

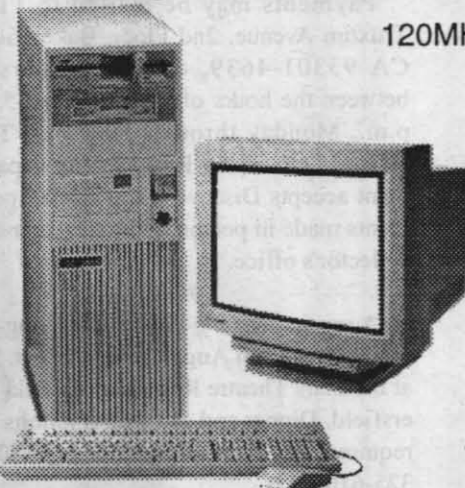
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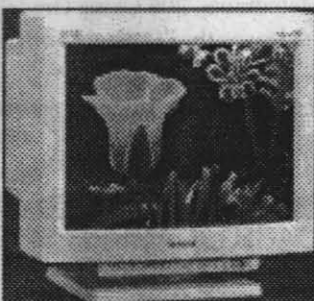
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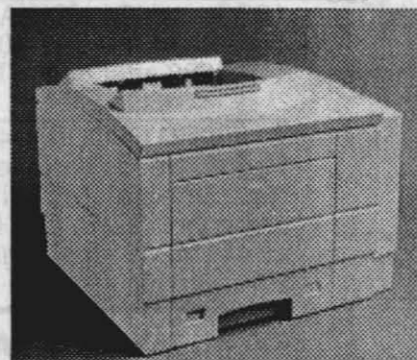
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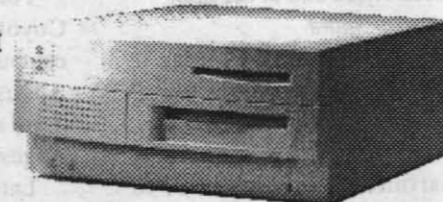
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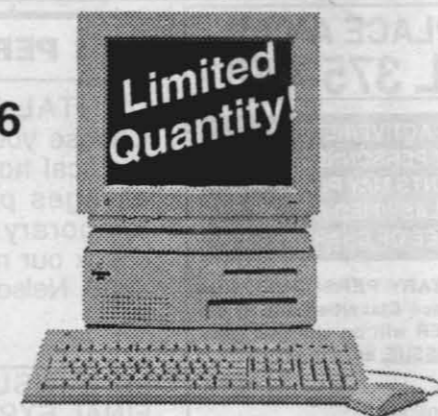
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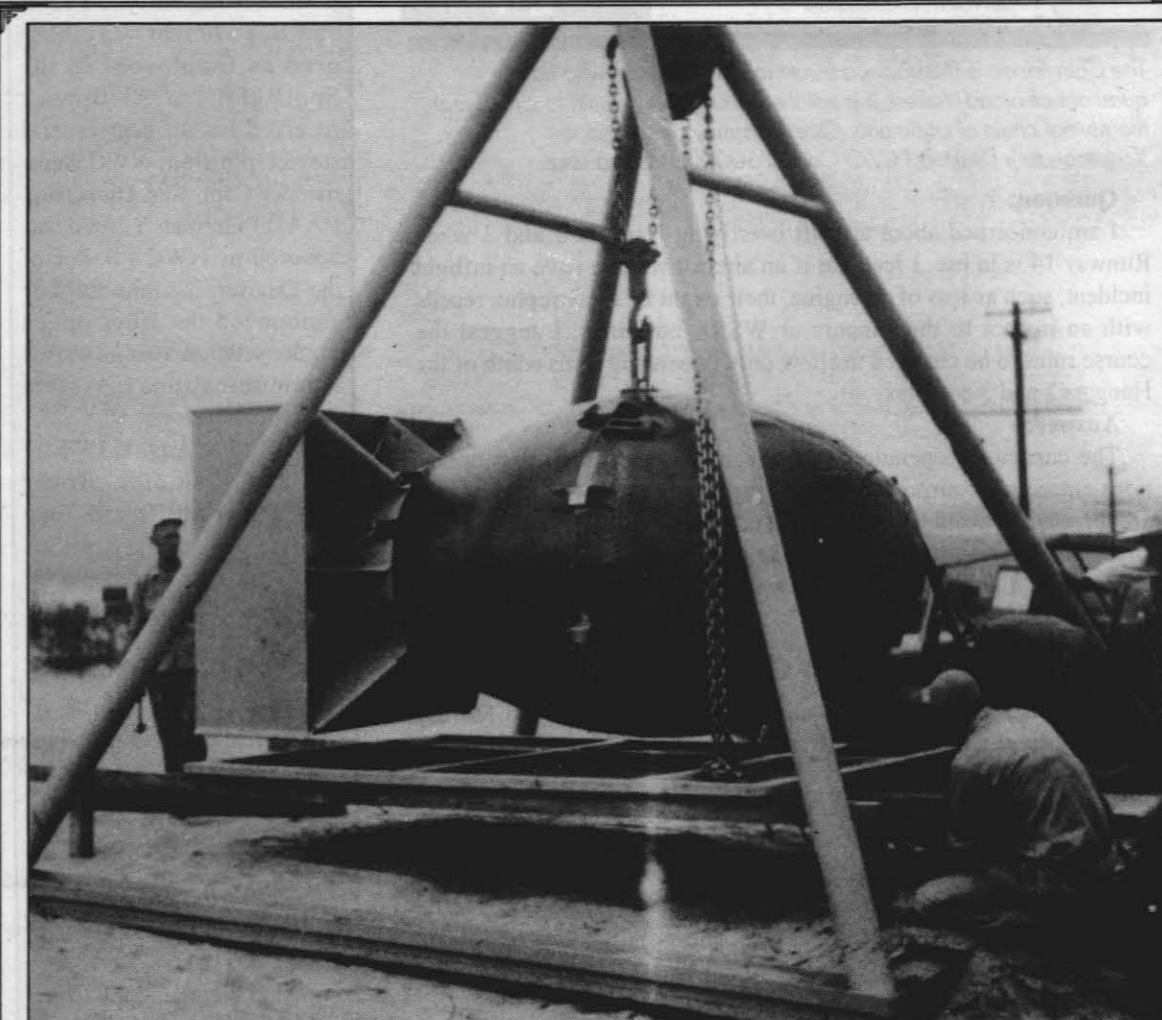
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# THE ROCKETEER

THURSDAY, JULY 27, 1995

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 51, No. 14



**FAT MAN**—Historical photo shows workers at the China Lake Pilot Plant preparing a Fat Man style atomic bomb (without the nuclear core) for shipment. August 6 marks the 50th anniversary of the dropping of the bomb on Hiroshima, the first ever deployed in wartime. Please see the story on Page 16, which recounts China Lake's involvement in the early development of nuclear weapons.

## China Lakers complete successful test and integration of HAWK and TACTS at Yuma

During the last phase of HAWK air defense system and TACTS testing and integration, conducted in Yuma, Ariz., by China Lakers Eid Khatib and Jim McMechan, the *Cactus Comet*, the Marine Corps Air Station newspaper ran an article praising the effort. The paper said the testing provided an accurate training scenario to Marine Aviation and Weapons Tactics Squadron-1 (MAWTS-1) as well as to the Light Anti-Aircraft Missile (LAAM) Battalion. It explained the big advantage between the old way of training and the new way of having HAWK, or the Home-All-the-Way Killer, integrated with TACTS, the Tactical Aircrew Combat Training

System. Khatib and McMechan are employees of the Combat Environment Software Branch in the Threat/Target Systems Department.

"In the past, during weapons and tactics instructor training, we would be at the pilots' debriefing and the TACTS people would ask if we saw an aircraft at a certain time while in the field," explained SSgt. Jan Lautner, 1st LAAM Battery platoon commander. "We would check out lists to see if we actually tracked an aircraft and if we shot it down, but the pilot could always dispute our time because we didn't have any real evidence of the action."

Please see **HAWK**, Page 17

**CWO4 Michael G. Edmiston ends 30-year career today**

Hangar 3 is the site of the 1p.m. farewell ceremony for multi-tour China Laker

3

**'Over the Horizon' by VAdm. Lockard**

NAVAIR commander talks about work processes in his monthly column

8

**Gordon Fawkes recognized with Renne Award**

Long-time ordnance plant team member honored for efficient, innovative leadership

9

**Strategic Arms Reduction Treaty team conducts inspection**

Ten inspectors from former Soviet Union visit five sites over past weekend

16

## Dialog started on work force 'skills mix adjustment'

By Capt. Roger K. Hull  
NAWCWPNS Vice Commander

*(Editor's Note: This article contains the text of an all hands message released by Capt. Hull on July 17. Two questions that were subsequently sent to him, with his answers, are also included. Selected Qs & As on this topic will appear in future issues of The Rocketeer.)*

Those of you at China Lake have probably seen the Friday (July 14) edition of the *Ridgecrest Daily Independent* with its front page article on our need to look at adjusting our work force "skills mix" as a means of overcoming a budget deficit.

For those of you at Point Mugu, Albuquerque or White Sands, or anyone at China Lake who didn't see the paper, the article discussed the fact that we are looking at the possibility of an unspecified number of involuntary separations sometime late next year.

Unfortunately, a memo with numerous factual errors was given to the media, and was used as the basis for the story. Thanks to a willingness on the part of the media to conduct an interview, the story itself is generally accurate, with a few exceptions.

It is important for all of you to understand three salient points regarding this issue:

- This is by no means the first time we have looked at the possibility of using the entire spectrum of tools we have available to us for correcting an operating loss. We have managed to avoid involuntary separations in the past, and we will do everything possible to avoid it this time.

The fact that the process takes nearly a year to complete means that we need to do the necessary data collection and planning now, and then vigorously pursue all other means of adjusting our skills mix, while sticking to the 4% a year downsizing that all of you are accustomed to by now.

- Requesting approval for an action of this type does NOT necessarily mean that we will execute it, or that it will be as large as initially envisioned. At any point prior to actual execution, we can reduce the scope or cancel the action entirely.

- There is absolutely no desire on the part of management to keep any secrets from any of you. We are prohibited from making any general announcements on the subject in order to avoid circumventing the request and approval process, and to avoid politicizing the issue unnecessarily.

Please see **DIALOG**, Page 20

# Weather

	High	Low	Gusts	Humidity
Wed	97	67	25	33-11%
Thurs	101	55	10	50-12%
Fri	108	58	13	—
Sat	111	69	22	—
Sun	93	73	19	—
Mon	103	70	19	—
Tues	101	68	27	39-13%
July 19 - 25				
Wed	101	70	16	29-11%
Thurs	104	61	20	33-12%
Fri	104	62	19	34-12%
Sat	105	63	20	—
Sun	110	62	16	—
Mon	111	67	17	39-11%
Tues	108	65	19	35-12%

## China Lake Calendar

### Friday, July 28

•Air Force "Tops in Blue '95" free musical variety show open to the public at Station Auditorium, 8 p.m. Due to limited seating, you must get a ticket at Craftech.

### Monday, July 31

•TSP Open Season ends

### Friday, August 4

•Seafarer Club Wake, 8 p.m.  
Call 939-8661/2 for information

### Wednesday, August 9

•RAB meeting, 6:30 p.m., Kerr McGee Center

### Thursday, August 17

•CPR class. Sign up by calling 939-1929

## THE ROCKETEER

**RA. Dana B. McKinney**  
NAWCWPNS Commander

**Capt. Charles A. Stevenson**  
NAWSCL Commanding Officer

**Cathy Partusch**  
Public Affairs Officer

**Steve Boster**  
Managing Editor

**Barry McDonald**  
Editor

**Kathi Ramont**  
Staff Writer

**Margie Hammett**  
Photographer

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

Editorial deadline: 4 p.m., Wednesday of non-flex weeks.

