the costs. The Tactical Air Ranges Integration Facility (TARIF Code 535900D) at China Lake has recognized this need and is meeting the challenge head on with some help from the Software Process Improvement Office (SPIO) and their division, the Combat Environment Simulation Division according to Eddy Witzel, branch head of the Combat Environment Software Branch.

TARIF primarily maintains and upgrades the software for the Tactical Aircrew Combat Training System ranges and most of their work is software product improvement. The division, after several successful, and a few unsuccessful, attempts at process improvement teams, heard about the Software Engineering Institute's Capability Maturity Model (CMM) studies and realized that this was important for their future survival. CMM is a model and a process for gauging how well an orga-

paradigm since CAO has been implemented, Smith said he has reasons for optimism and looks forward to the future. "Total Quality Leadership has had its ups and downs, but it is just a part of our life here. If we have a small problem, we put together a small team. If we have a large problem, we put together a larger team," he said.

Smith moved to China Lake in 1971 as part of the fuze department's last division to move up from the Corona site. He continued to work in the fuze department until he joined the TARIF team in June 1989.

nization's processes are developed and used. They then heard about the Software Process Improvement Initiative (SPII) which later became the SPIO. The SPIO on base began giving the division training on what the CMM really is and what it would take to start following its process. Part of this was a commitment from management. This meant including the best people available on the process improvement working group, having a budget and schedule and holding the group to the schedule.

The SPIO arranged for a three day intensive focused assessment to look at each of the CMM's thirteen key areas as currently TARIF used them. The result of the study was to select two key areas which would give TARIF the best improvement to their system. The group decided that requirements management was the first choice followed by project planning. As a result of the focused assessment, the division chartered a requirements management working group (RMWG) with plans for adding in other working groups over time.

The RMWG now holds weekly two hour meetings and consists of one senior management member, three

Please see **SOFTWARE**, Page 21

**COMMANDER**, from Page 2

there are still many steps to take before any base is closed or realigned. I am confident that, in the end, the BRAC commissioners will see and understand the reasons for keeping the Point Mugu site open.

The BRAC process is consistent with other ongoing initiatives to ensure that the Department of the Navy is able to fulfill its roles and missions in the 21st century. This process is difficult, but necessary for the Navy's long term efforts to provide the best national defense within budget constraints.

I ask all of you to pull together, take on this challenge and demonstrate the qualities of professionalism and dedication to excellence which have made NAWCWPNS what it is today.

**SOFTWARE**, from Page 8

government members and three member's from TARIF's lead contractor. This group developed a one-year schedule for developing, testing and implementing a requirement management process, with plans for continuous process improvement afterwards. They follow a previously set agenda for the meeting which may result in action items and "homework."

After a few months of success with the first working group, the division developed a plan to achieve a software engineering institute level two rating by the end of 1997. This requires five additional working groups. Though the division only has the resources for two groups, a staggered schedule was developed which has only two groups working at any time.

Last March, TARIF started its second working group, covering its configuration management process. Another working group for project planning and tracking, is planned for July, as the first working group has almost completed their task. The next group will build on the processes developed and tested by the RMWG.

Even though the division has not yet completed these working groups or "institutionalized" the processes, there have already been many benefits from the process improvement.

Everyone involved is more aware of the need to manage requirements and base cost estimates on requirements. TARIF has recognized the need to work closer with the sponsor in the formal milestone review process, and developers and CM are working closer to solve common problems. There is a lot less blaming of others for the problems and more working together as a team.

As the division continues to treat software process improvement like one of its highest priority projects, and with continued support from the SPIO, the division is confident it will be able to achieve the goal of SEI level-two by the end of 1997.

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## HORIZON, from Page 2

Our Team Transition Training (TTT) strategy was designed to do just that. It provides a series of courses which build on each other to form the foundation of our new vision organization — from awareness training on the new IPT/CAO organization (TTT100 and 101), to specific topics such as change management (TTT102) and empowerment (TTT103), to custom designed team building sessions as our teams are formed. I encourage you to view this training as an opportunity to share your ideas and the benefits of your experience with your teammates.

We have just begun delivering a module of the transition training called "Team Building" (TTT300). This course focuses on what it takes to build effective teams — identifying a common mission; defining the structure, processes, and boundaries of team activities; developing decision-making processes; managing conflict; establishing roles and responsibilities; and enhancing team communication (both within individual teams and among teams who work together to deliver a common product or service).

True high-performance teams require trust, interdependence and the ability to handle conflict effectively. Quality teams strengthen the performance capabilities of individuals and processes, and deliver positive results for the customers. Each of us must understand our role on the team in order for us to achieve this vision, but we cannot expect to get there overnight. We must step back and learn how to work with each other in a new and different way. Our team transition training will help us down the learning curve — by addressing your questions and uncertainties and introducing a sense of common expectations to our working relationships.

I firmly believe that delivering products through a corporate-wide network of *integrated program teams* is the right course for our future, and will serve our Navy well. The most critical ingredient in attaining our vision is preparing our people to perform to the level we ask of them, and then empowering each member to apply his or her skills for continuous improvement. I am committed to providing the time, resources and education necessary to help you sharpen your skills, build effective teams, and empower our teams to produce the very best results. I encourage you to make the most of these training opportunities.

We can only accommodate change if we have a common understanding and make the commitment to see it through. I trust that working together, we can and will continue to surpass all expectations as we address the needs of our fleet.

### TROUBLE?

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# Modern technology used to help preserve petroglyphs

By Peggy Shoaf  
Environmental Public Involvement Office

Modern technology and the past are meeting head-to-head in an effort to preserve one of China Lake's most precious cultural resources — the petroglyphs.

Vandalism, weather erosion and normal wear and tear are taking a toll on the petroglyphs located on the Naval Air Weapons Station China Lake. Last year alone, thousands of visitors stepped into the past as they viewed the legacy of a by-gone culture.

OPNAVINST 5090.1B states that the Navy shall preserve important historic, cultural and natural aspects of the United States' national heritage.

"Land management is what China Lake has to attend to in order to persevere, to maintain our military reserve status over public domain lands," said Bill Eckhardt, NAWS China Lake Environmental Project Office's archaeologist and historic preservation officer. "So the vandalism has to be acknowledged, and we have to make a reasonable effort to curtail it. But the Navy's purpose and the public's interest in the petroglyphs are leading to an increasing growth of visitor days, and therein lies the rub."

How can the petroglyphs be protected, but still allow researchers to study the rock

and the public to see a part of America's heritage?

Eckhardt feels that partnering is the answer, not only working together with Cal-State Fresno and the Maturango Museum, but also with China Lake's technical community.

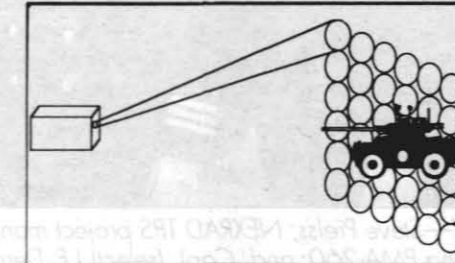
Ted Fincher, a project engineer in the Analysis and Planning Section of the Strike Technology Branch, and Wayne Willhite, a physicist in the Electro-Optics Section of the Avionics Department's Mission and Sensors Division, Radio Frequency and Electro-Optics Branch, have joined forces with Eckhardt to help preserve the petroglyphs by using laser radar, commonly known as LADAR (for laser detection and ranging). "LADAR may be an applicable and efficient element in solving the conflict with the Navy's mission of land management and the public's interest in the petroglyphs by electronically archiving the rock art in 3-D maps and models," Eckhardt said.

"The term LADAR typically refers to an imaging system that produces three-dimensional images," Willhite explained. He noted that LADAR "shoots" the target with a laser beam, which paints an area and then records the

reflected light, similar to what a camera does when using an external light source. But with LADAR, each dot that makes up the image, pixel, has the range to the target registered with it, creating a 3-D image. With this 3-D image, a real-time 3-D model is created.

There are two ideas behind LADAR imaging. First, LADAR is a form of radar, — it measures the distance, or range, to a target. Secondly, LADAR uses light energy rather than the radio energy used by radar. Using light gives the LADAR an extremely narrow beam. That narrow beam provides resolution in the two dimensions similar to a photograph. The ranging ability, however, provides a third dimension not present in photographs, depth. And, because of the narrow beam, the depth for every point in the image is provided. In addition, the strength (intensity) of the return signal is recorded for every point in the image.

So, two types of images can be formed. A "range" image can be formed in which each pixel is assigned a color according to how far away it is. Close objects could be blue, farther objects yellow and the farthest ones red. If this is too surrealistic, a gray-scale can be



used instead. The other option is to form an 'intensity' image. In this case, the parts of the scene that reflect a lot of light might be colored red, the dimmer ones green and the dimmest ones black.

In either case, the image quality is set by selecting the color of the laser light, the beam size, the distance to the target and the distance the beam moves between pixels. With these design tools, the final image can be of almost photographic quality, while containing precise, three-dimensional information about the shape and location of everything in the scene.

The first phase of this three-phase project is to see if the whole project is feasible, said Fincher. The second phase is to create a 3-D map of lower Renegade Canyon, commonly referred to as Little Petroglyph Canyon, while the third phase is to use archaeology and archaeology students and volunteers to do a detailed archive. The archive would be supported by 3-D models, various resolution photographs and digital images and text data, which would be interfaced with the NAWS Geographical Information System that will soon come on-line.

"Basically we first need to give these petroglyphs an address," Fincher explained. "We want to be able to easily locate any given petroglyph in response to

Please see LADAR, Page 17

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# Point Mugu project sees first CASS application in non-DoD environment

Two years ago Clay Davis of NAWCWPNS Point Mugu and Tom Messina of NAVAIR pursued a program with the National Oceanic and Atmospheric Administration (NOAA) that recently saw the first application of a military test system in a non-DoD environment. The Consolidated Automated Support System (CASS) is a Navy standardized "family" of automated test equipment (ATE). It is one of the families defined by Congress and the undersecretary of defense for acquisition in the DoD Automatic Test System Investment Strategy, and with emphasis on these families, DoD policy now requires all services to acquire standard ATE.

While other government agencies have been encouraged to participate in this attempt to provide common test solutions, NOAA was the first to "come aboard" with the acquisition of a CASS station to support repair of the National Weather Service (NWS) Next Generation Weather Radar (NEXRAD) system.

Armed with Point Mugu's expertise in developing CASS test program sets (TPSs), Davis and Messina made several trips to NOAA headquarters in Silver Springs, Md. A Department of Commerce organization, NOAA entered into a memorandum of agreement on May 11, 1993 with NAWCWPNS Point Mugu to design and develop the NEXRAD TPSs to be used in conjunction with CASS. This arrangement with Commerce represents a groundbreaking effort consistent with White House, Congressional and DoD objectives of transitioning military technology to non-DoD applications.

Point Mugu's Steve Preiss, who was designated project manager, assembled teams of government and contractor personnel to undertake this task. A

Comarco/Titan contractor team provided the TPS design and fabrication while NAWCWPNS provided the CASS stations, CASS station maintenance support functions and TPS integration support.

Progress to date on the NEXRAD TPS project has met or exceeded performance and schedule guidelines and has remained within budget. In late November 1994 a successful field installation demonstration was held on six complex TPSs at the NWS repair facility in Kansas City, Mo.

Shortly thereafter, Commerce awarded NAWCWP-

NS an agreement to provide 15 additional TPSs. Completion date for the second lot of TPSs is scheduled for March 1996. Aside from the shared logistics benefits associated with this project, Commerce has expressed an interest in acquiring additional test technology transfer as well as a continued long-term relationship with the Navy.

The joint effort has provided a tangible example of the defense technology applications in non-defense roles. It also demonstrates the viability and value of well-managed industry/government cooperation.



**FIRST**—Steve Preiss, NEXRAD TPS project manager; Cdr. J. Seveney, CASS Program manager; Capt. D. Merrill, outgoing PMA-260; and Capt. [select] J.F. Derrick, incoming PMA-260, witnessed the successful field installation demonstration of CASS TPSs for the Next Generation Weather Radar System, last November.

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## AWARDS from Page 13

weapons directly supporting NAWCWPNS' ability to supply the fleet with highly effective ordnance and the knowledge to procure and use these assets in the most efficient and cost-effective manner possible.

Robbins was acknowledged for advancements of Navy missile propulsion. His "many significant contributions have resulted in the development of new and innovative propulsion capabilities for use by the fleet, and have gained national and international recognition for you and NAWCWPNS," read his citation.

**William B. McLean Award**  
The William B. McLean Award was

## NEX privileges for TDY civilians will save traveler time and money

Following up on questions about civilian privileges at Navy Exchanges, Lt. Jon Ulrich, Naval Air Weapons Station Navy Exchange officer, recently spoke with Mike Campbell, director of operations, NEXCEN, San Diego.

Ulrich said he learned that civilians on TDY orders staying in government quarters may purchase any item, including high valued items (televisions, radios, etc.) at Navy Exchanges. The only excluded items are alcohol, tobacco and uniform items.

established in 1968 to recognize outstanding creativity among employees in furthering the mission of China Lake, as evidenced by significant inventions. This award pays tribute to Dr. William B. McLean, technical director at China Lake from 1954 to 1967. During his tenure, McLean had 18 patents and three notices of allowability, as well as many inventions that were not patented or for which he was a co-inventor. Award winners this year were John D. Braun, Lester L. Forrester and Theodore A. Hicks.

Braun received his award for his "contributions and creativity in support of applying emerging technology to tactical missile propellants, including the High Density Additive Propellant

(HDAP); Insensitive, Energetic Reduced Smoke (IERS) propellants; and Enhanced Strain Capability of GAP Propellants," said McKinney. He was instrumental in applying emerging chemical technology to the development of propellants that are insensitive and yet retain high performance. He also contributed in the area of lines for rocket motors and techniques for the inhibition and control of propellants.

Forrester was recognized for achievements which resulted in patentable items. "You maintained an extremely high degree of motivation and pride in your work and continually devote large amounts of time to develop expertise and to design, fabricate and test hardware to meet short schedules.

The quality is consistently high and the designs have proven reliable and patentable."

Hicks was honored for his work in the field of design, analysis and fabrication of advanced composite airframe structures. His work made significant impact to insensitive munitions programs, tactical rocket motor cases, tactical missile airframes, unmanned air vehicles and advanced torpedo structures and capsules.

He has served as the chairman of the JANNAF committee for composite materials coordinating many Navy, Army and NASA programs and provided structural expertise as the U.S. representative at national and international symposiums.

This privilege also includes the ability to purchase gasoline at NEX gas stations, which can save the China Lake traveler time spent looking for a gas station and also save the government money.

Furthermore, Ulrich said, the Army Air Force Exchange Services (AAFES) also extend the same privileges to DoD civilian personnel on orders.

Civilians travelers must show their travel orders and identification at time of purchase.

## Video Listings KNID

May 22 - 25

- 5:30 p.m.: Navy News
- 5:55 p.m.: Safety Journal
- 6:00 p.m.: Neural Network
- 6:10 p.m.: Naval Sea Cadet Corps
- 6:30 p.m.: Ocean Spray in the Desert

May 29 - June 1

- 5:30 p.m.: Navy News
- 5:55 p.m.: The Seabees
- 5:55 p.m.: Seabees Recruitment
- 6:40 p.m.: MWR at NAWS
- 7:00 p.m.: Hopper's Silence

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**USTs from Page 1**

for oil-fired burners in the boiler plants. The oil was piped to the boiler plant buildings using sump pumps in each tank.

The first tank to be officially closed will be the tank at Boiler Plant No. 3, located on Harrier Street near the intersection with Privateer, just east of Armitage Airfield. Closing procedures have already started on this tank.

Work on the second tank, at Boiler No. 2, located behind TelMart on Santee Street near the intersection of Blandly Ave., should begin in early June.

IT officials said work on the three tanks at Boiler Plant No. 1, located on Dobb Road near the intersection of King Street near the NAWS China Lake Gymnasium, should start in mid-June.

Westover noted there is less than six inches of residual fuel in the bottom of each tank that must be cleaned out.

Cleaning the tanks will require IT personnel to enter the tanks. The tanks have an interior height of eight feet. Access into the tanks will be by a manhole through which the fuel supply piping runs. Workers will enter and exit the tanks by ladder.

Prior to entering the tanks, contractors will put on full safety gear, including a positive air-pressure suit, gloves and full-face mask. "The protective gear is for their own personal safety," said Dennis Alexander, IT's site superintendent. "They have to enter a confined space where the oil fuel residual is stored. The safety gear prevents them from breathing the fumes or getting the fuel on their skin."

Alexander also noted that in accordance with Kern County Environmental Health Services Department guidance, precautions will be taken to prevent detectable odors or emissions from adversely affecting people in nearby areas. These precautions include monitoring all emissions. If emissions are detected, work will cease and procedures, such as using dry ice, will be used to eliminate them.

Options to remove the leftover sludge include using a vacuum truck and hand shoveling, depending upon the physical nature of the residual material.

If the residual is extremely thick or hardened, heated fuel oil may be used to reliquify the residual material so it can be removed by a vacuum truck.

Because the residual fuel oil and sludge is considered a hazardous waste, it will be transported by a hazardous-waste-licensed hauler to a state-licensed recycling or disposal facility.

Once the residual has been removed, the tanks will be steam cleaned or power washed to remove all traces of contamination. At the same time, any surface soils which show obvious signs of contamination will be removed and treated as hazardous waste. After the tanks and pipelines are decontaminated, holes will be made through the concrete to reach the soil underneath the tanks. Soil samples will be taken to ensure that the tanks did not leak.

When the county is satisfied that there is no contamination, the tanks will be excavated or filled with a concrete slurry mixture and sealed, depending on cost.

Westover said that in all, about 90 underground storage tanks have already been officially closed at NAWS China Lake and that only seven more are left to close, including the six at the airfield fuel farm. Many of the tanks have been replaced by above-ground tanks, while the few tanks that will remain underground, such as the ones at China Lake's gas stations and one at SNORT, have been replaced with tanks meeting all the latest environmental requirements.

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AWARDS from Page 1

changes to the missile guidance, coupled with a new rocket motor, were the basis for a successful entry into a multi-national ESSM Engineering and Manufacturing Development program.

Coughlin was recognized for his technical leadership and management in support of the Sidewinder Program. Specifically, that his technical leadership was instrumental in successfully completing the development and deployment of the AIM-9M-8/9 upgrade, which addressed a critical fleet requirement. McKinney said that during his career, Coughlin's knowledge and skills were key to the program's success and the transition of the many product improvements into production and the fleet.

Fowler was honored for his outstanding leadership and accomplishments in the advancement of ordnance. McKinney said, "Your many significant contributions have resulted in the introduction of numerous new, capable ordnance items to the fleet. Additionally, you have been a pioneer in developing highly successful teaming arrangements with industry that have significantly improved the quality and timeliness of ordnance produced for the fleet."

Gilmer received his award from McKinney "in recognition of his significant contributions to the F-14 Program in system engineering and project management."

Hartney was lauded for his individual outstanding effort and professional excellence in the field of cost analysis. McKinney said, "Your work has been

marked by thoroughness, attention to detail and integrity. Your contributions and leadership in support of many high priority programs in the areas of life cycle cost estimating, contractor performance measurement, cost and operational effectiveness analyses and source selection evaluations have been significant and impressive."

Hinman was commended for his leadership and systems engineering expertise in support of air-to-surface weapons development and integration. "Your technical knowledge and leadership was essential to the successful development and deployment of the Walleye, Maverick, GBU-24/B, Hellfire II and TOW-2A missiles. During your career, your weapons system integration expertise and team building skills have been key to the successful deployments of these outstanding precision-guided missiles," said McKinney.

Hughes was recognized for her outstanding technical achievements and contributions in furthering the technical leadership role of NAWCWPNS. "You have provided technical oversight and hands-on involvement in the ongoing analysis of and improvement to the Standard Missile," McKinney commented.

Janiec received his award in recognition of outstanding technical and managerial achievements. McKinney said, "In your role as a fuze and sensors manager for target detecting devices, you have very quickly become familiar with the technical environment by establishing a close professional rapport with employees at all task levels."

Louck was honored for his continu-

ing contributions to the mission of the Center, especially his excellence in management leadership in the development of the Project Support Office.

Nelepovitz was presented his award in recognition of his outstanding technical leadership in missile engineering systems, including the Phoenix, Sparrow and Evolved Sea-Sparrow missile programs. "Your expertise spans the technical details of both RF and IR guidance and control concepts. In addition, you have demonstrated technical expertise in the remaining missile components and

their integration into a viable missile concept," said McKinney.

Porter received his award for outstanding leadership and accomplishments in the advancement of structures for Navy weapons. "You are recognized nationally and internationally for your technical excellence in structural mechanics and your many innovative technical contributions. The state-of-art analytical structural flight clearance methodology that you developed is now widely used to support NAWC and NAVAIR programs," said McKinney.

Please see next page



Photo's by Margie Hammelt

MICHELSON LAB AWARD winners Steven E. Fowler, Bradford R. Gilmer, Paul Coughlin, Carl Louck, Jerry C. Hinman, Russell D. Carter, Jim Nelepovitz, Craig S. Porter and Beverly A. Hughes are shown with their awards. Not shown are Michael O. Hartney and J. David Janiec.

S&T NETWORKS from Page 16

Proposals that do not logically fit into any of the established S&T networks will go directly to Code 4B0000D for evaluation, which could lead to creation of new networks.

What's innovative about the networking concept? Networking can eliminate duplication of research efforts, and projects can move ahead more quickly with shared input. Bob Hintz, Electro Optical Network chair and the local coordinator of the S&T net concept, explained, "S&T networks can provide the key to moving across organizational lines, locally, nationally and internationally."

According to Hintz, NAWCWPNS management established the networks in this way: They chose promising research and technology areas that reached across competencies. Then they staked out those areas for the S&T networks. Next they chose the people needed to give a cross-section of the technology area and brought them together in the networks. The basic instructions were: "Get smart. Become the best in your fields. Get smart about future technology directions for your areas. Get smart about predicting what your customers will need. In other words, develop your expertise — do what it takes to become the lead in the technical world."

*'We want to lead the way in producing basic research and technology discoveries, developing technical solutions to weapon system problems and forecasting market trends.'*

— Bob Hintz

Once the networks were established, guidelines were set in place to promote their success. According to Hintz, "There are definite barriers that arise when people are approached with this concept — buying in to a new concept, being given the resources to develop to the fullest potential and then being allowed to develop as a team and explore possibilities with the empowerment to produce results."

"A big part of solving the tough issues rests in the area of communication. We emphasized the importance of communication right from the beginning."

A communication plan, both internal and external, was one of the networks' first "products." Members of each network are now in the process of developing and streamlining their own communication and operating principles, including creating a strategic plan, mission and vision statements, training goals and schedules, a networking plan, fact sheets and brochures.

To be able to truly network their capabilities and effectively communicate with others in different locations, the networks are exploring electronic bulletin boards, shared databases, planning workshops, desktop video teleconferencing and ideas that may not even yet have been conceived. Hintz added, "We want to lead the way in producing basic research and technology discoveries, developing technical solutions to weapon system problems and forecasting market trends."

Attesting to pre-planning for communications, information about these networks is now available to other NAWCWPNS employees. According to Dave Hall, "In the Modeling & Simulation Network we're instituting an 'M&S Digest,' which will be issued weekly via Quick-Mail." Hall is anxious to hear from those who want to be included on the distribution list.

To access Electro-Optical Network information, employees can log onto the Electro-Optical Electronic Bulletin Board for the most recent information, or sign out a copy of a video news release produced about IR Storm or the S&T networks, available at Hintz's office in Lauritsen Lab.

(Editor's Note: Part 2 of this article, next issue, reports early accomplishments of the S&T networks.)

LADAR, from Page 9

a computer query, including its 3-D orientation with respect to other petroglyphs and terrain features."