This deadline also applies to submissions for the NAWCWPNNS Announcements contained herein; the PAO Info Line; and cable Channel 17, KNID Reader Ads.

Correspondence and material for THE ROCKETEER should be addressed to: Editor, THE ROCKETEER, Commander, Code C08033 (750000D), NAWCWPNNS, 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 MAINSITE zone, and try find.) Fax information to 939-2796, or call 939-3354.

Information intended for use in PAO 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.

Advertising is the sole responsibility of High Desert Newspapers, Inc., 224 East Ridgecrest Blvd., Ridgecrest, CA 93555, (619) 375-4481.

Advertising deadline is noon, the Friday before publication.



# The Commander's Desktop

By **RA. Dana B. McKinney**  
NAWCWPNS Commander



The Commander's Desktop is a forum for China Lakers who have questions of broad interest. It is not the intent of this column to circumvent the normal chain of command. Questions may be mailed to "Commander's Desktop," C/O Code 750000D, China Lake.

### Question:

I am concerned about aircraft overflying Hangars 2 and 3 when Runway 14 is in use. I feel that if an aircraft were to have an inflight incident, such as loss of an engine, their might be catastrophic results with an impact to the hangars or WSSA buildings. I suggest the course rules to be changed to allow only downwind turns south of the Hangars 2 and 3 complex.

### Answer:

The current air operations manual only addresses aircraft operations entering the airport from the overhead pattern (break). Aircraft are directed to avoid breaking over Hangars 2 and 3 and the apex. A change to the manual has been made and aircraft in the landing pattern will be directed to hold the downwind turn for Runway 14 until south of Hangar 3.

## Technology base call for proposals

Technology base efforts are underway to prepare for the Marine Corps Systems Commander, Amphibious Warfare Technology sponsors' visit in September.

In an effort to solicit proposals from as many employees as possible, there will be a kick-off briefing on August 8 from 9 to 11 a.m. in the Management Center at Michelson Lab.

At the briefing there will be discussion of the Marine Corps technology thrust areas, proposal schedule and program criteria; all of which will affect the selection of funded technology proposals for FY96.

Interested persons are encouraged to attend. For more information please call Jerry Shultz, Code 472130D at 939-3262.

## Groundbreaking ceremony is today

Naval Air Weapons Station, China Lake, will hold a groundbreaking ceremony for the Armitage Airfield Fuel Farm today, July 27, at 8:30 a.m.

The ceremony will take place on Lauritsen Road just west of the intersection of Sandquist and Lauritsen. Capt. Charles A. Stevenson, commanding officer, Naval Air Weapons Station, China Lake, will officiate.

Hensel Phelps Construction Company of Irvine, Calif., was awarded the contract on June 30. Project completion is expected by January 1997.

This project will provide two 200,000-gallon above-ground storage tanks with the required environmental protection devices and secondary containment systems to replace the existing Airfield Fuel Farm. The new equipment includes automatic controls to prevent overflow and fuel spillage and an Aqueous Film Forming Foam (AFFF) protection system that automatically dispenses foam to protect the new facility from fire. The new facility also includes an 1,800-square foot office building.

As an added improvement, the contract reroutes and paves Lauritsen Road to Hangar Five and repaves Talon Road to the airfield.

Project Engineer Scott Webber and General Superintendent Gerry Boat comprise the on-site management team for the Hensel Phelps Construction Company. The contractor's project manager is Steve Culbertson.

# NAVY HOTLINE

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288-6743 (DSN)  
(202) 443-6743 (commercial)

## Pages From The Past

July 26 & Aug. 2, 1985

William L. Black of the Ordnance Systems Department had his right hand and part of his forearm amputated when a 20 mm round detonated prematurely at the Ballistic Test Facility. . . John and Sue Dunker were honored as Employees in the Spotlight. . . Al Boyack received his 40 year federal service pin from NWC Commander Capt. Ken Dickerson. . . AD3 German Ydrovo was honored as NWC's Sailor of the Quarter. . . John LaMarr announced the fiber optics trunk system drawings were a communications system upgrade milestone.

July 25 & Aug. 1, 1975

Gerry Schiefer, Roger Fisher, Ray Miller and Tony Rue are China Lakers selected for NSAP assignments. . . Raymond Harrison is trading his post as head of the Personnel Department for a new position in the Office of Civilian Manpower Management. . . Bernie Wasserman was honored as NWC's Athlete of the Month. . . Frank Sinatra Jr. is set for an Aug. 6 show at Burroughs High.

July 23 & 30, 1965

Capt. Charles Ross was named to command the China Lake Civil Air Patrol Composite Squadron 84. . . Clarence J. Renne was saluted for his chairmanship of the FJC Fund Drive which netted \$8,000. . . Pop Lofinck, the Desert Philosopher for The Rocketeer, celebrated 20 years of China Lake service. . . Everett Moberly is the new local Fleet Reserve Association chapter president. . . China Lakers George Barnes, James Nichols, Carol Burge and Dennis Burge were stopped from climbing Afghanistan's Mt. Noshag by Red China.

July 22 & 29, 1955

Fred Richards, of the Technical Information Department, was honored for his work in the Ground Observer Corps. . . Lt. Col. H.V. Joslin is the new Marine Barrack commander. . . Cdr. W.J. Moran arrived at NOTS as assistant experimental officer, his second tour at China Lake. . . John S. Rinehart, research physicist, left NOTS to join the Harvard College staff.

# COMMUNITY EVENTS

"The Secret Garden," performed by the cast of CLOTA, will hold performances July 28 and 29 at 7:30 p.m. at the Burroughs High School Performing Arts Center. General admission is \$8. Cost for seniors, students and military is \$5.

#####

Performances of "The Wizard of Oz" are scheduled for July 28 and 29 and August 3, 4 and 5 at 7:30 p.m. in the Cerro Coso Community College Lecture Center. General admission is \$6. Cost for seniors, military and students is \$5. Tickets are available at the Village Bookshelf, CCCC business office and at the door.

#####

Cerro Coso Community College is offering a one-unit "Advanced Firearms" course from July 31 to Aug. 14 at 6 p.m. Class will be held at the Ridgecrest Police Department. Students need to have completed a basic course in firearms, or have instructor approval to enter this course. All student-owned weapons are subject to approval by the instructor before use on the range. Regis-

ter by calling the Coyote Connection at 371-9601, using ticket number 0124.50. For more information call 375-5001, extension 203.

#####

"Introduction to Sociology," "Chicanos of the Southwest," "General Psychology," "Psychology for Life," "Introduction to Abnormal Psychology," "Automotive Technician Theories and Practices I," "Legal Aspects of Evidence" and "Theatre Laboratory" are just a few of the courses offered this fall at Cerro Coso Community College.

For telephone registration, call the Coyote Connection at 371-9601. On campus walk-in registration will be held August 16-17 from 8:30 a.m. to 1:30 p.m., and from 3 p.m. to 6 p.m., and on August 18 from 8:30 a.m. to 3:30 p.m.

Late registration will be held on the first week of classes, August 21-25, at the Admissions and Records Office.

Call the college at 375-5001 for more information on registration procedures or on the many services offered by the col-

lege, such as career planning or financial aid.

#####

A special exhibit featuring animated robotics from Kokoro Dinosaurs accompanied by informative text panels is at the San Bernardino County Museum in Redlands. From Interstate 10 take the California Street exit. Museum hours are Tuesdays through Sundays from 9 a.m. to 5 p.m. Admission is \$6 for adults, \$5 for seniors and students and \$4 for children 2 to 12. For more information call the museum at (909) 798-8570.

#####

Edwards Air Force Base has a test flight museum located at 650 ABW/MU 1, S. Rosamond Blvd., Edwards. For more information call (805) 277-8050.

#####

Kern Valley Museum is open Thursday through Sunday from 10 a.m. to 4 p.m. It is located at 49 Bi Blue Road, Kernville. For more information call (805) 376-6683.

#####

Maturango Museum's Northern Mojave Visitor Center/Death Valley Tourist Center is open Wednesday through Sunday, 10 a.m. to 5 p.m. It provides visitors with information on what to see and do in the Mojave Desert including places to fish and hike, points of interest and museums. Located in the museum at 100 E. Las Flores Ave., Ridgecrest. Currently, a "Do You

#####

Remember?" display of early Ridgecrest is at the museum. Also on display is a Darwin mining exhibit in the Natural History Gallery. For more information call 375-6900.

Remember?" display of early Ridgecrest is at the museum. Also on display is a Darwin mining exhibit in the Natural History Gallery. For more information call 375-6900.

#####

Kern County treasurer-tax collector Phil Franey has mailed unsecured property tax bills. These are for business equipment, farm equipment, aircraft, boats and similar assets. Those property owners who do not receive a tax bill by August 10 are urged to call Franey's office at (805) 861-2655. To avoid a 10 percent penalty, payment must be made on or before Aug. 31.

Payments may be mailed to 1115 Truxtun Avenue, 2nd Floor, Bakersfield, CA 93301-4639, or paid in person between the hours of 7:30 a.m. and 5:30 p.m., Monday through Thursday. The office is closed on Fridays. The department accepts Discover Card for tax payments made in person at the treasurer-tax collector's office.

#####

A music mystery, Havoc at Harrington Hall will run Aug. 4 through Sept. 2 at the Stars Theatre Restaurant in Bakersfield. Dinner and show reservations required. For more information call (805) 325-6100.

#####

Through Aug. 12 at the Vaudeville Express Melodrama, 206 China Grade Loop, Oildale, see the "Gaslight Follies."

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CHURCHES.....12  
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RENTALS.....20  
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BUSINESSES.....30  
AUTOMOTIVE.....35  
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EVERYONE WHO KNOWS, buys music CD's at Loewen's. . . All CD's are only \$11.98 at Loewen's, 225 E. Ridgecrest Blvd. (TFN)

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RADIO CONTROLLED AIRPLANE, 40 size trainer with six channel radio, flight box, many accessories. Great flyer. \$350 OBO, call 375-4092. (TFN)

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Kelley Blue Book - \$12,130\*  
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## MILITARY NEWS

### WTS's CWO4 Edmiston retires today after thirty years of service

More than thirty years have gone by since Michael G. Edmiston enlisted in the Navy as a high school airman recruit. Today, July 27, he retires as a chief warrant officer four from the Naval Weapons Test Squadron. The retirement ceremony is at 1 p.m. at Hangar 3, with retired Capt. Daniel J. Stone, former head of the NAWS Aircraft Department, returning as guest speaker. Also in attendance will be Cdr. Randy Sweeney, commanding officer of WTS, and Cdr. Keith Chambers, maintenance officer for WTS.

"Thirty years came and past very quickly for me," said Edmiston. "The Navy is the only way of life I've lived since high school. In a way it's a sad day."

Edmiston's naval career started with aviation machinist (reciprocating) "A" school in Millington, Tenn. After graduation his first operational assignment was Attack Squadron 56 (VA-56), Naval Air Station, Lemoore, Calif. There he qualified as a plane captain on the A-4C Skyhawk and deployed Westpac on *USS Ticonderoga*. In April 1968 AD3 Edmiston reported to NATTC, Memphis, Tenn., where he attended aviation machinist mate "B" School. Upon graduation, ADJ2 Edmiston was transferred to VRC-50 in Atsugi, Japan, where he flew as a T-39 plane captain and C2-A loadmaster. Two years later he reported back to Lemoore and was assigned to the aircraft intermediate maintenance department.