"Phase One examines LADAR in a 3-D mapping role, to determine its suitability for this kind of function," Fincher said. "We need to use technology to perform more archiving with less funding. If this technology works out, it may eventually reduce the need for visitation, as well as

increase the availability of all China Lake petroglyphs in the sense of analysis and studies.

"Close range photogrammetry is also being examined in this phase as a high resolution 3-D modeling and image recording technique to capture the petroglyph details in Phase

*'Volunteers from the DoD and military community are needed to help with this project.'*

— Ted Fincher

Three," Fincher continued.

"By the end of Phase Two, we could provide a 3-D model using the ladar intensity imagery," Fincher said. "Gradually, selections of petroglyph panels with moderate-to-high resolution digitized photos could be inserted into the

model, and a "virtual reality" walk through could be performed. This may eventually satisfy the need for most visitors as the model and computer technology evolves."

There is another benefit to the electronic archiving. It can be used to track and monitor vandalism and any other impacts to the rock art, noted Eckhardt.

Please see PETROGLYPHS, Page 23

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S&T NETWORKS from Page 1

lend themselves to the networking concept. Their spheres of influence cross competency lines, and their products can be directly responsive to product line teams (PLTs) and externally directed programs (EDTs).

Chairpersons and facilitators, respectively, for each network are: Electro-Optical, Bob Hintz and Mallory Boyd; Warfare Planning, co-chairs Frank Armogida and Tim Stolsig with facilitator Beth Perrine; Signal Processing, Terry Dougherty and Mike Stringham; Simulation and Modeling, Dave Hall and Roy Randolph; Energetic Materials/Ordnance and Propulsion, initially Frank Markarian, now Craig Porter serves as chair and Thom Boggs, facilitator.

Dr. Ron Derr, head of the Research Department, referred to the networks' pilot project as "an investment in the future of research and technology." Derr feels the networks have a great potential, and he pointed out, "If the S&T networks are successful at NAWCWPNS, they will be expanded to link S&T across all the competencies under CAO and to customers outside the Navy. In a time of fewer dollars, ingenuity and synergy is the way to go."

In fact, Derr has proposed a new Materials Network that would be the first to link the Weapons and Aircraft divisions. This net would serve as a pilot for other east/west coast nets. Dr. John Fischer, head of the Chemistry and Material Branch within the Science and Technology Division would represent NAWCWPNS. According to Derr, "There is concern in the corporation that with the closure of base facilities in the east and increased reliance on contractors, corporate memory will be lost. With materials people linked together through an S&T net, corporate memory in both weapons and aircraft materials would be passed to a larger in-house group."

Derr also sees the nets providing scientists with an organizational element where they can join with their

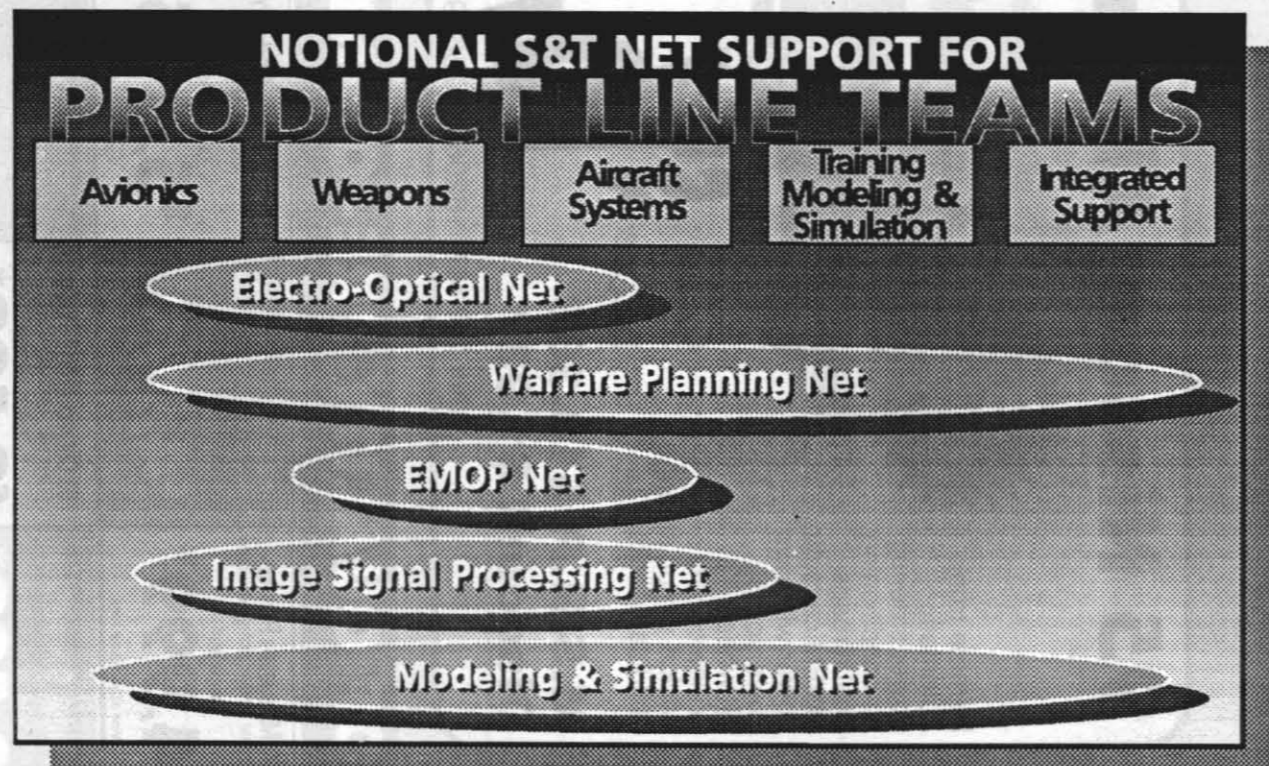
colleagues to build internal programs (discretionary funding) and new EDTs that will maintain their technical expertise. When personnel are needed to support an integrated program team (IPT), the S&T net would be a resource for trained personnel.

NAWCWPNS sponsorship of the networks comes from the Corporate Board for Discretionary Investment, co-chaired by Sterling Haaland and Gerry Wrout. Division management is backing the network concept by providing overhead funding and allowing S&T networks to become claimants for future funding. According to

Bill Clark, manager of Discretionary Programs, in his investment strategy overview, "We proposed that the 'core S&T' portion of command interest G&A overhead be designated for the S&T networks to maintain/develop critical in-house skills to support IPTs and EDTs." Clark also offered these other proposals:

- S&T networks will prioritize and present proposals to 4B000D managers.
- S&T Networks can compete amongst themselves and propose cross-network projects.

Please see next page



L.T.E. Thompson Award

The L.T.E. Thompson Award was established in 1956 at what was then the China Lake Naval Ordnance Test Station's highest recognition for outstanding individual achievement. This award pays tribute to the accomplishments of China Lake's first technical director, Dr. L.T.E. Thompson. By his leadership, vision and persistent efforts, Thompson gathered a strong complement of men and women. Honored with the award were C. Kenneth Banks, Richard R. Bruckman, John V. Freeman, Dale Knutsen, Rex N. Randolph and John M. Robbins.

Banks was recognized for technical contributions and systems engineering leadership in the Sidewinder Program. Specific accomplishments include the conceptual development and specification of the AIM-9X, completion of the AIR-9X COEA, the development and evaluation of the AIR-9R configuration and evaluation of the ASRAAM and AIR-9 airframe alternatives to meet emerging Short Range Missile Operational Requirements.

Bruckman was presented with his award because his "leadership in the F/A-18 WSSA delivered the 92A, 91C

and 09C Block Upgrade Operational Flight Program Sets, which have provided the F/A-18 community, both U.S. Navy, Marine Corps and foreign military sales customers, with the most significant increase in war fighting capability in the history of the F/A-18," said McKinney.

Freeman was lauded for his "boundless enthusiasm," which resulted in development of operational and technical parameters for identifying future tactical air capabilities and assessing technically feasible options. "Your style of leadership transforms the talent of others

into a competent and cooperative work force," commented McKinney.

Knutsen received his award for contributions to the advancement of strike weapons. "Your support to Walleye, Harpoon, JSOW and other projects has directly resulted in significant improvement in the Navy's strike capability," McKinney said.

Randolph was honored as an internationally known expert in the field of Weapons Lethality and Effects, and for his work involving most Navy strike

Please see AWARDS, Page 19



L.T.E. THOMPSON AWARD winners Richard R. Bruckman, Dale Knutsen, John V. Freeman, C. Kenneth Banks and John M. Robbins at the award ceremony.



McLEAN AWARD winners John D. Braun, Theodore A. Hicks and Lester L. Forrester are shown after the award ceremony last Thursday.

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'87 CHRYSLER LeBARON 4 cyl., auto, A/C, cass., low miles <b>\$2,995*</b> Vin# 407923, Stk# 5008	'88 MERCURY TRACER 5 spd., AM/FM cass. <b>\$3,695*</b> Vin# 653466, Stk# 5306C	'89 FORD TEMPO P.S., P.L., A/C, AM/FM cass., Tilt, cruise, Sep., Alloy mags <b>\$4,995*</b> Vin# 243784, Stk# 5404D	'89 CHEVROLET CORSIKA V-6, p.s., p.w., p.l., tilt, cruise, alloy wheels, cass. <b>\$4,499*</b> Vin# 166348, Stk# 625A	'91 MITSUBISHI PICK-UP A/C, tilt, rear bumper, sliding rear window, camper shell <b>\$4,999*</b> Vin# 022993, Stk# 708B	'84 DODGE RAMCHARGER V-8, auto, A/C, cass., tilt, cruise, custom wheels, roof rack, running board <b>\$4,999*</b> Vin# 255441, Stk# 2014B	'91 FORD ESCORT Auto, power steering, air conditioning <b>\$5,495*</b> Vin# 229712, Stk# 702	'87 PONTIAC TRANS AM GTA V-8, auto, p.w., tilt, p. locks, cruise, AM/FM cass., custom wheels <b>\$6,495*</b> Vin# 219696, Stk# 693B
'89 MAZDA MX-6 p.w., p., tilt, cruise, sunroof, AM/FM cass. <b>\$6,999*</b> Vin# 288228, Stk# 5378A	'91 FORD RANGER PICK-UP p.s., A/C, AM/FM cass., V-6, rear bumper <b>\$6,999*</b> Vin# 825149, Stk# 2031A	'93 HYUNDAI EXCEL Auto, air conditioning, AM/FM cass. <b>\$7,495*</b> Vin# 236449, Stk# 72B	'94 GEO METRO AT, AM/FM cass. <b>\$7,495*</b> Vin# 766317, Stk# 724	'92 PONTIAC SUNBIRD SEDAN auto, A/C, power locks, AM/FM stereo <b>\$8,499*</b> Vin# 553736, Stk# 5290A	'93 CHEVROLET S10 PICK-UP V-6, p.s., A/C, AM/FM cass., Tahoe, bedliner <b>\$8,499*</b> Vin# 100804, Stk# 587	'92 HONDA CIVIC HTK. AM/FM cassette, alloy wheels <b>\$8,995*</b> Vin# 525315, Stk# 2024D	'94 PONTIAC SUNBIRD SEDAN AT, A/C, power locks, ABS <b>\$9,999*</b> Vin# 561273, Stk# 726
<b>#1 VOLUME DEALER</b>	'93 CHEVROLET BERETTA V-6, auto, A/C, tilt, cruise, ABS <b>\$9,999*</b> Vin# 218367, Stk# 723	'94 NISSAN XE PICK-UP A/C, p.s., p. mirrors, cruise, chrome wheels, AM/FM cass., camper shell, 800 miles <b>\$10,595*</b> Vin# 335850, Stk# 564	'93 PONTIAC GRAND PRIX V-6, auto, A/C, p.w., p.l., ABS, AM/FM stereo <b>\$10,995*</b> Vin# 264427, Stk# 730	<b>FREE OIL, LUBE &amp; FILTER FOR 2 YEARS OR 24,000 MILES ON PURCHASE OF USED VEHICLES</b>	'94 BUICK SKYLARK V-6, AT, P.S., P.U. PL tilt, cruise <b>\$10,999*</b> Vin# 301849, Stk# 729	'94 OLDS CUTLASS SUPREME SEDAN P.S., A/C, AM/FM cass., chrome wheels, rear bumper, sliding rear window <b>\$15,999*</b> Vin# 374677, Stk# 582	<b>#1 VOLUME DEALER</b>

We Will Not Be Undersold

**NEW 375-1327**

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A BBD Enterprise

Plus Tax, License, Doc Fee Emission Fee (USED). All Vehicles Are Subject To Prior Sale, On Approved Credit. Sale Ends Close Of Business May 20, 1995

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**USED 371-4114**

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answering telephones, timekeeping, typing, filing, walk-through of stubs and other documents, and training and travel arrangements. **Quality Ranking Factor:** Knowledge and experience with Macintosh computer systems and application programs, knowledge of filing systems, ability to perform receptionist and telephone duties, ability to review outgoing correspondence, and ability to plan and coordinate travel and training arrangements. The incumbent must be able to obtain and maintain a Secret clearance. Previous applicants need not reapply. **Note 1 applies.**

**No. 52-031-95RR, Test Management Specialist, DS-301-2/3/DP-301-3, Test Planning Branch, Land Range Office, Pacific Ranges & Facilities Department, Code 529210D. Multiple Vacancies—Area of Consideration:** China Lake. **Opening Date:** 5-18-95. **Closing Date:** 6-1-95. **Selecting Official:** Steve Mendenhall. **HRD Contact:** R. Robinson 939-2393. **Permanent Change of Station Authorized:** No. **Summary of Duties:** Incumbent serves as primary interface between the China Lake land range assets and customers. Incumbent performs test planning, fiscal management, test coordination, test analysis, and documentation of assigned projects. **Quality Ranking Factor:** Ability to communicate both orally and in writing with all organizational levels, work effectively with people, and manage assigned funding and be familiar with capabilities and operations of the Pacific Ranges and Facilities Department. The incumbent must have a Secret clearance. **Note 1 applies.**

**No. 71-004-SP5, Resource Systems Analyst, DA-0301-2, Code 711000D, Corporate Operations Group, Strategic Management Support Department, Corporate Resources Information Office—Area of Consideration:** China Lake and reinstatement eligibles. **Opening Date:** 5-18-95. **Closing Date:** 6-1-95. **Selecting Official:** Mike Chan, 939-2344. **HRD Contact:** Sharon Page, 939-8105. **Permanent Change of Duty Station Authorization:** No. **Summary of Duties:** The duty station for this position is Washington, D.C. This position is located in the Corporate Resources Information Office (CRIO) supporting NAVAIR with dedicated on-site support. The position supports the five primary deployed CRIO resource planning systems: Division Resource Planning System (DRIPS), Competency Aligned Organization Data Base (CAODB), TEAM Resource Management System (TRMS), Military Manpower Data Base (MMDB), and the Program Management Demand Data Base (PMDD). Duties include resource system hardware/communications configuration management, maintenance and operations, hardware/software acquisition support for deployed systems, and resource analysis. **Selective Factor:** Skill in using and building databases in support of analysis functions including knowledge

of and skill in 4th Dimension. **Quality-Ranking Factors:** Knowledge of program analysis, microcomputer hardware/communications/software, financial management policies and procedures, and the DOD acquisition process, and skill in quantitative analysis. A Secret clearance and a moderate amount of travel is required for this position. The full performance level is DP-3. **Note 1 applies.**

**No. 72-001-NR5, Office Manager, DG-303-2, Code 723000D, Corporate Operations, Information Management Department, Information Management Engineering Division—Area of Consideration:** China Lake. **Opening Date:** 5-18-95. **Closing Date:** 6-1-95. **Selecting Official:** Ernestine Hernandez, DSN 351-4746. **HRD Contact:** Nancy Robinson, 939-8106. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent provides secretarial and administrative support to personnel located in competencies within the Information Management Department. This position involves cross-competency interaction with all levels of management, local and off-site personnel, and customers. Duties include answering and placing calls; preparing/reviewing correspondence; typing/reviewing technical reports involving engineering terminology; making travel arrangements; planning/scheduling for meetings and conferences; preparing security clearances; time-keeping; and filing. **Quality-Ranking Factor:** Knowledge of and proficiency with the Macintosh computer; skill in applying administrative policies and procedures such as timekeeping and travel; ability to communicate effectively orally and in writing; and ability to interface effectively with personnel at all organizational levels. Incumbent must be able to obtain and maintain a Secret clearance. The full performance level of this position is DG-2.

**APPOINTABLE PERSONS NATIONWIDE**

**No. 83000305, (1) Social Worker, GS-185-09/11, Code 83F000E—Area of Consideration:** Appointable persons nationwide. **Opening Date:** 5-18-95. **Closing Date:** 6-1-95. **Selecting Official:** Jocelyn Harriott, (805) 989-8351. **HRD Contact:** Marcela Zaragoza, (805) 989-3235. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is the FCS Family Advocacy Specialist (FAS) and will evaluate existing programs, develop new initiatives based on needs assessment, and offer proactive/preventive educational programs. Establishes clear working relationship with Family Advocacy Representative (FAR) from NAVMEDCOM. Assists with the development, review, and evaluation of standard operating procedures with these and other agencies as appropriate. Ensures that referrals from the FSC are followed through, and

evaluates client satisfaction with service provided under the direction of the Chief, Clinical Services. Incumbent will ensure periodic interface with all the tenant commands to ensure proper implementation of the FAP. Will provide crisis intervention, counseling, consultation, and referral. Incumbent will provide consultative guidance and specialized training, and with the assistance of other counselors and the Chief, Clinical Services will provide intake and support counseling for all family advocacy referrals. The incumbent counsels individuals, couples or families in individual or group counseling sessions. Incumbent will coordinate activities with other prevention services such as the CAAN agency, parent support groups, state and local agencies, etc. Incumbent will be the primary POC for identification of child neglect/abuse. This necessitates being on call after normal hours. Incumbent will use needs assessment and other evaluation tools to continually update and plan future educational efforts. This will include consulting with FSC counselors and others to garner themes and issues arising out of counseling sessions. **Quality Ranking Factors:** Knowledge of the methods and techniques in counseling, crisis intervention, consultation and referral.

**POINT MUGU**

**No. 836-003-SE5, (1) Supervisory Recreation Assistant, DG-189-01, Shore Station Management, Morale, Welfare and Recreation Department, Child/Youth Services Division, Code 836500E—Area of Consideration:** Current appointable NAWCWPNS employees at Point Mugu. **Opening Date:** 5-18-95. **Closing Date:** 6-1-95. **Selecting Official:** Yvette Collins, 989-7580. **HRD Contact:** Adela Ramirez, 989-3229. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent performs a variety of duties in support of providing and supervising social and recreational activities for youth. Assists in planning a schedule of events for youth-oriented programs. Provides information to patrons about programs and events. Prepares facility for scheduled activities. **Quality-Ranking Factor:** Knowledge of the philosophy, principles, and techniques of operating a youth recreational or child care program.

**No. 83000125, (1) Resources Assistant, GS-0303-06/07, Code 83F000E—Area of Consideration:** Appointable employees. **Opening Date:** 5-18-95. **Closing Date:** 6-1-95. **Selecting Official:** Jocelyn Harriott, 989-8351. **HRD Contact:** Marcela Zaragoza, 989-3235. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent inputs and monitors data collection and data functions in support of the RAP/TAMP branch of the Family Service Center (FSC). Supports operations and procedures for receiving, compiling, verifying, and editing

all data received from the clients on a daily basis. Ensures that all program changes or modifications are documented and kept current. Performs all ADP functions required for the RAP/TAMP branch of the FSC. Maintains a supply of DOD Job Opportunity Bank Service (JOBS) employer registration forms for clients and diskettes to be mailed to Monterey, CA. Receives requests for information, advises when information can be furnished, and provides it personally from files and records or follows up with staff to see that it is provided. Establishes work priorities in planning and organizing the office work load. Provides assistance and advice in ADP policies and procedures to others as needed. Prepares a variety of recurring internal and external reports and documents from information obtained from the staff, client files, and other sources. Trains branch staff in ADP requirements and procedures, as appropriate. **Quality-Ranking Factors:** Ability to perform all ADP functions required for the RAP/TAMP branch of the FSC and operating systems.

**APPOINTABLE PERSONS ON THE OXNARD PLAIN**

**No. 836-004-SE5, (1) Publicity Assistant, GS-303-5/6/7, Shore Station Management, Morale, Welfare and Recreation Department, Administration, Code 836000E—Area of Consideration:** Appointable persons on the Oxnard Plain. **Opening Date:** 5-18-95. **Closing Date:** 6-1-95. **Selecting Official:** John Gerard, 989-7509. **HRD Contact:** Adela Ramirez, 989-3229. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** At the target level, the incumbent provides short- and long-term detailed publicity/marketing planning and implementation of special events programs in the Morale, Welfare and Recreation (MWR) Department including a bowling center, golf operations, theater, gymnasium, free weight room, fitness center, auto hobby shop, information/tickets/tours office, aquatics, and a growing beach facility. Coordinates with MWR managers program efforts for special events at various facilities to maximize participation and attendance by base personnel and all other authorized patrons. Ensures adequate and effective pre-event coverage for all activities. Develops promotional material to include new release articles for the base newspaper, television spot announcements, photography, flyers, posters, banners, and marquees. Plans, develops, and directs the marketing program for corporate support for the annual Point Mugu Air Show. Uses computer for word processing and computer-generated graphics to produce camera-ready copy. Develops, prepares, and maintains updates and finished audio-visual presentation packages to serve a total marketing program. **Quality Ranking Factors:** Knowledge of and ability to use marketing principles, techniques, and methods in preparing short- and long-term publicity/marketing programs.



**NAVAL AIR WARFARE CENTER WEAPONS DIVISION**

**ANNOUNCEMENTS**



**ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS**

**TEST FACILITIES WORKING GROUP CONFERENCE**

The 1995 Test Facility Working Group Conference (TFWGCON '95) is scheduled for **12-16 June** at the Tropicana Hotel and Conference Center in Las Vegas, Nevada. The biennial TFWGCON addresses life-cycle test, support, and research technologies that improve avionics and weapon systems software and facility capabilities. This year the conference is also open to invited NATO and SEATO guests. TFWGCON '95 is sponsored by the Air Force Wright Laboratory Avionics Directorate and the Naval Air Warfare Center Weapons Division. For more information regarding this conference, contact the Universal Technology Corporation at (513) 426-2808 or your local TFWGCON '95 coordinator Bob Barry at 939-4964 (DSN 437-4964).

**EDI UPDATE**

NAWCWPNS is expanding electronic Data Exchange (EDI) capabilities. In addition to SPEDI contracts, EDI will be tested for use with APADE small purchases. EDI is a computer-to-computer exchange of routine business information in a standard form. EDI is an integral part of a larger Department of Defense-wide initiative to promote Electronic Commerce (EC). EC is a paperless exchange of business information using EDI, electronic mail, electronic bulletin boards, electronic funds transfer, and similar technologies. Public Law 103-355, The Federal Acquisition Streamlining Act of 1994 (FASA), requires the Federal Government to transform the acquisition system from a cumbersome process driven by paperwork to an expedited process based on EDI. FASA requires the development of the

capability to use EC procedures for processing certain orders, responding to questions about solicitations, and compiling data about the acquisition process to be achieved within 5 years.

NAWCWPNS will begin test implementation during May 1995 with expanded implementation expected to begin sometime in 1996.

For the initial test, EDI technology will be used in conjunction with Blanket Purchase Agreements (BPAs). A small sample of BPA holders who have EDI capability and agree to participate in the test will use EDI technology in place of the standard methods of communication (mail, telephone, and facsimile) to exchange information with NAWCWPNS Procurement. It is not necessary for BPA holders (or other small purchase vendors) to have EDI capability to compete for small purchase

**ISO 9000 QUALITY TRAINING**

The Manufacturing Technology Training Center (MTTC) is offering classroom training for ISO 9000 on **24-25 May** at the training center on Graaf Street. Classroom studies include lectures, workshops, and case studies. Class size is limited, so early enrollment is encouraged. To enroll, call 446-5571.