Edmiston volunteered for duty in Vietnam in January 1972, and after attending gunners school at Fort Ustes, he joined Helicopter Attack Squadron Three in Bien Thuey, Vietnam. ADJ2

Edmiston was meritoriously promoted to ADJ1. In 1973 he reported to Fighter Squadron 92 and returned to the Tonkin Gulf onboard *USS Constellation*.

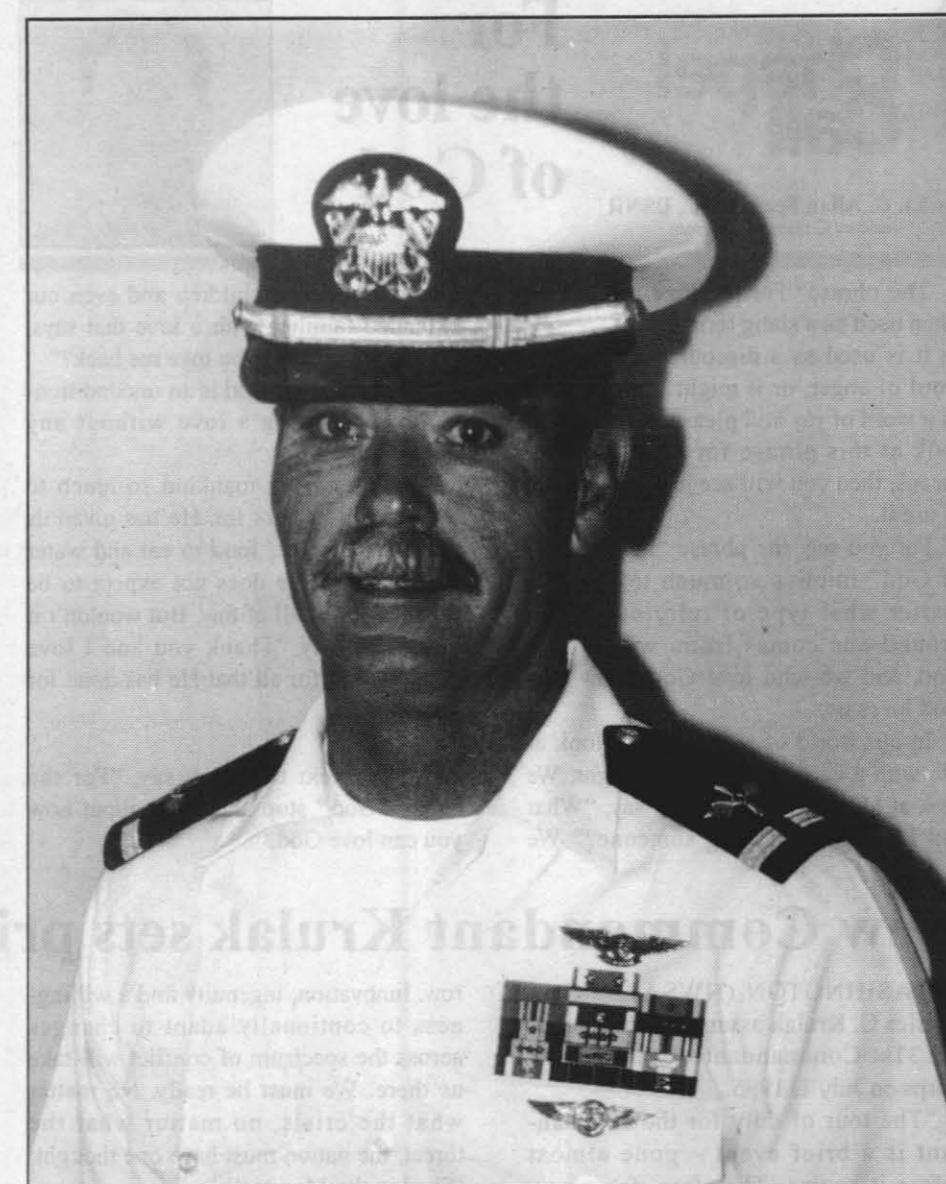
Accepted under the Associate Degree Completion Program in June 1975, Edmiston transferred to Palomar College where he earned his associates degree in business. After that schooling, he transferred to Patrol Squadron 31 and attended Flight Engineer School. In April 1977 AD1 Edmiston reported to Patrol Squadron Nine as a P3B/C flight engineer.

He spent three years at Naval Air Station Miramar, Calif., at the Naval Air Maintenance Training Detachment as an instructor in T-56 power plants and related systems, where he made chief.

In May 1983, Edmiston transferred to Carrier Airborne Early Warning Squadron 112 and served as the aircraft division chief petty officer, power plants branch chief, line division chief and command senior chief.

As a senior chief, he transferred to Air Test and Evaluation Squadron Five, China Lake, and was assigned to maintenance control as maintenance chief. Receiving his commission as chief warrant officer in July 1987, Edmiston was then transferred to Naval Air Station, Pensacola, for officer indoctrination school with follow-on orders to Air Test and Evaluation Squadron Four as the aircraft division officer, and later as the maintenance material control officer.

Recognizing a need to return to sea duty, CWO2 Edmiston reported to Air Antisubmarine Squadron 21 at Naval Air Station, North Island, Calif. He took over as the maintenance material control officer and embarked with the first S3-B



CWO4 Michael G. Edmiston

Viking Squadron aboard *USS Independence* and returned to Yokosuka, Japan.

Edmiston came back to China Lake in September 1992 as chief warrant officer three. He served as the Naval Air Weapons Station's aircraft division officer, targets maintenance officer and contractor oversight officer. In December 1994 he was promoted to his current rank as chief warrant officer four.

Edmiston has been awarded the Navy Commendation Medal (three awards), the Navy Achievement Medal (two awards), Presidential Unit Citation, Navy Meritorious Unit Citation, Navy Unit Citation, Battle E, Good Conduct Medal (five awards), National Defense

Medal (two awards) Vietnam Service Medal (five awards), Southwest Asia Service Medal, Navy Sea Service Ribbon, Kuwait Liberation Medal, Vietnam Gallantry Cross, Vietnam Campaign Medal and the Navy Marksman Pistol Medal.

Edmiston is starting a new job next week at Fort Huachuca, Ariz., for the Army. He said he will be working on a remote pilotless vehicle program. "The town of Sierra Vista is full of retired military and I'm looking forward to the job," he said.

Edmiston is married to the former Monica Sturdy of Ridgecrest. They have two dogs, Niki and Scooter.

### President helps break ground on military women's memorial at Arlington

By Sgt. 1st Class Stephen Barrett  
American Forces Information Service

President Bill Clinton joined nearly 5,000 women veterans and others June 22 at groundbreaking ceremonies for the Women in Military Service for America Memorial at Arlington (Va.) National Cemetery near Washington.

When completed in 1997, the memorial will make what Clinton called a long-overdue down payment to women who served and continue to serve in America's armed forces. The president cited past treatment of military women.

"They could give their lives for liberty, but they couldn't give orders to men. They could heal the wounded and hold the dying, but they could not dream of holding the highest ranks. They could take on the toughest assignments, but they could not take up arms," said Clinton. "Still they volunteered, fighting for freedom all around the world, but also fighting for the right to serve to the fullest of their potential."

Following his remarks, Clinton and first lady Hillary Rodham Clinton joined retired Air Force Brig. Gen. Wilma Vaught, president of the Women in Military Service for America Foundation, for the groundbreaking. Also assisting were

retired Army Brig. Gen. Anna Mae McCabe Hays, the military's first woman general officer; and Marine Corps Staff Sgt. Melissa Crane of Henderson Hall, Arlington, representing active duty women.

For the thousands gathered, the groundbreaking was a time of both reunion and remembrance. Women veterans of world War II, dressed in era uniforms, mingled with those wearing desert camouflage. All discussed the common ideals of their service and the need for the memorial.

"To many of us, it finally means recognition for a job well done," said Letha Owens, a retired Air force personnel

sergeant from Truman, Ark. Owens said she saw many changes during her 20 years of service. "It's important to be equal in recognition, as well as career opportunities, pay and responsibilities. This will help."

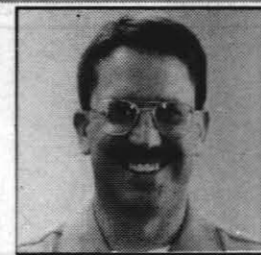
Since the memorial campaign began, foundation organizers began collecting data from active duty women service members and women veterans. Nearly 150,000 women are now registered.

Women veterans who wish to enter their names into the registry may call 800-222-2294 or write to: WIMSA, Department 560, Washington, DC 20042-0560.

# Chapel Call

## For the love of God

By Lt. C. Allan Ford, CHC, USNR  
Assistant Command Chaplain



The phrase "For the love of God" is often used as a slang term.

It is used as a discouraging word, a word of anger, or it might even be used as a word of joy and pleasure. But if you look at this phrase for what it really means, then you will see just how we are to use it.

For you see, the phrase "For the love of God" implies so much to life. No matter what type of religious background one comes from, we all love God, and we who love God know that God loves us.

In our world of reasoning we look at life with a cause and effect thought. We look at love in a way as if to say, "What can I get out of loving someone?" We

love our spouses, children and even our extended families with a love that says, "If I love you, will you love me back?"

The love from God is an unconditional love, meaning a love without any strings attached.

God has given mankind so much to be thankful to Him for. He has given us the air to breathe, food to eat and water to drink, and He does not expect to be loved back for all of this. But wouldn't it be nice to say "Thank you and I love you" to God for all that He has done for you?

So the next time you say, "For the love of God," stop and think about how you can love God.



Photo by Kathi Ramont

**CELEBRATION PARK**, a five-day holiday, theme park adventure featuring fun, crafts, music and active Bible learning was held recently at the NAVVS All Faith Chapel. Pre-kindergarten through sixth grade students enjoyed the Vacation Bible School program held in Army tents on the lawn by the church.

## New Commandant Krulak sets priorities for the Marine Corps future

WASHINGTON (NWSA) — Gen. Charles C. Krulak assumed command as the 31st Commandant of the Marine Corps on July 1, 1995.

"The tour of duty for the commandant is a brief event — gone almost before it begins. Therefore, for a new commandant to continue to move the Marine Corps forward and make a meaningful contribution, he must set and focus on priorities. I will do just that. My intent is simple and direct — defined in five pillars that represent my most strongly held beliefs, he said recently.

"War fighting. We have no more important responsibility to the American people than to win the nation's battles. We exist today because the American people expect their Marines to provide a lean, ready and professional fighting force. A force that guarantees success when committed. They have such a force now and are proud of it. But good as we are today, we will be better tomorrow.

Innovation, ingenuity and a willingness to continually adapt to changes across the spectrum of conflict will take us there. We must be ready. No matter what the crisis, no matter what the threat, the nation must have one thought: "Send in the Marines!"

"People. Another of our most important responsibilities to the American people is to make Marines. Our ability to win battles boils down today, as it always has, to the Marine. This will not change. People are our most precious asset and we protect them by the fair, scrupulous and unbiased treatment of all Marines as individuals — caring for them, teaching them and leading them. It is the obligation of each member of the chain of command from top to bottom. We must ensure that this sense of fairness is a constant and genuine thing. I expect commanders to take prompt and vigorous action where and when deviations from this obligation are discovered.

Our manpower processes — recruiting, classification, assignment, promotion, education, reenlistment, separation and retirement — will support this sense of fairness.

"Core values. I do not intend for these to be just words — I expect for them to frame the way we live and act as Marines. Our core values of honor, courage and commitment are at the very soul of our institution. There is no room in our Marine Corps for either situational ethics or situational morality. I expect Marines to epitomize that which is good about our nation and about the ideals upon which it was founded. There are no 'shades of gray' when it comes to our core values.

"Education and training. During times of fiscal constraint the Marine Corps has turned to its education and training systems to keep its warfighting edge. Each dollar spent in training will bring a solid return. The use of simula-

tion, virtual reality, models and various warfighting games can make subsequence field training more effective and, ultimately, less expensive. Therefore, we will pursue this type of technology.

"Naval character. The Navy and Marine Corps are inextricably linked. Together, the sea services provide a tremendously versatile and unique warfighting capability to the nation. I intend to work closely with the Chief of Naval Operations.

"Finally, I am deeply honored to be the 31st commandant of the Marine Corps. We have challenges ahead but, more importantly, we have great opportunities.

"Let me know what we are doing right, what we are doing wrong, what we are doing that we should not be doing and, finally, what are we failing to do that badly needs doing. I ask each of you to join me at the helm as we chart our way toward the 21st century."

## All Faith Chapel Services

Equipment for the hearing impaired and nursery are available

### Protestant

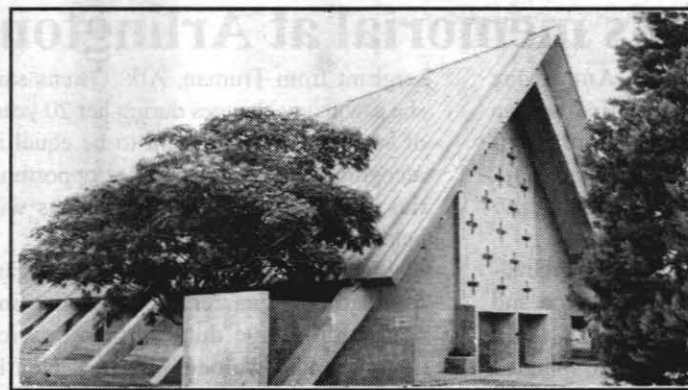
Sunday Worship Service, Main Chapel 10:30 a.m.  
Sunday School, 1008-10 Blandly & 1903-05 Mitscher 9:00 a.m.  
(September thru May)  
Bible Study (East Wing), Wednesday 11:30 a.m.  
(September thru June)  
Men's Prayer Breakfast, East Wing, Thursday 6:00 a.m.  
Adult Bible Study, East Wing, Thursday 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, Sunday, 1902 Dibb 9:30 a.m. - 12:30 p.m.

### Roman Catholic

Sunday Mass, Main Chapel 9:00 a.m.  
Daily Mass, Blessed Sacrament Chapel 11:35 a.m.  
Confessions, Sundays 8:15 - 8:45 a.m.  
Confessions, Weekdays By appointment  
Religious Education Classes, Sunday 10:02 Blandly, 1008-10 Blandly & 1903-05 Mitscher 10:30 a.m.  
RCIA, St. Ann's School Library 8:15 - 9:45 p.m.

### Islamic

Jumaa Prayer, Friday (1002 Blandly) 1 p.m.



Chaplain Patrick J. McCormick, LCdr., CHC, USNR  
Chaplain C. Allan Ford, Lt., CHC, USNR  
Chaplain Steve Leapman, Lt., CHC, USNR  
Rebecca Einstein, student rabbi

Office Hours Monday-Friday, 0730-1630; Flex Fridays, 0730-Noon  
939-3506, 939-2773, 939-2873

# REC BITS

Morale, Welfare & Recreation Department



Writing, Layout & Design by Debra Poindexter, MWR Marketing

## Seafarer Club changes to new concept

Changing times require new approaches! An innovative concept is in the works within the MWR Department to replace the traditional Navy Club services at China Lake. Effective August 4th, 1995, the Seafarer Club will close, ending a long history of "Club" service. At its inception, the club catered strictly to Enlisted members. With dwindling dollars and attendance, the club became an all hands club for military members and DoD civilians. However, this measure did not generate adequate income in support of a full spectrum club with sit-down dining facilities. The need to provide a leisure time facility for our military and civilian employees is still very much a quality of life issue. With this in mind, MWR had to come up with an alternative recreational facility and still pay the bills. The closure, scheduled for August 4th, 1995, allows major changes to be done within the Seafarer Club resulting in a grand reopening on September 1st as an innovative and unique recreational center. As a recreation center, the facility will house amusement machines, interactive games, a computer center, large screen televisions, pool tables and other recreational items. This planned recreation center will also house a fast food menu which will replace the traditional sit-down table service. A special feature of the new center will be the multipurpose activity room where banquets and special events can be catered and where Tuesday night Bingo will be held. An enlarged dance floor, stage and enhanced sound system will greatly improve this recreational asset. Overall, a multipurpose recreation center is going to better meet the diverse needs of our local military, their family members, DoD civilian patrons and their guests who have long supported our facility. For more information, call the Seafarer Club at 939-8661/2.

## Attend the club's wake and burial

Seafarer Club is holding a wake and burial service for the club on August 4th. Too Late for Breakfast will play at 8:00 p.m. Wear black and be ready to "wake-n-roll." For additional information, call 939-8661/2.

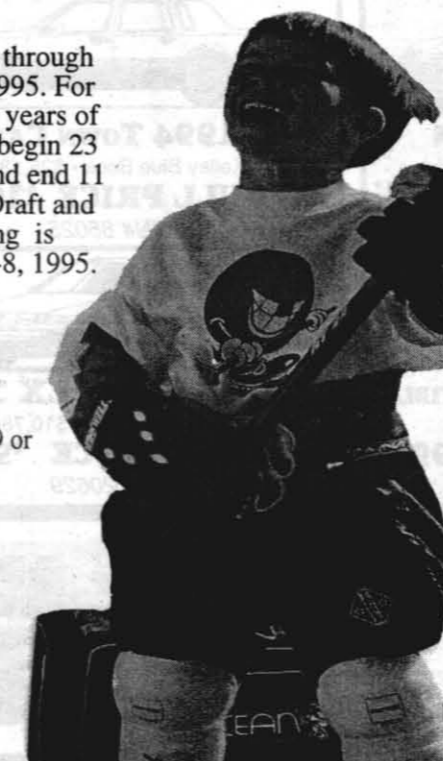
## Youth fall soccer season starts

Sign-ups begin 1 August through 11 September, 1995. Games begin 23 September through 18 November. Games are played on Saturdays and practices are held during the week. Sign-up at the Youth Center. Call 939-2909/6884 for fees or general information.



## Youth fall hockey sign-ups begin

Sign-up now through August 25, 1995. For players 5-15 years of age. Games begin 23 September and end 11 November. Draft and parent meeting is September 4-8, 1995. Coaches and referees are needed. Sign-up at the Youth Center. Call 939-2909 or 939-6884 for fees or general information.



## New hours-new equipment

Effective August 4th, Outdoor Recreation Checkout expands its hours to meet the growing customer recreational needs. New hours are Monday-Friday, 10:00 a.m. to 7:00 p.m., Flex Fridays, Saturdays & Sundays from 10:00 a.m. to 4:00 p.m. and closed on holidays. Appointments are also available, Monday through Thursday, from 7:00 a.m. to 10:00 a.m. Call 939-2334 or 927-Rent. Equipment includes mountain bikes, boats, portable generators, camping equipment and much more. If you haven't been in lately, stop in today and allow the outdoor recreation experts to "show their stuff."

## Winter bowling leagues forming

Sign-up for winter bowling leagues at Hall Memorial Lanes. Games begin in September. For additional information, call Hall Memorial Lanes at 939-3471. Sign-up for one or more of the leagues:

- Mixed League
- Men's League
- ABC/WIBC Women
- Open League
- Morning Mixed League
- Blue Chip Bowling
- YABA Daytime League
- Mixed Evening League

## Beginning leaded stained glass

Classes begin September 5th, 1995. Sign-up early due to limited space in each class. Classes consist of 6 sessions. Two classes are held at the instructors glass workshop. • \$30.00 per person • \$30.00 for materials • Military receive 10% off supplies and 15% off class

Students complete one leaded stained glass project from design and layout through the finished product. Course includes equipment and safety, layout, leading, glazing and cleanup, design, cutting, soldering, copper foil demo and overview of products and materials. For more information, call Craftech at 939-3252.

## Splash flash

**SWIM LESSONS**  
The last session of swim lessons begins August 7th, 1995. Come and sign-up at the Gymnasium. Sign-up anytime before the first day lessons. Brochures are at the Gym and the Community pool for more information.

**DIVE IN MOVIE**  
Don't miss our movie presentation at the Community Pool on Saturday, August 12th at 7:30 p.m. Movie begins at 8:30 p.m. Snack Bar is open to get your movie munchies. Movie will be announced. Join us! Movie event is great fun for the entire family.

**THANK YOU**  
Appreciation and thanks to PR2 Kelly Curry, PR3 Jennifer Estin and the rest of the crew from the AIMD Paraloft for their help in working on patching up the water slide. It was extra effort on their part to take time out of busy schedules to help repair the slide. Thank you from MWR and all the patrons at the Community Pool who enjoy using the slide again!!!

**AQUACIZE AND WATER AEROBICS**  
Get in shape while enjoying the cool refreshing water! Come try one of our water exercise classes-Monday through Thursday at 11:30 a.m. to 12:30 p.m. or 5:15 to 6:15 p.m. at Solar Pool.

### • On sale at the Gym •

Pro Penn Racquetballs \$3.00  
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## Recognition

At Weapons Test Squadron quarters in June, AMH2 Sean W. Hicks was promoted to petty officer second class, and AZ3 Jon P. Skroder, to petty officer third class.

Good conduct awards went to AT1 James A. Buzan, AMH2 David W. Wallace, PR3 James E. Dick, AD1 David E. Dempsey, PR2 John T. McGlone, AD2 Charles W. Cristwell and AE Danny D. Thurman.

Senior Dust Devil of the Month for April was AD1(AW) Jeffery Lee Smith. Dust Devil of the Month for April was AMS2 Kenneth A. Engen. Junior Dust Devil of the Month for April was AS3 Andrew R. Mendoza.

Senior Dust Devil of the Month for May was AT1(AW) John H. Linzer. Dust Devil of the Month for May was AD2(AW) Bruce S. Raymie, and AK3 Taralee Paul was Junior Dust Devil of the Month for May.

A letter of commendation went to AT1(AW) Michael Harold Oppy.