The standard methods of communication will still be used for competition of NAWCWPNS requirements. Bankcard buys will not be a part of this program.

If you have questions or need additional information, contact the NAWCWPNS Small Business Office at (619) 939-2712.

**CHINA LAKE GENERAL ANNOUNCEMENTS**

**CSUB COUNSELORS ARE COMING**

Academic counselors of California State University, Bakersfield will be at China Lake on **1 June** to advise current and prospective students on the external degree programs offered by the school at China Lake: a bachelor's degree program in business administration and a master's degree program in administration. To make an appointment to see one of the counselors, call Denise at 939-2648.

program, entitled "A Challenge in Technology—Design, Construction, and Testing Lindbergh's Spirit of St. Louis," will be delivered by William F. Chana. The cost of the dinner is \$19 prior to **16 May** and \$20 at the door.

For further information or tickets, phone (or QuickMail) Ed Jeter at 939-8492 or Steve Goad at 939-9704. The public is invited.

**NEW TRAINING CENTER (EMPLOYEE DEVELOPMENT DIVISION) PHONE NUMBERS**

The China Lake Training Center has two new phone numbers available for our customers. We have a "message line," 939-3035 (DSN 437-3035), so people attending training can receive important messages. This number is similar to voice-mail; at the tone leave a message. The second phone number is our "training schedule," 939-2415 (DSN 437-2415). By calling this number, people will be able to hear what is being offered at the China Lake Training Center during the current week.

**XEROX COPIER FOR SALE**

Code 721200D has a 5028 Xerox copier with sorter, automatic document feeder, and two tray-feeder with cabinet stand for sale. The copier is in excellent condition with a maintenance agreement that is good through 30 September 1995. The asking price is \$2500, although this is negotiable. If you are interested in purchasing this copier, call Linda McCauley at 939-0614 or Dennis Rowell at 939-0620.

**FILE CABINET WANTED**

Code 474180D needs a two-drawer file cabinet, old or new. We will be glad to pick it up. If you have one available, call Joni Pentony at 939-2992 or Mickie Lindsay at 939-2470.

**AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS MEETING**

The annual meeting and installation of officers for the China Lake section of the American Institute of Aeronautics and Astronautics (AIAA) will take place at Farris' at the Heritage on Tuesday, **23 May** at 1800. Dinner will begin at 1800 and the guest speaker will begin at 1930. The

**COMPOSITION SERVICES AVAILABLE**

Keying, OCR scanning, document formatting and layout, and audio/video tape transcription are among the composition services available through the Publications/Graphics Branch, Code 474500D. For more information, contact Ramona Bernard at 939-2016.

**MASTERS OF SCIENCE DEGREE IN AVIATION SYSTEMS**

The University of Tennessee Space Institute (UTSI) offers a master of science (M.S.) degree in aviation systems for those who possess a bachelor's degree in engineering or science. The degree is designed for those who wish to study under a "systems philosophy" toward careers in research and development or administration in areas pertinent to aviation. UTSI offers up to 16 hours of credit for the Navy TPS, thereby enabling a student to complete an M.S. degree by taking four to five courses. The next term of this videotape program begins on **1 June** at China Lake. For more information, contact Pam Ritchie at (619) 446-2814.

**EMBRY-RIDDLE AERONAUTICAL UNIVERSITY REGISTRATION**

Registration for Embry-Riddle Aeronautical University is being held for the summer term. Classes start the week of **29 May** for both the professional aeronautics and Master of Aeronautical Science programs. All classes will be held in the civilian training center and are open to everyone. Now is the time to begin your tuition assistance paperwork. The rules have changed, and you now need a special request card every term instead of just once a year.

The classes offered in the professional aeronautics program include transportation principles on Monday evenings, financial accounting on Wednesday evenings, and microeconomics on five Saturdays during the 9-week term. The Master of Aeronautical Science course will be the Air Transportation System on Tuesday evenings.

A representative is available on Monday and Wednesday at the Administration Building, Room 214A or at the Airfield on Tuesday. For times and locations, call Sue at 927-3649.

The NAWCWPNS Announcements and Human Resources Department Information are published by the PAO 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 Code 750000D, Attn: Barry McDonald, FAX 939-2796 (DSN 437-2796) or via QuickMail (CL NAWC WIDE NS name server in the CL MAINSITE zone). Personnel at Point Mugu may send items for the Announcements Section to Code 750000E, Attn: Pat Hollenbaugh, FAX 989-1785 (DSN 351-8094). Items included in the Human Resources Department Information Section are provided by the Civilian Personnel Division, Employee Development Division 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 989-9846 (DSN 351-9846).

POINT MUGU GENERAL ANNOUNCEMENTS

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 Martha or Bob at 989-7708 or 989-8161.

to copy prepared documents into them and remain anonymous. To place a file in the NAWSIDEA folder (directory) replace HOTLINE with NAWSIDEA whenever you enter HOTLINE. The instructions are for users with command local area network (C-LAN) access.

Note: Once you have made copies or saved a document into the HOTLINE subdirectory, you will not be able to retrieve or view this document from the Fileserver.

PC-Compatible Computers: At a network prompt, type the following commands: LOGIN FS0024A/GUEST <RETURN> no password required.

CD\PTMUGU\HOTLINE <RETURN> You may now copy the document you prepared into the HOTLINE subdirectory, by using the DOS copy command. Once you have finished copying the document, logoff Fileserver.

EXAMPLE: E:\PTMUGU\HOTLINE LOGOUT <RETURN>

Macintosh Computers: Go to the APPLE icon and select CHOOSEOR from the Chooser window and select the following: AppleShare icon, AppleTalk Zone "PM B36 1ST DECK", Fileserver FS0024A, select OK, Login as Guest, not

EMPLOYEE COMMUTE OPTIONS PROGRAM ELIGIBILITY REQUIREMENTS

To be registered in the NAWCWPNs Employee Commute Options 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 of transportation 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 car pool includes passengers 16 years of age and older who are transported to a school or work, or persons who are registered and transported to a employer-sponsored day care or elder care facilities located within a 1/2-mile radius of the worksite.

RIDESHARE HOTLINE

For rideshare hotline information, contact the Employee Transportation Coordinator, Syed Hoda at 989-1360.

password is required, select OK. The next window will display "Select items you want to use" and FS0024A.SYS will be highlighted, select OK. Open FS0024A.SYS icon on Desktop, open folder PTMUGU, open folder you wish to copy your document into. Copy your document now. Before you copy the document to this folder you will receive a message (You do not have enough access privileges to see all items if they are

put into "HOTLINE." Put them there anyway?). Select OK. Once you finished copying the document, close all open Fileserver windows by dragging FS0024A.SYS icon to your Trash can.

APD point of contact: Jim Esch, 989-1731; Hotline Program point of contact: Mike Nakamura, 989-7676; NAWS Idea point of contact: Lt. Blanchard, 989-1715.

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, Code 733000E (P622), (805) 989-3997 (DSN 351-3997), FAX 989-9846 (DSN 351-9846).

LABOR/EMPLOYEE RELATIONS TEAM 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 44 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 (Telmart) at China Lake. Forms for Point Mugu may be mailed to Code 731000E (P621); forms for China Lake may be mailed to Code 731000D (C621). For additional information, call Estela Padilla at (805) 989-3222 or Pat Miller at (619) 939-2018.

CHINA LAKE

Mona Bonbright, Code 260000D  
Mona is recuperating from mononucleosis.

Merritt Guggenbuehl, Code 455110D  
Merritt is on maternity leave.

Gregory Berry, Code 822630D  
Greg has been unable to work due to a pulmonary embolism.

Jeanie Salyer, Code 734000D  
Jeanie is undergoing peritoneal dialysis while awaiting a kidney transplant.

Jan Leverett, Code 455140D  
Jan is recuperating from open rotator cuff repair to her shoulder.

Jenny Hazelwood, Code 474620D  
Jenny is confined to a bed due to complications of pregnancy.

POINT MUGU

Garth Morrison, Code 834210  
Garth is experiencing diabetic complications.

Arthur Garcia, Code 833920E  
Arthur is recovering from surgery.

Sierra Linda Burdette, Code 210000E  
Sierra is caring for her son, who needs medical attention.

Patricia Pennington, Code 220000E  
Patricia is recovering from injuries received in an automobile accident.

Gina Williams, Code 833900E  
Gina is caring for her children, who need medical attention due to chickenpox.

Lydia Villarreal, Code 724200E  
Lydia is undergoing medical therapy for neck and lower back injuries.

Kathleen Geisler, Code 763300E  
Kathleen is undergoing chemotherapy treatments.

Chacita Kay Skinner, Code 836500E  
Chacita is confined to a bed due to complications of pregnancy.

Cathy Hannah, Code 763100D  
Cathy has severe diabetes complications.

Howard Gerrish, Code 473210D  
Howard obtained severe injuries in an accident.

Larry Kuster, Code 824210D  
Larry has colon cancer and is undergoing chemotherapy and radiation treatments.

Kelly M. Kelly, Code 836500E  
Kelly is recovering from knee surgery.

David Butler, Code 323010E  
David has a neuropathy arthritis condition and is unable to work.

Virginia Johnson, Code 835400E  
Virginia is recovering from surgery and will be off work for 6 weeks.

La Wanda Lint, Code 832620E  
La Wanda is recovering from knee surgery.

Anton Kiren, Code 826100D  
Anton is under a doctor's care.

Barbara Anderson, Code 763200D  
Barbara has a medical problem.

Cynthia Langham, Code 522300D  
Cynthia is undergoing medical treatment.

Darleen Kennedy, Code 836500E  
Darleen is recovering from surgery.

Colleen Smith, Code 731000/E  
Colleen is on maternity leave.

Carla Allen, Code 48D000E  
Carla is recovering from surgery.

Brenda Davis, Code 731000E  
Brenda has lupus erphematosus.

dysfunctional behavior resulting from change, how to empower employees with- out losing control, how to use quality out- comes to establish process measures, and how to define any problem in terms that are measurable.

To enroll, call Pat Nogle at 939-3159 (DSN 437-3159).

WRITING AND TAILORING YOUR SF-171 AND RESUME (2 hrs.)

12 July; Wednesday, 0930-1130; TBD, Point Mugu

13 July; Thursday, 0830-1130: Training Center, China Lake

By: Julie Streets, Employee Development Specialist

How to prepare and exceptional SF-171 and new OP-612 with resume will be

discussed. Both documents will be viewed as part of a personal marketing strategy. The focus will be on organizing your career in writing, selecting and presenting career events clearly and concisely, and cataloging your skills and accomplishments.

To enroll at Point Mugu, submit an On-Board Training Request (NAWCWPNS 12410/2) to Mary Glasmann, Code 733000E (P622). For further information, call 989-3982 (DSN 351-3982).

To enroll at China Lake, call Sue Murray at 939-2349 (DSN 437-2349).

INTRODUCTION TO PROGRAMMING WITH THE TOOLKIT INTRINSIC (6-hour video)

17 July; Monday, 0800-1500; Training Center, China Lake

26 July; Wednesday, 0800-1500; Bldg. 323, Room 160, Point Mugu

By: National Technological University. Sponsor: University of Southern California

Intended Audience: Engineers, computer scientists, and other technical personnel who want to learn how to program the X Window system using the X Toolkit Intrinsic.

Prerequisites: Programming experience with the C language and familiarity with pointer variables is assumed. No X programming experience is needed.

This is an introduction to programming the X Window system using the X Toolkit Intrinsic. Students are shown how to use the X Toolkit to manipulate widgets during runtime, write callbacks and event

handlers, program menus and dialog boxes, query the X resource database for values, manipulate the cursor, and write graphical output. The students will know how to write an X Window program using the X Toolkit, understand widget hierarchies and classes, know the components that make up an X Toolkit program, know the X and XT libraries and include files, know how to initialize widgets and the Toolkit, understand how to modify widgets at runtime, and be able to write programs with menus, dialog boxes, and graphical output.

To enroll at China Lake, contact Annette Hernandez via QuickMail with name, code, social security number, and phone number. For further information, call 939-0870 (DSN 437-0870).