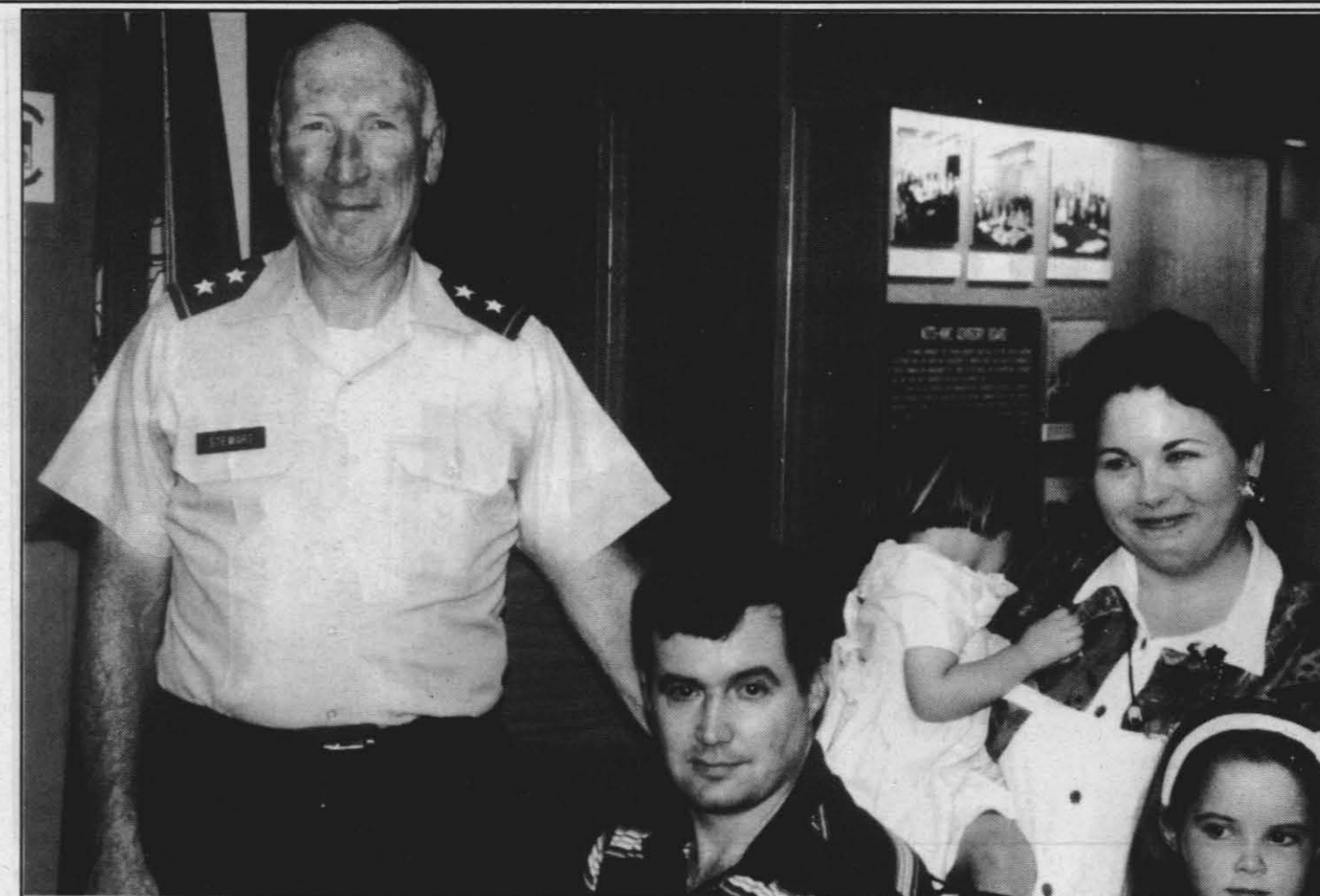


Photo by Kathi Ramont

**If you're in a building that catches on fire, get out and stay out!**

**HONORS**—Capt. Pete A. Gardner, U.S. Army Reserve, was awarded a Meritorious Service Medal last week for his performance of duties as a military intelligence officer with the 40th Infantry Division (Mechanized). Presenting the medal was Maj. Gen. William F. Stewart, commander of the 40th ID, Los Alamitos, Calif., at a ceremony attended by Gardner's wife, Robin, and daughters, Kendra, Kimberly and Dara, at the NAWs Exhibit Center. Gardner works as a mathematician in the Radar Warning Systems (ASR) Section at China Lake.

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- all this week and next, super sales
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Photo by Margie Hammert

**OUTSTANDING** grade for the second year in a row was recently handed out to the NAVS Aviation Supply Division following a NAVAIR Naval Aviation Maintenance Office inspection. In recognition of this accomplishment Capt. Charles A. Stevenson (in flight suit) presented a Division Award plaque to Division Head, CWO4 Dan Cruz (fourth from left). Other managers who joined division personnel for the ceremony included (standing, l-r) Dennis Hatzenbuehler, acting Supply Department head; Reubern Gomez, Fuel Branch head; and Jim Bradberry, division associate. Not available for the picture was division leading petty officer, AKC Larry Larsson, who, according to CWO4 Cruz, contributed greatly to the division's success in the inspection.

### New command created for supply

Naval Aviation Supply Office Philadelphia and the Ships Parts Control Center Mechanicburg, Pa., will combine to form a single command, the Naval Inventory Control Point on Oct. 2, 1995. The consolidation will result in a single command structure, while maintaining the activities' current geographic locations.

RAdm. Robert M. Moore, commander, Naval Supply Systems Command, recently announced the headquarters will be in Philadelphia. RAdm. Keith W. Lippert will be the commander of the new Naval ICP. RAdm. Lippert is currently commander, Defense General Supply Center in Richmond.

RAdm. Moore announced a nationwide search will be conducted within DoD for a civilian Senior Executive Service level vice commander of the NICP, expected to be named before October.

The standup of the Naval ICP marks the culmination of NAVSUP's aggressive strategy for downsizing its Inventory Control Points. Moore stated that the standup, "...while producing savings and efficiencies for the taxpayer, will enable us to continue the outstanding service we provide for our Naval warfare communities."

### Gym shorts . . .

#### Aerobics

Come into the gym and meet MWR's new aerobics instructor, Judy Bernard. She will be teaching 5:30-6:30 p.m. Monday through Thursday. Daily and month fees are: military, \$2 and \$23; DoD, \$3 and \$26; CR, \$4 and \$30.

#### Polar heart rate monitors

Pacer model heart rate monitor is available for \$120.

#### Four-man outdoor volleyball tournament

August 18 and 19 are the dates for the four-man outdoor volleyball tournament at Solar Park, with play starting Friday at 6 p.m. and Saturday at 9 p.m. Military teams pay \$25 and DoD/CR teams pay \$30. Team managers may pick up rosters at the gym. Rosters and fees are due from all coaches no later than Aug. 16.

#### Ping pong

Singles, doubles and round robin ping pong competition will be held August 4 and 5, depending on the number of entries in the various categories. Cost: military, first event, \$12, second, \$7; DoD, first event, \$14, second \$9; CR fee, first event, \$16, second, \$11. Pick up entry forms at the gym, and for additional information call 939-2334/6541.

#### Intramural basketball results

In the intramural basketball championship game the R.E.D. Electric defeated the Ball Hawks 66-60. R.E.D. Electric went undefeated for the spring season.

#### MWR offers personal training

How effective is your cardiovascular or weight lifting workout? Do you have a workout plan at all? If not contact the MWR gym, ask for one of the personal trainers and they will give you one-on-one fitness training. Utilizing a personal trainer is one of the best ways to maximize your workout regimen and identify your strengths and weaknesses in either the weightlifting, athletic strength training, optimize fitness or in the cardiovascular arena. Or maybe you haven't been working out for awhile and you need a kick start with the latest ways of getting into shape. For an appointment call Loy Vincent at 939-2841.

#### Get fit & exercise class

Decrease body fat and increase muscular strength, endurance and flexibility. Work out on cardiovascular exercise equipment and circuit/free weight training equipment with personal trainer Loy Vincent or Dakota Saunders.

Keep track of your caloric input and output and watch yourself lose weight. Obtain a body fat composition analysis and cardiovascular assessment. Get in shape August 7 through September 15 with a proper workout.

Monday, Wednesday and Friday classes are from 9 to 10 a.m., or 5:30 to 6:30 p.m. Cost: military \$25, DoD \$38.50, CR's \$50 (members receive 50 percent-off full price).

### Navy women still volleyball champs

By Sgt. 1st Class Stephen Barrett  
American Forces Information Service

Navy's women and Army's men retained championships at the 1995 armed forces volleyball tournament, held May 1-5 at Peterson Air Force Base, Colo.

In the women's competition Navy and Army posted identical 5-1 records through the 12-match tournament, forcing a best-of-three-game playoff. After splitting their two tournament games, Navy prevailed in the playoff, taking a 15-8, 14-16, 15-7 decision for its second straight title.

Navy placed five women on the 17-member armed forces all-tournament squad. Earning spots were Lt.j.g. Karen Griffith (Naval Air Station, Jacksonville, Fla.), Ensign Heidi Fleming (U.S. Naval Academy, Annapolis, Md.), Ensign Lauren Nilsen (Camp Pendleton, Calif.), Chief Warrant Officer Karen Schessinger (Portsmouth Naval Medical

Center, Va.) and Petty Officer 1st Class Heather Brewer (Edell Naval Base, Scotland).

The Marine Corps placed three players, sending Sgt. Danielle Dillard (Camp Pendleton), Cpl. Joyce Dillon (Iwakuni Marine Corps Air Station, Japan) and Cpl. Michelle Barnette (Marine Corps Base, Hawaii) to the all-tournament team.

Navy played the spoiler, upsetting Air Force 14-16, 15-9, 15-6 in Match 7.

Earning Navy all-tournament honors were Ensign Thomas Kait (USS Denver), Petty Officer 1st Class John Blondin (San Diego Naval Base), Petty Officer 3rd Class Timothy Krass (Souda Bay Naval Base, Crete) and Petty Officer 3rd Class Matthew Galvin (North Island Naval Air Station, Calif.).

Completing the men's team were Marine 1st Lt. Kevin Kelliher (New River Marine Corps Air Station, N.C.) and Lawrence Daley (Naval Air Station, Long Beach, Calif.).

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\*Performance: About the same as a 60/66MHz Pentium for regular use & 50% faster than 486/66 for heavy numeric use. \*\*Install it yourself or we'll install it for \$35.

With these systems, upgrade to: 1.2GB hard disk drive, only \$99 from 8 to 16MB RAM, only \$249 (486) or \$289 (Pentium) Quad-speed CD-ROM 600KB/sec, just \$159 Windows for Workgroups \$19 Microsoft-brand ergonomic mouse just \$29

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## SPORTS

### Time to sign up for Triathlon 1995

It's that time again — time to start planning for the China Lake "Triathlon 1995" — whether as a contestant or a volunteer.

"Triathlon 1995" is scheduled for 8 a.m. Sept. 16 and consists of two courses. The long course includes an 800-meter (1/2 mile) swim, a 40-kilometer (24.84 mile) bike ride and a 10-kilometer (6.2 mile) run. The short course is a 200-meter (.125 mile) swim, a 13.2-kilometer (8.2) bike ride and a 5-kilometer (3.1 mile) run.

Each course will be broken up into different individual categories for men and women in the following age groups: 13-17, 18-29, 30-39, 40-49, 50-59 and over.

### High water makes fishing difficult

Fishing is good, but difficult with high water at Bishop Creek in the Eastern Sierra. Panther Martin lures have been the most successful. Night crawlers and meal worms are the best bait. Fly fishing has been good at Weir Pond with midges. The creek was stocked recently with one-and-a-half pound Alpers trout.

Six- and eight-pound rainbow trout have been pulled from Lake Sabrina recently. Trolling has been good with night crawlers and all spinners. The lake is now being regularly stocked with big Alpers trout.

Lake fishing is great at South and North lakes. The best bait is night crawlers and meal worms.

At Intake II fishing has been good, but the water is high. It was also stocked recently. The water is high and fast on the Owens River and fishing has been fair in the evenings. Popular flies include emerges and olive drakes.

Perch are hitting good on feathered jigs at Pleasant Valley Reservoir. Trout are really quiet there though.

In the Big Pine area of Owens River

### Fish and game information on line

Hunters, anglers, hikers and campers can obtain information about Department of Fish and Game activities faster and easier than before by calling the automated information system at the License and Revenue Branch at (916) 227-2244, 24 hours a day, seven days a week.

"This system will enable our customers to obtain recorded general hunting and fishing information around the clock," said Patricia Kessler, chief of the License and Revenue Branch. "We've never been able to provide that service

Team categories will include men's, women's and mixed.

Ribbons with finish times and places will be given in all categories (1st, 2nd and 3rd places). Entry fees are \$5 for individuals, \$7 per two-person team and \$9 per three-person team. Checks can be made out to MWR-TRI. A late fee of \$5 will be added to entries received after Sept 13.

In addition, each team is responsible for bringing in at least one volunteer to help make this event a success. Volunteers can register at the gym's front desk. A minimum of 43 volunteers are needed to support the race.

For more information, call Michelle Archuleta at the gym at 939-0754.

fishing is difficult with the high fast water, but live bait is pulling in nice sized trout. Night crawlers and crickets are especially good.

Salmon eggs and orange glitter Power Bait are working really well at Big Pine Creek. Anglers weren't having much luck at Baker Creek recently.

In the the Rock Creek Canyon area of Lower Rock Creek fishing is very consistent with salmon eggs and yellow PB.

Anglers are hitting their limits with persistence at Upper Rock Creek. Water levels have dropped over the weekend, making access easier and safer. Try flies, black ants, prince newts, mosquitoes and the rock creek special. Worms are also working well.

Fishing is very good with all matuka flies using a small weight or split shot to pull them slightly under the surface at Rock Creek Lake. Flies are hitting well from shore and trolling. Orange PB and salmon eggs are also working well.

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

before. Customers can also speak to a staff person during regular business hours by calling (916) 653-6420 to get their big game drawing results, or for answers to unusual or technical questions that are not answered by the recorded messages."

Recorded information includes topics such as hunting and fishing license requirements, seasons and bag limits; deer and other big game tags; waterfowl and upland game bird drawings; commercial fishing information and special permits available from the department.

# John Dunker loses long battle with lung ailment

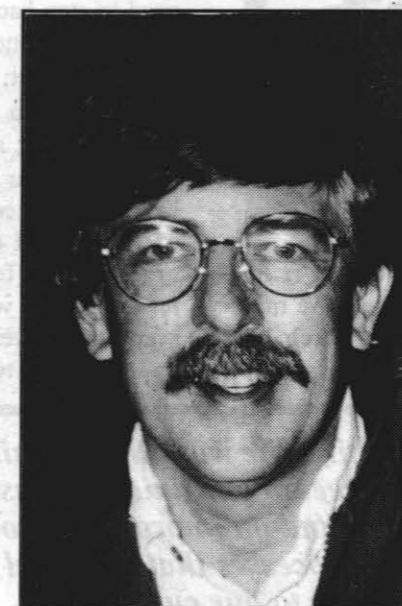
John Dunker, long time area resident, died Tuesday, July 18, at his home after a 15-year illness. He was 49 years old and will be remembered by friends and associates as much for his wit and humor as for his talent as a photographer, film maker and writer.

John was born in San Francisco. After receiving his bachelor's degree in communications at Washington State University and his master of fine arts degree in filmmaking at UCLA, he came to the Naval Weapons Center as a film producer in 1971. For the next ten years he made numerous films for the Film Projects Branch of the Technical Information Department (TID). His talents were unmistakable. He was equally at ease creating technical film reports for admirals as he was putting together humorous, motivational films for sailors. Many of John's films were award-winners, including *Man From Lox*, which won first place in four different national and international competitions. John's papers on film production and theory were published in the proceedings of five international technical communication conferences. He also wrote for *American Cinematographer* and *Industrial Photography* magazines.

From 1982-1991 John served as head of the Writing Branch and from 1991-

1994 he was head of the Video Branch, both in TID (now known as the Scientific and Technical Documentation Division (S&TDD)). As a supervisor, John was famous for his branch Christmas gifts, which ranged from the goofy to the ridiculous. Tokens to his troops included old bowling balls, quart-sized jars of Tabasco sauce, framed 8x10 color portraits of himself (the frame carefully pinched so the picture couldn't be removed and the frame used for another) and dummy hand-grenades. John was also TID's unofficial retirement party entertainment. Departing TID employees usually received at least one brown paper grocery bag filled with essential retirement gifts John had carefully selected from one of his forays to the thrift store.

Throughout his years at China Lake John was intimately involved with his



"What's new and exciting?" — a phrase that epitomized John Dunker's interest in life.

first love — still photography. For over 20 years he taught various photography classes at Cerro Coso Community College. These classes would routinely fill to capacity. Through his teachings he influenced just about every local aspiring photographer with his craftsmanship and his keen sense of design and composition. For ten years, he and Al Weber, a nationally renowned landscape photographer, co-taught an annual petroglyph photography work-

shop in the Coso Range on the base through U.C. Santa Cruz. Top photographers throughout the state were always on hand, either as guests or students. John himself never stopped learning. He studied with Ansel Adams, Al Weber, Steve Crouch, Jerry Uelsmann and many others.

At the start of almost every conversa-

tion John would ask "What's new and exciting?" An inconsequential greeting for some; but for John this phrase epitomized his interest in life. John subscribed to dozens of periodicals and several newspapers. He liked knowing what was going on in the world and in the lives of his friends, co-workers and students. John loved photographing ghost towns, railroads and the petroglyphs, and he learned all he could about them. It was John's interest in things that kept him going long after his body said "quit." He never gave up—enthusiastic and optimistic about life, John courageously continued to work on Station until the very end.

John, a non-smoker, developed a mysterious, slowly progressing emphysema-like lung condition fifteen years ago. For the last two years of his life he was on the waiting list for a lung transplant, hoping a lung would become available that would be big enough for his 6'4" body. The first thing John planned to do with his new lung was to simply walk to his mailbox, unlimited by tubes and oxygen tanks. The lung never came; John's time finally ran out. He is survived by his wife, Susan, and their son, Chris, and daughter, Julie, and many, many friends.

—Ramona Bernard & Mark Pahuta

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<p><b>AUGUST 2 - CHRIS HIATT &amp; COLD SHOT</b> A TRIBUTE TO STEVIE RAY VAUGHAN</p>	<p><b>AUGUST 19</b> COUNTRY DANCE WORKSHOP with Cianne Mc Ginnis &amp; Jack Smith 1:30 to 7:30 p.m.</p>	<p><b>AUGUST 25</b> Lock-n-Load Rock-n-Roll</p>
<p><b>AUGUST 4</b> 3 Alternative Rock Bands</p>	<p><b>AUGUST 11</b> KILLER DUCKS Country Dance Band</p>	<p><b>Friday</b> Comedy, Rock-n-Roll, Jazz-n-Blues, Alternative Rock. Call and see what's going on.</p>

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**Wednesday - Ladies Night**  
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**Thursday/Saturday Country Night**  
Dance Lessons 7:30 - 9:00 p.m.  
Thirsty Thursday \$3.50 Pitchers  
"911 Shooters" \$2.50

# Over the Horizon

By Adm. John A. Lockard  
NAVAIR Commander

## Getting the work out



We are all feeling a great deal of pressure today. Budget realities force us to continue reducing manning levels; but the realities imposed by Navy requirements and the needs of our customers remain. We feel obligated to continue meeting the highest standards of performance with fewer resources, and in many cases, we're taking on more responsibility than ever before. We've done a good job of offsetting some of these pressures by leveraging new technologies - most notably, communications, office automation and information management technology. However, our work is far from finished.

We simply cannot continue to accept doing work the same way we have in the past. Instead, we must take a serious look at what we're doing and determine whether it truly adds value. We need to ask ourselves if each task adds to producing a product or simply satisfies a requirement that may be self imposed. Meeting requirements simply because

we have met them in the past is no longer acceptable justification. We may have many requirements which no longer fit the way we do business. These are some of the things we have the latitude to control, and the responsibility to investigate and make a thoughtful judgment as to whether they should continue.

NAVAIR's recent designation as a reinvention lab gives us added freedom to cut through red tape and base the measure of our success on customer satisfaction. We now have the authority to waive any instruction up to the DoD level as long as it is not based on law or implemented by another agency.

In today's world, businesses succeed only through foresight and continued innovation. We must not allow our day-

to-day crises to inhibit our creativity and our ability to see the "big picture." We need to step back and take the time to make things better. Our increasing workload demands it; the dollars we can save and redirect to more important needs results from it; and we each feel really good about our contributions once we have done it. I encourage every member of the TEAM at every level of the organization to conduct a baseline review of your work. Carefully examine every step in every process, and look for opportunities to do it better or do it

payoffs will be. Once your ideas are accepted, we will team together to commit to those ideas throughout the implementation period.

Our leadership teams also bear large responsibility for encouraging new ideas. As a leader, you must have the self-confidence to empower your people to research processes and step forward with original ideas. This will give you a clear view of processes and the issues facing your team. Change should be viewed as an opportunity. Keep an open mind and stimulate change - don't be intimidated by it.

Getting the work out is not an easy concept to wrestle with. Eliminating work or turning it over to someone else is often met with great resistance. There is a fine line between balancing workload and giving up too much. This is why our ideas must be thoroughly researched and communicated to those with an interest in the process. Looking at your processes from a customer perspective, with an eye for quality improvement, is the very first step toward removing non-value added work.

Eliminating the work that "drains" us will free up our time to focus on innovation and on improving the products and processes that lend real value to our customers.

"Getting the work out" requires open lines of communication, and minds Please see **HORIZON**, Page 10

**Eliminating the work that "drains" us will free up our time to focus on innovation and on improving products and processes that lend real value to our customers.**

These reviews must be conducted by those who do the actual work day in and day out - not by senior leaders, often removed from the processes. I want you to be bold in presenting your ideas to your team or competency leadership. In order to make an effective decision, your leadership will require information such as: how your plan will eliminate barriers, enhance performance, improve processes, and reduce cost and turn-around time; what needs to be done to implement your plan; and what the predicted

smarter - either by combining certain steps or by eliminating them altogether.

When that happens, it is traumatic for the employee and expensive for the organization. We would much rather convince an employee to leave, and do everything possible to assist them with a smooth transition to a new job.

Even though we may formulate a business plan that includes the potential for involuntary separations, we will do everything possible to avoid actually dismissing even a single person. There is no guarantee that such actions will be required or approved, and there is also no guarantee that we will be successful in avoiding it. However, we are obliged to put together a plan to balance our books by the end of 1997, and to include in that plan whatever is required to accomplish the goal of eliminat-

ing our deficit.

**Question:**

I understand that the VSIP/VERA separations are one of the ways that have been used to avoid having to use the involuntary separations route. I applied for a VSIP/VERA option during the most recent opportunity and was not approved. The word we got was that on the order of 400 people signed up for the most recent VSIP/VERA, and only 180 were approved.

The question . . . and request . . . is whether or not there will be another VSIP/VERA opportunity before a RIF is implemented, since it appears that the VSIP/VERA would be the most desirable for the

employees involved/affected by a RIF.

**Answer:**

Absolutely! Anytime an involuntary reduction in force is used, the command is obliged to offer VSIP/VERA to anyone who would be potentially separated.

Should we decide to implement a RIF (one has not yet been requested or approved), then we would offer a VSIP/VERA as early in the process as possible. The scope of "targeted positions" would likely be quite different from the ones we have offered previously, so more opportunities would be available for people who want to leave under this program.

# Cooking poses major threat for causing fires

Unless you happen to be a welder, cooking is probably the life activity that brings you closest to intense sources of heat and the fire dangers they represent. So it's only smart to be a little extra firewise in the kitchen. Here's how.