CIVILIAN PERSONNEL DIVISION NEWS

APPLICATION PROCEDURES

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

Submit a copy of your latest narrative performance assessment/appraisal of record with any application filed against a vacancy announcement. If the assessment/appraisal does not clearly state the tasks/duties performed, attach a copy of your performance plan.

A supplemental narrative addressing your qualifications to each quality-ranking factor (QRF) is highly recommended. This information will be used to identify highly qualified candidates to be referred for selection. Additional information will not be accepted after the closing date of the announcement.

When multiple-grade levels are advertised, applicants will only be rated for the lowest grade level indicated on their application that will be acceptable and higher grade levels for which they qualify.

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

AREA OF CONSIDERATION INFORMATION

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

NOTES

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

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

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

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

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

GENERAL INFORMATION

The Naval Air Warfare Center Weapons Division is an equal opportunity employer. Selection will be made on a fully equal basis without discrimination. Selection will not be made on non-merit reasons such as race, color, religion, sex, national origin, age, politics, marital status, physical handicap, or membership 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 clearance.

As of 1 August 1992, mandatory direct deposit/electronic funds transfer (DD/EFT) became the standard payment method for DOD pay of certain civilian personnel. Newly hired civilian personnel and employees (not currently enrolled) who 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 advertisement; please note indicated changes.

MERIT PROMOTIONS

ALL NAWCWPNs SITES

No. 76-008-NR5, Budget Analyst, DP-560-3, Code 763200D—Area of Consideration: NAWCWPNs. Opening Date: 5-18-95. Closing Date: 6-1-95. Selecting Official: Elaine Wunderlich, 939-3917. HRD Contact: Nancy Robinson, 939-8106. Permanent Change of Duty Station Authorized: No. Summary of Duties: This position is located in the Financial Management Division, Comptroller/Financial Management Department. The incumbent is the

Lead Financial Analyst providing guidance and leadership to a team of budget analysts and assistants as well as providing analysis, resource allocation, fiscal advice, and counsel and conducting studies for the assigned organization. Incumbent is responsible for preparing and consolidating operating budgets and exhibits required to compile the A-11 budget. Additionally, the incumbent must have the ability to understand complex resource allocation issues and take on corporate Comptroller/Financial Management tasks. A working knowledge of the Center's budget formulation and execution processes, the DOD Financial Management

Regulations (formerly NAVCOMPT Manuals), the NAWC Fiscal Policies and Procedures Manual, and the ongoing Competency Aligned Organization efforts is required. Quality Ranking Factor: Knowledge of the budget formulation/execution process and the Defense Business Operation Fund, and ability to express oneself both orally and in writing, to interpret rules and regulations, to prioritize workload and meet deadlines, to deal effectively with a diverse customer base, and to use the Macintosh computer and business applications (Excel, Microsoft Word, etc.). The full performance level of the position is DP-3.

CHINA LAKE SITE

No. 20-004-SP5, Office Manager/Senior Office Manager, DG-303-2/3, Contracts Competency, Code 200000D—Area of Consideration: China Lake. Opening Date: 5-18-95. Closing Date: 6-1-95. Selecting Official: Helen Cropper, 939-4269. HRD Contact: Sharon Page, 939-8105. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent will provide secretarial, administrative and budgetary support to a contracts division within the Contracts Competency at China Lake. This position involves interaction with all levels of management and contracts customers. The incumbent will perform a wide range of duties including processing incoming and outgoing mail, filing and record keeping, receiving visitors and/or telephone calls, coordinating travel, timecard preparation, division equipment custodian, Bankcard representative, processing and monitoring budgetary transactions, and providing secretarial support to a division head. Quality Ranking Factors: Knowledge of government and Naval correspondence and financial regulations; skill with IBM and compatible computers and standard business applications such as Windows; ability to communicate orally and in writing; ability to interface with a variety of levels in an organization; ability to research, comprehend, and apply complex regulatory information; and ability to work under pressure. Promotion potential to DG-3, but not guaranteed. Note 1 applies.

No. 52-026-RR5, Office Assistant/Office Manager, DG-303-1/2, (Previously advertised as Secretary (Typing) DG-318-1/2), Code 525500D, Data Services Branch, Data Processing & Displays, Pacific Ranges & Facilities Department—Area of Consideration: China Lake. Opening Date: 5-18-95. Closing Date: 6-1-95. Selecting Official: Tom Bozack, 939-6668. HRD Contact: Rob Robinson, 939-2393. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent provides secretarial and administrative support for the branch head and branch personnel. Duties include: directing customers and visitors,





supply, and other goods and services, and provides the opportunity to reduce the time and cost of procurements. This course was developed by DOD and focuses on tools and techniques for identifying and evaluating NDI alternatives throughout the acquisition process and provides instruction on addressing NDI during requirements definition, acquisition strategy development, and acquisition, and support planning. This course covers tools and techniques for selecting and preparing the appropriate technical requirements documents; preparing commercial item descriptions and using multiple award schedules; using market acceptability criteria; and lessons learned in NDI acquisitions.

To enroll, call Pat Nogle at 939-3159 (DSN 437-3159).

**INTERPERSONAL COMMUNICATIONS (16 hrs.)**

**20-29 June; Tuesdays and Thursdays, 0730-1200; China Lake site (Cerro Coso Community College). By: Paulette Solberg**

Recent studies indicate that when one communicates with another, 7% of the communication is verbal (words), 38% is vocal (tone of voice, inflection of voice), and 55% is nonverbal. Communicating, a primary function of every individual, entails getting information to those who need it and listening to what others are saying. This course provides participants with an opportunity to sharpen these skills.

- Topics include
- Verbal communication processes and models
  - Nonverbal versus verbal communication
  - Effective listening techniques
  - Positive reinforcement versus punishment
  - Conflict resolution strategies
  - Solving communication problems

Deadline: 13 June  
To enroll, call Sue Murray at 939-2349 (DSN 437-2349).

**RETIREMENT PLANNING FOR YOUNGER EMPLOYEES (8 hrs.)**

**21 June; Wednesday, 0800-1600, Training Center, China Lake. By: Employee Relations, Code 731000D**

This seminar consists of several lectures which 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 Pre-retirement Seminar, with emphasis on what to look for in planning for retirement. This is recommended for employees beyond 2 years of employment and those within more than 5 years of retirement.

Deadline: 14 June  
To enroll, call Sue Murray at 939-2349 (DSN 437-2349).

**PARENTING CLASSES (15 hrs.)**

**22 June-24 August; Thursdays, 1130-1230; Bldg. 457 (on Blandy). By: Debra Oliver and Janet Presley**

This series of classes (systematic training for effective parenting (STEP)) is designed for parents of children ages 6-12. Improving child/parent relationships will be the focus of this 10-week course. This

**NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY95 SEMINARS**

NAEI courses are designed for GM-13/Lieutenant Commanders (or equivalent) and above assigned to the Naval Air Systems Command. All Senior Executive Management Development Program (SEMDP) participants are required to attend certain classes. These participants have priority for available billets. Program costs are funded by NAEI. Travel and per-diem expenses of nominees are funded by their respective organizations. If the course is residential, lodging and meal costs are provided by NAEI. Nominations must be submitted on an NAEI form, which may be obtained from Lori Ryser, Program Coordinator, Code 733000D, China Lake, (619) 939-2686 (DSN 437-2686).

Note: A DD-1556 is NOT required. Nominations from all sites must be submitted to the Employee Development Division, China Lake, by the deadline dates listed below.

COURSE TITLE	COURSE DATES	DEADLINE DATE TO CODE 733000D
Contemporary Management Issues and Practices	14-25 Aug	5 Jun
Politics of National Security	27 Aug-1 Sep	14 Jun
Managing Individual and Organizational Change	8-11 Aug	24 May
Washington Arena	18-22 Sep	10 Jul
Congressional Hearing Process	5, 6, and 9 Dec	1 Nov
Executive Leadership (4 Sessions)	New SEMDP only - TBD	
NEW - Managing Critical Resources	TBD - 5 days	
NEW - Creating the High-Performance Workplace	TBD - 5 days	

method encourages mutual respect between parent and child, increased cooperation, and effective communication.

Note: Books will be available for \$14. To enroll or ask questions, call Pat Oliver at 939-2468 (DSN 437-2468).

**EEO ISSUES FOR SUPERVISORS (2-hr. live video broadcast via satellite)**

**22 June; Thursday, 1000-1200; Training Center, China Lake. By: Rennie Saunders, NTU**

**29 June; Thursday, 0930-1130; Point Mugu. By: Rennie Saunders, NTU**

What do supervisors need to know to successfully manage their EEO responsibilities? This workshop will answer that question by providing an overview of the purpose, structure, and requirements of the federal EEO program. The instructor will identify situations in which managers have clear responsibilities, as well as common managerial pitfalls, and policies that affect the decisions of every federal supervisor or decision-maker. The overall goal of the workshop is to make you aware that as a supervisor you hold the key to the success of the EEO program.

To enroll or ask questions at China Lake, call Lori Ryser at 939-2686 (DSN 437-2686).

To enroll at Point Mugu, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information, call 989-3982 (DSN 351-3982).

**UNIX (TCP/IP) NETWORKING (6-hour video per day)**

**22-23 June; Thursday-Friday, 0800-1500; Training Center, China Lake**

**28-29 June; Wednesday-Thursday, 0800-1500; Bldg 323, Room 160, Point Mugu**

By: **National Technological University. Sponsor: Boston University**  
Intended Audience: Systems and application programmers, systems administrators, and managers involved in the development of UNIX-based distributed applications.

Prerequisite: Familiarity with networking and operating systems concepts.

This course offers a comprehensive overview of UNIX networking. Topics include distributed systems, communication protocols, TCP/IP, interprocessing communication, Berkeley sockets, UNIX network programming, design of client/server models, remote procedure call (RPC) paradigm, and network file systems.

To enroll at China Lake, contact Annette Hernandez via QuickMail with name, code, social security number, and phone number. For further information, call 939-0870 (DSN 437-0870).

To enroll at Point Mugu, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information, call 989-3982 (DSN 351-3982).

**UNDERSTANDING AND APPLYING MIL-STD-461D (4 hrs.)**

**26 June; Monday, 0800-1200; Training Center Annex, China Lake. By: R&B Enterprises**

This seminar provides a summary of Navy instructions, and details the application of MIL-HDBK-235 and MIL-HDBK-237. It includes pertinent definitions to facilitate the understanding of EMC technology and specific definitions pertaining to MIL-STD-461D. This seminar also provides a practical discussion of the differences between MIL-STD-461C and MIL-STD-461D.

Deadline: 5 June  
To enroll or obtain further information, contact Lily Horton at 989-3987 (DSN 351-3987).

**GUIDELINES FOR SELECTION AND EVALUATION OF NDI FOR E<sup>3</sup> (4 hrs.)**

**26 June; Monday, 1230-1630; Training Center Annex, China Lake. By: R&B Enterprises**

This course has been modified specially for Navy applications. The major emphasis of this course is the evaluation and selection of already developed equipment capable of fulfilling Navy operational requirements with little or no modification. These nondevelopmental items (NDI) allow the Navy to take advantage of technological advances resulting from the competitive

pressures of the commercial marketplace as well as developments in other DOD or Government agencies. The use of these items will minimize or eliminate the need for costly time-consuming government-sponsored research and development programs.

Deadline: 5 June  
To enroll or obtain further information, contact Lily Horton at 989-3987 (DSN 351-3987).

**SPECIFICATIONS AND STANDARDS (3 hrs.)**

**27-28 June, Tuesday, 0800-1100 or 1300-1600; Wednesday, 0800-1100; Michelson Lab, Management Center, China Lake. By: Paula Howard and Howard Miller, NAVAIR.**

In June of 1994, Secretary Perry issued a memorandum to the Military Services Secretaries, setting a new DOD philosophy concerning specifications and standards and their use in DOD acquisitions. This philosophy reversed the current practice of heavy reliance on invoking Military specifications and standards. The course objective is to discuss the DOD policy; discuss the DON and NAVAIR implementation of the change; understand the impact on solicitations; and gain a common understanding of what is a performance specification.

To enroll or ask questions, call Pat Oliver at 939-2468 (DSN 437-2468).

**INFLUENCING WITHOUT AUTHORITY (16 hrs.)**

**27-28 June; Tuesday-Wednesday; Training Center, Room 114, China Lake. By: Roger Kirkham, American Training Alliance**

In this 2-day course, participants will learn how empowerment linked to accountability enables continuous improvement of work processes. Employees will learn the distinction between empowerment, the power to take action versus delegation, the permission to take action versus anarchy, and doing whatever you want. Other topics include how to understand the color of your influence, why we will never get back to the "good old days," how to minimize

**EMPLOYEE DEVELOPMENT DIVISION NEWS**

**ON-BOARD TRAINING COURSE SCHEDULE**

**ANALOG, DIGITAL, MICROWAVE TROUBLESHOOTING (40 hrs.)**

**22-26 May; Monday-Friday, 0800-1630; Bldg 323, Room 159, Point Mugu. By: Evolving Technology Institute**

Note: Tuition for this course is approximately \$456 per person. You must provide a job order number to the Employee Development Division, Code 733000E when enrolling in this course.

Intended Audience: Designed for technicians to provide an overview of troubleshooting techniques for modern electronic equipment systems, which include radar and communications systems.

This course is designed as an overview to give the student in one course, all of the measurement techniques in complex modern electronic systems. The course is divided into three parts, the first being analog trouble-shooting, the next 2 days is devoted to digital troubleshooting techniques. Microwave troubleshooting is covered on the last 2 days. Analog troubleshooting covers analog meters, oscilloscopes, special measuring instruments and analog meters, discrete digital logic components, troubleshooting digital input and output levels, troubleshooting timing circuits components, system level troubleshooting, and overview of troubleshooting tools. Microwave troubleshooting includes introduction to microwave measurements, principles of testing I and II, spectrum analyzer, network analyzer, and microwave troubleshooting techniques and tips.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information, call 989-3982 (DSN 351-3982).

**INDIVIDUAL DEVELOPMENT PLANNING WORKSHOP (1 hr.)**

**25 May; Thursday, 1000-1100; Training Center, China Lake**

By: **Julie Streets, Employee Development Specialist**

Learn how to develop a systematic plan to acquire the competencies you or your employees need to excel in the workplace. The Individual Development Plan (IDP) is a tool to make that plan specific and meaningful to the individual and the organization. Participants will learn about development planning, goal setting, prioritizing competencies, and identifying developmental opportunities.

To enroll at China Lake, call Sue Murray at 939-2349 (DSN 437-2349).

**COACHING AND COUNSELING (2-hr. live video broadcast via satellite)**

**25 May; Thursday, 1000-1200; Training Center, China Lake. By: Rennie Saunders, NTU**

**1 June; Thursday, 0930-1130; Point Mugu. By: Rennie Saunders, NTU (2-hr. video)**

At one time or another, every supervisor faces the problem of an employee whose performance is not up to par or whose behavior is not acceptable to the organization. The employee may be careless in his or her work habits, uninterested in the job, or chronically absent or late. Effective counseling sessions can do much to get the employee back on a productive track. This presentation will provide new and experienced supervisors with concrete information and steps to follow. Participants will be able to take an active part in the lecture and will have an opportunity to practice the skills and knowledge learned by responding to various case studies.

To enroll or ask questions at China Lake, call Lori Ryser at 939-2686 (DSN 437-2686).

To enroll at Point Mugu, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information, call 989-3982 (DSN 351-3982).

**EQUIPMENT CUSTODIAN (3 hrs.)**

**25 May; Thursday, 1300-1600; Training Center, China Lake. By: Debra Schlick, Code 725100D**

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.

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.

Deadline: 18 May  
To enroll or ask questions, call Sue Murray at 939-2349 (DSN 437-2349).

**SINGLE FINANCIAL SYSTEM COMPUTER TRAINING**

In order to facilitate the implementation of the Single Financial System (SFS) computer training at NAWC, we are dedicating our computer facilities 100% at both sites to this effort. Therefore, the Employee Development Division will not be conducting any computer classes on site from June through the end of FY 95.

Alternatives to training are as follows:  
If your Competency has funding, you can take the course that you need off center. (If you need help finding a suitable vendor or course we can assist you.)

You can take advantage of the selection of self-study courses that we have available. There are various mediums of training, everything from video- to computer-based training on a wide variety of topics. The self-study courses are available to employees at either site. To obtain more information or ask questions at China Lake, call Tammy Berry at 939-3451 or at Point Mugu, Jim Diderich at 989-3994 (DSN 351-3994).

Points of contact for computer training are Computer Education/Engineering, China Lake, Annette Hernandez, (619) 939-0870 (DSN 437-0870); Computer Education, Point Mugu, Jim Diderich, (805) 989-3994 (DSN 351-3994); Computer Engineering, Point Mugu, Lily Horton, (805) 989-3987 (DSN 351-3987).

**DEMO REFRESHER WORKSHOP (3 hrs.)**

**11 July; Tuesday, 0830-1130; Point Mugu 13 July; Thursday, 0830-1130; China Lake**

By: **Don Shibley, Code 730000E**

This workshop will provide an overview of the Demo performance and pay system addressing some of the myths and misconceptions regarding the system and addressing some of the frequently asked questions regarding "what's in it for me?" and "how does the system affect me?" The workshop will address concepts and features of the pay system including increments and bonuses, performance evaluations, and ratings.

To enroll or ask questions at China Lake, call Lori Ryser at 939-2686 (DSN 437-2686).

To enroll at Point Mugu, submit an On-Board Training Request (NAWCWPNS 12410/2), to Marcy Acosta, Code 733000E (P622). For further information, call 989-3992 (DSN 351-3992).

**PRINCIPLES OF MERIT AND FAIRNESS (FEDERAL PERSONNEL SYSTEM) (3 hrs.)**

**6 June; Tuesday, 1300-1600; Training Center, Room 107, China Lake. 8 June; Thursday, 0900-1200; Bldg. 3015, Auditorium, Point Mugu.**

By: **Office of Personnel Management**  
Managers, supervisors, and personnelists are invited to attend this workshop on the merit principles and prohibited personnel practices contained in Title 5 of the U.S. Code. With reinvention and downsizing of personnel functions, managers may be expected to add still more personnel responsibilities to their duties. The workshop will feature lectures and short case studies to describe, define, and illustrate merit principles and prohibited personnel practices.

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D (C622). For further information, call 939-2359 (DSN 437-2359).

To enroll at Point Mugu, submit an On-Board Training Request (NAWCWPNS 12410/2) to Marcy Acosta, Code 733000E (P622). For further information, call 989-3992 (DSN 351-3992).

To obtain more information or to ask questions, call Cliff Lewis at 989-3009 (DSN 351-3009).

**CONTRACTING OFFICER'S REPRESENTATIVE COURSES**

The following schedule lists Naval Regional Contracting Center-sponsored training courses for FY 95. To apply for the courses, complete a DD 1556 for the Naval Regional Contracting Center, 937 North Harbor, San Diego, CA 92132-5106 and send it to your Employee Development Division, Code 733000E or Code 733000D, for processing. The cost is \$300. For more information, contact Felicia Nickelberry at 989-3980/DSN 351-3980.

Date	Location
12-14 July	NSWC Port Huemene
25-27 July	San Diego
22-24 August	San Diego

MASTERING ADVANCED INTERNET-WORKING (6-hr. video)

31 May; Wednesday, 0800-1500; Bldg 323, Room 160, Point Mugu

By: National Technological University. Sponsor: Northeastern University/Distributed Technologies Corp.

Intended Audience: Networking professionals, technology consultants, network planners, designers, and others who need to gain a solid grounding in internet-working technologies and to understand the requirements and choices of advanced internetworking.

This course provides a thorough understanding of the principles and technologies needed for internetworking in today's environments. The components to develop an internetwork are identified and examined. Advanced concepts of bridging and routing are presented and examined. You will learn how to link LANs with intelligent hubs, collapsed backbones, MANS, and examine the networking considerations for wireless networks.

To enroll at Point Mugu, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information, call 989-3982 (DSN 351-3982).

C++ UPDATE : 1995 AND BEYOND (6-hour video)

1 June; Thursday, 0800-1400; Training Center, China Lake

14 June; Wednesday, 0800-1500; Bldg. 323, Room 160, Point Mugu

By: National Technological University. Sponsor: University of Southern California

Intended Audience: Professional programmers, software designers, and project leaders.

Prerequisites: A familiarity with programming is assumed.

C++ is an evolving language that continues to add major new features. This course will bring you up-to-date modifications, including namespaces, the bool and bool char type, and run-time-type identification (RTTI) and will review these new features on the language. Namespaces are a scope that affects modularization and libraries. The bool type introduces a standard Boolean type as a native type of the language. RTTI provides information at run-time that completely changes the practice casting and conversion. Templates have attained how specification is done.

To enroll at China Lake, contact Annette Hernandez via QuickMail with name, code, social security number, and phone number. For further information, call 939-0870 (DSN 437-0870).

To enroll at Point Mugu, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information, call 989-3982 (DSN 351-3982).

MANAGING SOFTWARE PROJECTS (32 hrs.)

5-8 June; Monday-Thursday, 0800-1630; Bldg 323, Room 160, Point Mugu. By: Fastrack Training, Inc.

Note: Tuition for this course is approximately \$600 per person. You must provide a job order number to the Employee Development Division, Code 733000E when enrolling in this course.

This course teaches the skills necessary to plan and track software projects.

An introduction to SEI Capability Maturity Model where emphasis is placed on the key process areas of software project planning and software project tracking and oversight. Using a case study approach, participants work in teams to develop a Work Breakdown Structure (WBS), identify cost accounts, define tasks, and allocate effort and budget to create and integrate project plans. After planning, organizing, and staffing their projects, they learn to analyze variance reports to determine project status.

Topics to be covered include Software Project Management for Process Improvement, Role of the Manager, Project Planning and Organizing, Defining the Work, Allocating Resources, Defining the Project Organization, Cost Estimating, Scheduling and Staffing, and Risk Management.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information, call 989-3982 (DSN 351-3982).

NEW EMPLOYEE ORIENTATION (4 hrs.)

6 June; Tuesday, 0800-1200; Point Mugu. By NAWCWPNNS/NAWS Staff

Intended Audience: New employees. Our program starts with a Welcome Aboard and NAWCWPNNS Overview by Captain Hull and a NAWS Overview by Captain Laughter. Other topics included in the program are Prevention of Sexual Harassment; Security; Civilian Employee Assistance Program; Fraud, Waste, and Abuse; and Environmental Awareness.

Enrollment is accomplished via your Competency Level 2 offices. Each new employee will be contacted and approved by his/her Level 2 Competency Administrative Offices.

Note: If as a new employee you have a question regarding attendance of the program, call your Competency Level 2 Administrative Offices.

The New Employee Orientation is mandatory for all new employees; ask your Competency to add you to their list.

Presentation Method: Seminar  
Deadline: 30 May

TURNING STRESS INTO HIGH PERFORMANCE (8 hrs.)

8 June; Thursday, 0800-1600; Training Center, China Lake. By: Bob Huey

This course will provide all participants with three keys to mastering stress: (1) tolerance (quick relief); (2) solutions (workable plans); and (3) stamina (extra energy). The class will be a workshop setting where students work on their real-life issues. Stressful Events and Stressful People will be identified and solutions defined.

To enroll or ask questions, call Pat Oliver at 939-2468 (DSN 437-2468).

NETWARE 4.0 ADMINISTRATION (32 hrs.)

12-15 June; Monday-Thursday, 0800-1630; 2901 Ventura Blvd. Suite 100, Oxnard

Note: Tuition for this course is approximately \$925 per person. You must provide a job order number to the Employee Development Division, Code 733000E when enrolling in this course.

Intended Audience: NetWare 4.0 users and NetWare network administrators who are responsible for the day-to-day operational management of a NetWare 4.0

OFFICE OF CIVILIAN PERSONNEL MANAGEMENT, WESTERN REGION

The following no-tuition costs courses are available to all NAWCWPNNS employees. For more information, call Lori Ryser at 939-2686 (DSN 437-2686).