If you are cooking, dress for the job. A tall white chef's hat isn't necessary, but a top with tight, no-nonsense sleeves is a must. Balloon sleeves and frills can come too close to a hot burner or pan and ignite. If you're cooking foods that spatter, a good apron may protect you from burns while it keeps clothes clean, too.

Be prepared for kitchen fires. Hot grease can burn, and the line between hot enough to fry and hot enough to

burn can be a thin one. So always keep an eye on that frying pan. If the phone rings, take the pan off the burner to answer the call.

If hot grease does ignite, fast action can avert disaster. First of all, don't try to carry the burning pan outside. You may trip or drop the pan, spilling flaming liquid on yourself; or the flaming pan in your hand may ignite curtains, upholstery or woodwork as you rush through the house with it. So leave that burning pan on the stove!

Don't put water on the grease fire. This will just splatter the grease and make a bigger fire.

It's simple to extinguish a pan fire. Just take the lid, or a larger pan, and slide it firmly over the pan. This shuts

off the fire's air supply, smothering it effectively.

You can also extinguish pan fires with an approved fire extinguisher. Be sure your extinguisher is marked with a letter B; this means it is intended for use against flammable liquid fires such as grease fires. Operate the extinguisher according to its instructions. When using the fire extinguisher on a grease fire stay four-to-six feet from the fire to avoid splattering the burning grease.

Locate the extinguisher near a doorway. This way, if the fire gets out of control, you can escape. Never store an extinguisher in the cabinets above the stove, you'd have to reach through a fire to get the extinguisher. Whenever you have a fire, call your fire department and

get everyone out of the house. Then if you are unable to put out the fire, help is on its way.

It's fire-wise to know how to deal with kitchen fires. But remember, only care in cooking can keep them from happening in the first place.

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DIALOG from Page 1

It is an extremely complex issue and one easily subject to misinterpretation by anyone not familiar with the process. It is that prohibition on general announcements that has precluded the Admiral or me from advising everyone of what we are currently doing in the way of collecting data and formulating a business plan for submission to HQ later this month.

If all elements of the plan are approved (which could take months), you will all be given extensive details on the plan, and on how we intend to implement the variety of tools we need to employ in balancing the books.

This plan is not being formulated by a small group of people behind closed doors. A large number of very talented and dedicated people from across the entire organization have been involved from the beginning. To a person, their goal is to comply with the guidance to eliminate our deficit by the end of FY97, while preserving our critical capabilities and core functions, and to minimize any adverse effect on our work force.

I strongly encourage any of you who have questions about this effort to ask your supervisors about it before you repeat any rumors you may have heard or, worse yet, react to the rumors in a way that might not be necessary or appropriate.

You will hear a great deal more on this subject from the Admiral and me as this process unfolds. At the moment, we don't have all the answers but we and many others are working very hard on them.

The following questions were asked by two of our employees. I have decided to share the answers because it is undoubtedly of general interest to many of you. I have taken the person's name off the message, but I genuinely appreciate them taking the time to submit the question. I will try to do this with other questions I receive which apply generally to our work force.

Question:

Why is it that there are people here on Center who have put in paperwork for early retirement (VSIP/VERA) and do not qualify, and yet we get word of a possible reduction-in-force (RIF), and possibly those same people may be let go? It just doesn't seem logical. I understand that the budget permits so much manpower, but nothing seems to make sense. We can hire temporaries off the street, and yet we downsize manpower by 4%, a possible RIF and we do not approve people for early retirement. Why does the system work this way?

Answer:

I can understand why you are perplexed. This is a complex issue that frequently confuses many of us. I appreciate your asking the question.

The explanation for the paradox you describe is what we are referring to as a "skills mix" problem. When we have too many people in some areas of expertise, and too few in others, we start to lose money if we don't correct the imbalance. We are currently losing money, and we are obliged to correct the trend and balance the books.

When there is a limit on the total number of employees we can have on board, someone needs to leave the organization in order for someone else to be hired. Usually, we can correct this sort of problem through normal attrition ... we wait until someone retires or resigns from an excess billet, then we hire someone to fill a funded position somewhere else in the organization.

If we can't afford to wait for someone to leave normally, we try to induce, using incentives, people to leave by paying them to do so ... a VSIP or VERA. What we can't afford to do is offer VSIP/VERA to a person who works in an area where we are short of people, so we

don't pay them to leave even if they request it.

What has happened recently to change things a little is that all of the tools we have been using to rebalance the work force have not been sufficient to compensate for the decrease in the total amount of work we have been asked to do by our sponsors. That's why we are being forced to consider using tools which we have been successfully avoiding at our major sites prior to this.

In order to try to avoid any involuntary separations, we are reconsidering the types of billets from which we can allow people to take a voluntary separation or retirement. As we do that, we will be able to hire people where we need them, either as permanent or temporary employees, and still remain within our maximum total number of employees.

What you won't see is people being hired "off the street" into the same kinds of billets from which people are being considered for voluntary or involuntary separation. We will increase the numbers in one area and decrease them in another until we are closer to the optimum mix of skills needed to get the work done for our internal and external customers.

There may be a few exceptions to this concept. An example might be a function we previously considered to be essential but, because of our financial deficit, decide we can no longer afford to perform. Even though we may have recently hired people into such a function, we may turn around and let them go because of a decision to eliminate the entire function. That might not make sense in isolation, but it does from a broader perspective.

We are working very hard to make this process as logical and as painless as possible for all of our employees. We will do absolutely everything we can to avoid displacing any employee who does not want to leave.

Please see next page

# Clarence J. Renne Award goes to Gordon Fawkes

By Barry McDonald  
Editor

It was a surprised Gordon Fawkes who walked up to the lectern in the China Lake Propulsion Lab (CLP) Cafeteria, July 11, to receive this year's Clarence J. Renne Award from Airframe, Ordnance and Propulsion Division Head Dan Goss.

"I went to the ceremony ready to applaud for one of the two people I had nominated for the award, who I respect for their contributions to the plant (facilities east of the CLP gate)," Fawkes said, "and lo and behold, they called my name, and I was genuinely surprised. I thought this was a little premature, and that, based of the purpose of the award, either of the two I had nominated were more qualified. Apparently the selection panel thought otherwise."

The Renne Award was established in 1980 to fulfill two purposes. First, to provide a means of paying continuing tribute to Clarence Renne's leadership, vision and persistent efforts in assuring that the Operating Plant of the Ordnance Systems Department (now the AO&P Division) was always ready and safe for use. The second, equally important, purpose was to provide a means of showing appreciation to the people whose outstanding achievements in plant improvement, upkeep or operations carry out the standards of excellence established by Renne.

"During his time working in the China Lake plant, Gordon Fawkes has demonstrated a concern and devotion to making the plant, its people, its products and its processes better and more efficient," wrote Eric Saikin, deputy head of the Propulsion Branch, in the nomination. "In his current position as head of the Ordnance Support Section, he has been responsible for improving the pro-

cesses in his section which have had a direct impact on the readiness and usability of equipment and facilities in the plant.... Among the many accomplishments under his leadership have been the installation of the injection loader, the development of a process to wet test the deluge systems throughout the plant, bringing the 30-gallon mixer on line, installation of a new industrial wastewater system and installation of the fluid energy mill, to name just a few."

Saikin also credited Fawkes with establishing a strong relationship with Public Works. That has allowed his section to use PW funds to perform some construction projects in-house, that otherwise may have been contracted out.

"We're primarily a maintenance organization," said Fawkes, "taking care of the facilities and equipment in the CLP area. The working level employees are skilled craftspeople and have expertise in the maintenance of the specialized equipment in

this area. But to supplement the maintenance work, since we have such a good relationship with Public Works, we've been able to use their funding to do plant improvement projects with our own people. I think having the people who do the regular maintenance — who are part of the larger organization — be the ones to do new construction makes for a much more efficient project and for smooth operations and maintenance in the future."



WELL DONE—Dan Goss congratulates Gordon Fawkes on his earning the Renne Award.

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**HORIZON** from Page 8

open to change. This concept has proven effective for General Electric. GE's "work out" process provides a forum for employees to present their plans for eliminating work. After some discussion and negotiation at a leadership review, management provides feedback and makes decisions based on the data presented - and everyone is held accountable for the results. This gives leadership an appreciation for the issues facing the work-out teams, and recognition of the processes which need to be changed. It also proves that people on different hierarchical levels can work collaboratively.

I challenge each of you to take this task on board. By bringing the key players together, from all levels throughout TEAM, we will drive out non-value-added work, uncover new ways to improve processes and product quality, reduce cost and cycle time, and be responsive to our customer - the Fleet.



**SIGN OF THE TIMES**—Commemorating the end of World War II, local Pearl Harbor survivors were on hand when Capt. Charles A. Stevenson, NAWC commanding officer, and Capt. Andy Ritchie, public works officer, unveiled new street signs for "Pearl Harbor Way" at the short curved driveway in front of the China Lake Exhibit Center.

## Frail elderly receive care, opportunity for friendships from HD Adult Day Care

The High Desert Adult Day Care offers respite care for the frail elderly and persons with memory loss who cannot be left unattended. The emphasis is on keeping each participant at their highest degree of independence and well-being.

Adult Day Care can prevent secondary disabilities that result from excessive bed rest or inactivity. It improves ability to carry out daily activities through sustained treatment and the therapeutic environment. It improves quality of life for participants, increases verbal ability and mobility, improves behavior and mood, nutritional intake and most importantly, provides opportunities for friendships and decreases isolation and loneliness.

High Desert Adult Day Care is open for participants each Tuesday and Thursday from 9 a.m. to 2 p.m. and flex Fridays from 9 a.m. to 5 p.m.

The extended flex Friday hours will enable caregivers to have sufficient time away for medical appointments, shopping or activities. A morning and afternoon snack and lunch is provided on site. Activities geared to each participants level are scheduled on a daily basis.

Fees for the day care are \$20 per day for Tuesday and Thursday and \$40 per day for flex Fridays. A sliding scale of fees is also available. For more information please call Beth Quigley, program administrator at 375-6382.

## Call Info Line for up-to-date news

For up-to-date calendar events, news briefs, announcements, important facts and phone numbers at your finger tips, dial 939-0050, and you will access the Public Affairs Info Line.

The Info Line was established earlier this year to enhance communication on Quality of Life issues and provide important information to all employees, families and citizens. It is updated bi-weekly and will be updated more frequently in special or emergency cases.

Regular submissions to the Info Line need to be in a week before they will be entered onto the phone line. For convenience, the Info Line due date will coincide with *The Rocketeer* submission date. For instance, the next

issue of *The Rocketeer* will be published on Aug. 10, so the due date for *Rocketeer* and Info Line submissions is Aug. 2 (or the Wednesday of NON-FLEX weeks).

Mail submissions to Linda Lou Crosby, Code 750000D. To "find" Crosby on QuickMail, look under QuickMail heading on menu bar; click on directory services; select CL MAINSITE zone; select CL NAWC WIDE NS Directory service, then go to "find." Or drop information by the Public Affairs Office, Room 1051, in the Administration Building, or at The Rocketeer office at 902 Nimitz Ave., or you can call 927-3095. Information should be submitted in script form, be brief and is subject to editing.