San Diego, CA

27-28 June Employee Development for Personnel Clerks  
12-13 July Effective Presentations

17-21 July Introduction to Employee Relations

Bangor, WA  
11-13 July Defense Civilian Personnel Database System (DCPDS) Employee Development Subsystem(EDS) Course

18-21 July Civilian Personnel Management Field Institute (CPMFI)

20 July Preventing and Resolving Equal Employment Opportunity (EEO) Complaints

X408.5: NEGOTIATION PRINCIPLES AND TECHNIQUES (36 hrs.)

28 June-13 September; Wednesdays, 1700-2000; Training Center, China Lake. By: Marcia Crabtree, 446-9073, UCSB

Prerequisite: X408.1: Elements of Government Contract Administration or consent of instructor.

Intended Audience: Participants in the certificate program in Government Contract Management. Course Description: Provides a framework for analyzing how to approach the negotiation of a contract and how one's counterpart reacts to his/her goals. Mock negotiation. Negotiation principles and skills to achieve planned objectives. Human behavior theories and their application in negotiation. Traits of the negotiator. Planning the negotiation. Techniques, tactics, strategy and countermeasures.

Text: Instructor will provide class materials.  
Deadline: 21 June

To enroll or ask questions, call Denise Gossage at 939-2648 (DSN 437-2648). Employees taking this course must sign a statement at the time of registration, promising to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained.

HAZARDOUS WASTE WORKERS TRAINING (4 hrs.)

24 May; Wednesday, 0730-1130; China Lake Training Center, Room 107  
26 July; Wednesday, 0730-1130; China Lake Training Center, Room 107  
27 September; Wednesday, 0730-1130; China Lake Training Center, Room 107  
By: Environmental Program Office, Code 823E00D

Note: This is not OSHA 1910.120 certified training

Intended Audience: Those who generate, handle, and manage hazardous waste. This course is required training for anyone who generates or handles hazardous waste. It is also required training for anyone who manages a hazardous waste accumulation area.

Because the activities of the NAWCWPNNS and NAWS, China Lake generate more than 1000 kg of hazardous waste per month, we are designated a Class I generator and are subject to full regulation under Federal environmental laws. One aspect of this regulation is proper training of personnel who generate, handle, or manage hazardous waste.

The course will help attendees to identify hazardous waste, set up and operate accumulation areas, identify time limitations, properly label and store containers, initiate emergency response procedures, initiate requests for disposal, and conduct accumulation area inspections.

Class size is limited to 25 people.  
To enroll, contact Mona Alkharfi at 939-4477.

FREE NOVELL CLASS

USING MICROSOFT WINDOW TO AUTOMATE YOUR OFFICE

A free seminar titled "Using Microsoft Office To Automate Your Office" will be held in Oxnard on 14 June from 0900 to 1100. Discover for yourself the breakthrough innovations and ease of use of Microsofts Office 4.3. This powerful suite of applications will be demonstrated together to represent a whole new way to work.

To register or obtain detailed course information, call Charles Spinnler at (800) 773-1501, ext 103.

network, and ECNE, CNE, and CNA candidates.

Prerequisites: Basic understanding of DOS, hierarchical directory structures and networking technology, including a working knowledge of MD, CD, RD, DIR, PATH, COPY CON, and TYPE. Familiarity with Windows 3.0 or above interface is helpful.

This course teaches the knowledge and skills needed to perform NetWare 4.0 network administration or system management tasks effectively. Participants who complete this course will be able to accomplish basic and fundamental network management tasks in a NetWare 4.0 network. Topics include NetWare Basics, Fundamental Services, Netware Security, and Supplemental Network Services. This is a Novell-authorized course.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information, call 989-3982 (DSN 351-3982).

NEW EMPLOYEE ORIENTATION (4 hrs.)

13 June; Tuesday, 0800-1200; China Lake. By: NAWCWPNNS/NAWS Staff

Intended Audience: New employees. Our program starts with a Welcome Aboard and NAWCWPNNS Overview by Captain Hull and a NAWS Overview by Captain Stephenson. Other topics included in the program are Prevention of Sexual Harassment; Security; Employee Assistance Program; Fraud, Waste, and Abuse; and Environmental Awareness.

Enrollment is accomplished via your Competency Level 2 offices. Each new employee will be contacted and approved by his/her Level 2 Competency Administrative Offices.

Note: If as a new employee you have a question regarding attendance of the program, please call your Competency Level 2 Administrative Offices.

The New Employee Orientation is mandatory for all new employees; ask your Competency to add you to their list.

Presentation Method: Seminar  
Deadline: 6 June

To enroll or ask questions, call Sue Murray at 939-2349. (DSN 437-2349).

GLOBAL POSITIONING SYSTEMS (GPS)-INERTIAL NAVIGATION (16 hrs.)

13-14 June; Tuesday-Wednesday, 0800-1600; NCBC, Bldg. 1444, Room 290, Port Hueneme. By: Tom Logston, UCCE

This course examines the system design and performance features of various multichannel, timesharing, and multiplexing receivers for the GPS. The promising new applications in land surveying, precision targeting, air traffic control, unmanned navigation, and other applications are also discussed. The course will compare the alternative ground- and space-based systems with GPS and explore the benefits and potential difficulties with interoperability. Design considerations in user-set architecture selection are covered, and technical issues associated with GPS software development, for example, Kalman filtering, interferometry, and differential navigation, are thoroughly examined.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Marcy Acosta, Code 733000E. For further information, call 989-3992 (DSN 351-3992).

CAREER DEVELOPMENT WORKSHOP (8 hrs.)

15 June; Thursday, 0800-1600; Training Center, China Lake. By: Julie Streets, Employee Development Specialist

Are you unclear about your career direction? Interested in figuring out what you want to be when you "grow up?" Discover your best fit occupation by examining your values, skills, interests, and personality type. The focus will be on using this information to make better career decisions.

To enroll, call Sue Murray at 939-2349 (DSN 437-2349).

FIBER OPTICS (HANDS-ON) (24 hrs.)

19-21 June; Monday-Wednesday, 0800-1630; Bldg. 323, Room 160, Point Mugu. By: The Light Brigade

Note: Tuition for this course is approximately \$850 per person. You must provide a job order number to the Employee Development Division, Code 733000E when enrolling in this course.

This course is a 3-day course for both technicians and engineers/designers, supervisory personnel to learn all of the issues and products relative to the physical plant components, installation methods and test equipment used in fiber-optic systems. This will be followed by 2 days of hands-on training for the technicians on connectorization, splicing, cable and panel preparation, testing, and documentation. A third day is also included featuring system design objectives for those involved with E/O System Design. The first day, for technicians/engineers will include Introduction to Fiber-Optics; the second and third day will include hands-on training for technicians.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information, call 989-3982 (DSN 351-3982).

SOFTWARE DEVELOPMENT AND DOCUMENTATION MIL-STD-498 (24 hrs.)

19-21 June; Monday-Wednesday, 0800-1630; Bldg. 323, Room 201, Point Mugu. By: Technology Training Corp.

Note: Tuition for this course is approximately \$675 per person. You must provide a job order number to the Employee Development Division, Code 733000E when enrolling in this course.

The newly approved MIL-STD-498 replacing DOD-STD-2167A and DOD-STD-7935A, forms the basis for Software Acquisition Best Practices. All personnel involved with future software developments need to learn how to use MIL-STD-498 to form software contracts, and how MIL-STD-498 will impact the development of bids and software management practices. Topics will include DOD Software Requirements and Acquisition Policies; Applying the Newly Approved MIL-STD-498; the new MIL-STD-498: Software Development, Determining Software Documentation Requirements Using MIL-STD-498; Dealing With the Absence of Supporting MIL-STDs-Help From MIL-STD-498, and Its Limitations; Support for Software Process Improvement and Source Selection in MIL-STD-498; and the future

CSUB SUMMER COURSES

Cal-State University, Bakersfield (CSUB), offers at China Lake a bachelor's degree in business administration and a master's degree in administration. Employees taking one of the courses below must sign a statement at the time of registration, promising to reimburse the government if a satisfactory grade (i.e., "C" or better) is not obtained. To enroll in these courses, call Denise Gossage at 939-2648. Deadline for enrolling is 10 calendar days before the starting date of the class. Registration will be held at the first class meeting. Enrollments for courses will be on first-come, first-served basis, unless otherwise indicated.

CORE COURSES

PSYCH602: SEMINAR IN ORGANIZATIONAL PSYCHOLOGY (5 quarter units)  
12, 14, 19, 26 June; 3, 10, 17, 24, 31 July; 2 August; Mondays and Wednesdays, 1610-2110; Training Center. By: Professor Sasaki, (805) 664-2363, CSUB

Scope: Examination and application of theories and concepts pertaining to the behavior of individuals in contemporary work organizations. This course deals with those factors which affect the ability of individuals in contemporary work organizations and groups of individuals to work effectively within the structure and climate of complex organizations. Topics deal with issues associated with individual values, beliefs, attitudes, and expectations as they affect the management processes, including leadership, decision-making, and communication.

Note: This is a core course for the master's degree program in administration through CSUB.

FIN300: FINANCIAL MANAGEMENT (5 quarter units)  
13, 15, 22, 29 June; 6, 13, 20, 27 July; 3 August; Tuesdays and Thursdays, 1610-2110; Training Center. By: Professor Shakoori, (805) 664-3406, CSUB

Scope: Theory of financing the business firm under uncertainty. This course covers the supply and demand for capital, asset management, capital structure analysis, cost of capital, and capital budgeting decisions. Statistical and financial analysis of problem sets is also included, as well as computer applications.

Note: This is a core course for the bachelor's degree program in business administration through CSUB.

ELECTIVE COURSE

Note: Civil service employees at China Lake taking this course and expecting to obtain tuition support must submit DD Form 1556 (Off-Center Training Request) via department channels to Code C622/733000D with a JO# supplied by their department to pay \$500 tuition cost and an "objective" statement explaining how the course is job related.

SOC312: SOCIAL PSYCHOLOGY (5 quarter units)  
12, 14, 19, 26 June; 3, 10, 17, 24, 31 July; 2 August; Mondays and Wednesdays, 1610-2110; Training Center. By: Professor Travis, (805) 664-2368, CSUB.

Recommended prerequisite: one course in psychology or sociology.

Scope: Group affiliation, group standards, social perception, reference groups, and other social influences on the behavior of individuals. Topics include the self and society, attitudes and an attitude change, social perception, attraction and love, aggression and violence, and group dynamics. The course includes lectures and discussion. Note: This course satisfies General Education Goal VII for CSUB bachelor's degree students.

of software standards—MIL-STD-498 and Commercialization.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Mary Glasmann, Code 733000E (P622). For further information, call 989-3982 (DSN 351-3982).

CREATIVE THINKING AND PROBLEM SOLVING (16 hrs.)

20-21 June; Tuesday-Wednesday, 0800-1600; NCBC, Bldg. 1444, Room 290, Port Hueneme. By: Teri Mahoney, Supertraining

This course will provide the student with the current theories of how your brain thinks and experience your unique thinking style. At the end of this course, participants will be able to explain/discuss theories of brain specialization and their applications to creativity; EEG brain waves and creativity; techniques of problem solving, mind mapping, and brainstorming; "colored hat round robin;" and brain patterning and characteristics. Several

creative problem exercises to stimulate thinking processes will be practiced to enable a balance of theory and practice that will develop competency in right brain thinking/left brain analysis

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Marcy Acosta, Code 733000E (P622). For further information, call 989-3992 (DSN 351-3992).

NONDEVELOPMENTAL ITEM (NDI) ACQUISITION TRAINING (16 hrs.)

20-21 June; Tuesday-Wednesday, Training Center, Room 211, China Lake. By: PRC, Inc.

Intended Audience: Logisticians, engineers, contracting personnel, and anyone involved in the procurement of systems.

DOD is committed to increasing the use of nondevelopmental items in meeting its requirements. NDI acquisition represents a cost-effective approach to meeting requirements for weapons systems, items of