## Video Listings

## KNID

**Monday - Thursday, July 31- Aug. 3**  
 5:30 p.m.: Navy News  
 5:55 p.m.: Helo Tour...Long Version  
 6:20 p.m.: The Weapon Survivability Lab  
 6:31 p.m.: Labor Management Team  
 6:36 p.m.: Quality of Life  
 6:41 p.m.: French at China Lake  
 6:45 p.m.: Science and Technology

Networks  
 6:48 p.m.: IR Storm

**Monday - Thursday, Aug. 7-10**  
 5:30 p.m.: Navy News  
 5:55 p.m.: Ocean Venture '93  
 6:05 p.m.: California Natural Resources  
 6:30 p.m.: Celebrate Jacksonville

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- Power Steering
- Rattles, Squeaks, Wind Noise
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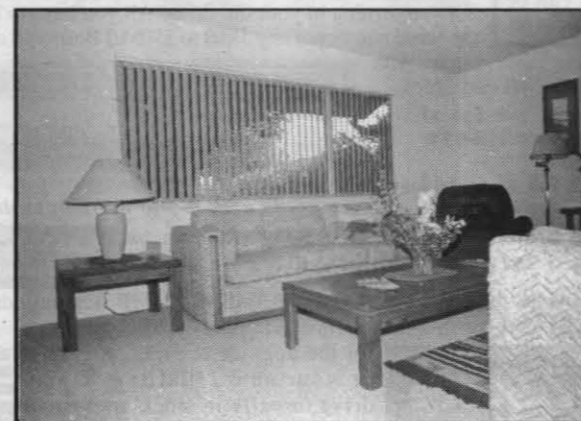
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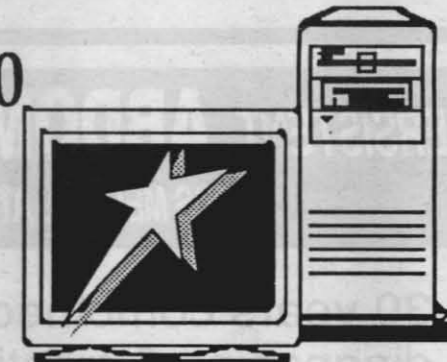


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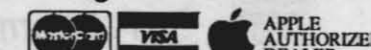
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## New Deputy Secretary of Defense

John P. White was sworn in June 22 as the new deputy secretary of defense. Secretary of Defense William Perry presided at the Pentagon ceremony. The Senate unanimously confirmed White's appointment June 21. The new deputy succeeds John M. Deutch, who became director of the Central Intelligence Agency May 10. President Clinton nominated White for the position May 9. At that time, White had been chairman of the Commission on Roles and Missions of the Armed Forces and director of the Center

for Business and Government at the John F. Kennedy School of Government, Harvard University. A former Marine Corps officer, White holds a bachelor's degree from Cornell University and master's and doctorate degrees from Syracuse University. From 1981 to 1992 he was a senior executive with Eastman Kodak Co. From 1978 to 1981 he served as deputy director of the Office of Management and Budget. He was assistant secretary of defense for manpower, reserve affairs and logistics from 1977 to 1978.

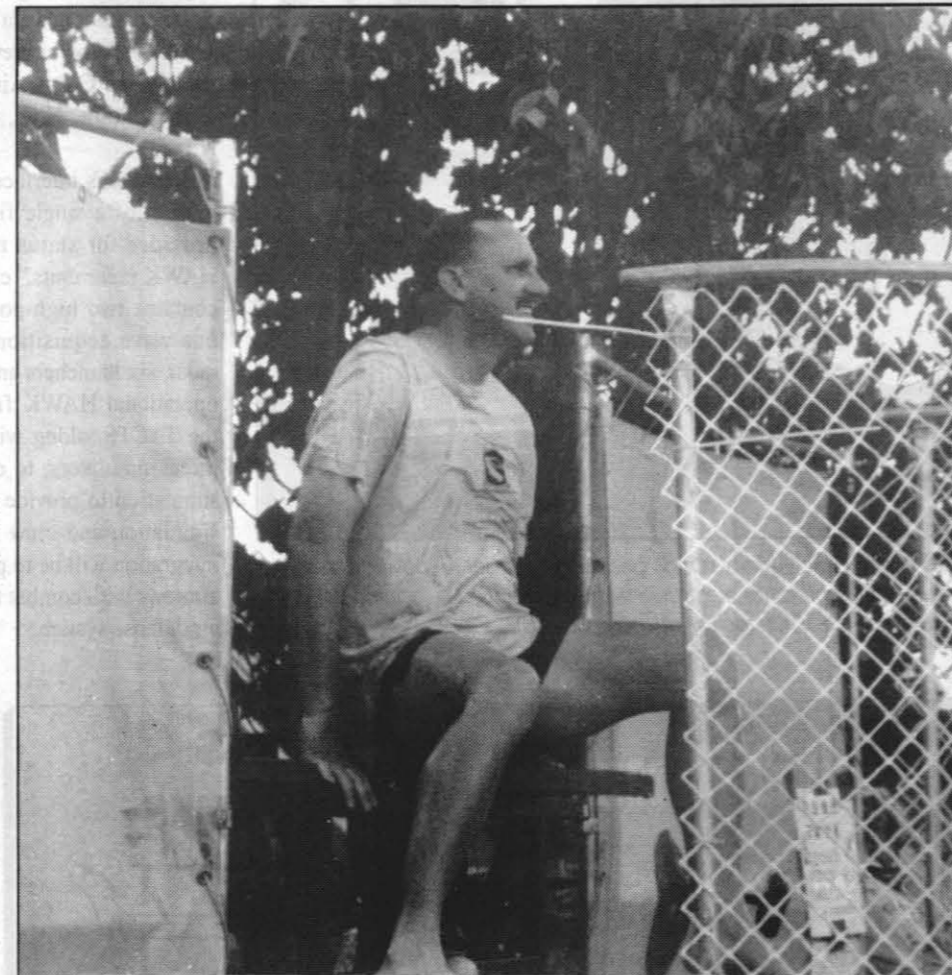


Photo by Kathi Ramont

**GOOD SPORT**—At the 44th Annual PWOC Ice Cream Social held at All Faith Chapel last week, Chaplain C. Allan Ford and Capt. Charles A. Stevenson took hits at the dunk tank and wet sponge toss. Above, Chaplain Ford took his turn getting wet. In addition to enjoying the ice cream and desserts, the large crowd enjoyed the pleasant summer weather and entertainment of a Dixieland band, many games and Polynesian dancers.

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## Troops-to-cops program for vets

By Sgt. 1st Class Stephen Barrett  
American Forces Information Service

**D**oD is providing law enforcement agencies \$15 million to turn recent veterans and departing service members into police officers. Defense and justice department officials announced the Troops to Cops program in early May.

Eligible service members have until Aug. 15 to apply. Troops to Cops is another in a series of DoD transition assistance programs and also part of President Bill Clinton's efforts to place 100,000 new cops in America's cities.

Troops to Cops addresses an important problem, said Delaware Senator Joseph R. Biden. It provides opportunity for service members displaced by base closures and downsizing to continue serving their country through community policing.

The Justice Department's Community-Oriented Policing Services program manages this new incentive. Working with DoD transition assistance offices, this program maintains a list of enrolled eligible veterans. From this list, over 7,700 law enforcement agencies can get to COPS files and recruit police candidates.

COPS then provides law enforcement agencies up to \$5,000 for each veteran hired. Those funds pay for academy, sup-

plemental or in-service training costs for veterans hired after Jan. 1, 1995. Payment occurs once the veteran meets hiring standards and completes community police training. Agencies cannot spend grants for equipment, uniforms or vehicles.

Interested veterans must contact their transition assistance officer to enroll. Transition centers then provide COPS with a list of candidates. These candidates must have active duty service on or after Oct. 1, 1993, and hold an honorable discharge.

Although Justice Department officials welcome all applicants, veterans with law enforcement experience receive preference.

Retiring service members, Voluntary Separation Incentive or Special Separation Benefits recipients and involuntarily separated personnel will also receive program priority.

"Military veterans are valuable assets to any potential employer," said Carolyn Becraft, deputy assistant defense secretary for personnel support, families and education.

"However, law enforcement is an extension of a lifestyle they know and understand. These young men and women leave the military with the confidence that they can get the job done, regardless of the challenges presented."

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## Various agencies participate in Law Enforcement Job Fair



**JOB OPPORTUNITIES**—More than 50 people showed up at the Family Service Center's Law Enforcement Job Fair last week at the NAVWS Conference Center. Local law enforcement agencies, along with members of the Los Angeles Police Department, California Correctional Institution and U.S. Department of Justice Federal Prison Systems personnel, participated in providing information to interested job seekers. The next job fair will be held Sept. 11.

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# Air show leftovers



**BY REQUEST**—More photos from the 1995 Paris Air Show. The Rocketeer has had many requests to run more aircraft pictures from the world-famous air show held in Le Bourget, France last June. Shown above is one of Sweden's fighters, the "Draken." At left is a four-nation Eurofighter 2000 prototype. There are currently three of these planes flying in the test program; one built in Germany, one in Britain and one in Italy.

Photos by Leo Budd

## HAWK from Page 1

"Our scribe might write down a time different than what the pilot reported and sometimes that presents a reasonable doubt as to whether or not he was actually shot down."

The old system for reporting kills during scenarios was fallible because LAAM Marines would record the time, altitude and azimuth of aircraft entering their kill zone on paper. Once the scenarios were complete, they would return to TACTS building on station and sit in on the debriefings with

the pilots who flew the missions.

According to the LAAM Marines, sometimes the dispute over who shot first was a big issue to have an accurate result.

The new HAWK/TACTS integration system has a standalone interface tapped into the battery command post that takes the sequence of events happening at the HAWK site, sends it to the range communication system located at Bakers Peak and immediately reports the action to TACTS.

With the integration of the sophisticated software, TACTS personnel will be able to tell, beyond doubt, who actually fired first.

Khatib, HAWK lead project engineer from NAWCWPNS, said that the Atlantic and Pacific fleets have generated requirements for aircrew training on fleet training ranges to include the HAWK air defense system in a threat simulation role. Other HAWK-related aircrew training ranges are located at the Marine Corps Air Station, Yuma, Ariz., MCAS, Cherry Point, N.C., and Naval Air Station, Fallon Nev.

"HAWK's interface design goal is to provide integration of a single fire unit into the TACTS which provides for status monitoring and control of the HAWK radar units," explained Khatib. "Each fire unit contains two high-power illuminators, one continuous-wave acquisition radar, one pulse acquisition radar, six launchers and a battery command post. The operational HAWK fire unit will be integrated with the TACTS, along with the other electronic warfare threat simulators, to create an adversary air defense simulation to provide aircraft tracking, missile flyout simulation and crew debriefing." The result of this integration will be to provide Navy and Marine Corps aircrews with combat training against a realistic threat air defense system.



**TEST SET**—Eid Khatib stands beside the test set he developed to test HAWK and other electronic warfare threats. The equipment is located at the TARIF facility at Thompson Lab.

HAWK instrumentation and communications interfaces with TACTS consist primarily of commercially available devices as well as in-house design. The Combat Environment Software Branch at China Lake is responsible for providing the complete interface system which includes the hardware and software required to control message routing between TACTS and the instrumentation devices at the site.

Khatib added, "While weapons and tactics participants are flying their combat scenarios, TACTS personnel will be able to monitor both pilot and HAWK actions. Once the pilot returns to the TACTS center, instructors will then be able to assess how the pilots performed and point out alternative maneuvers to those who couldn't successfully evade the attack."

"When the system is up and running, we'll be able to assimilate launching a missile and how well that missile did against the incoming bird," said McMechan, the system's software engineer.

"We'll be able to exchange data with the HAWK system," Jim Bradford, TACTS operations and maintenance range manager at Yuma, Az. said. "When they lock on the aircraft, we'll know they're locked on and will track the aircraft with them and know when they've fired the system."

Bradford explained that once a simulated missile has been fired, pilots wearing radar warning receiver gear will be alerted to the attack and have to take proper evasive action to break the simulation.

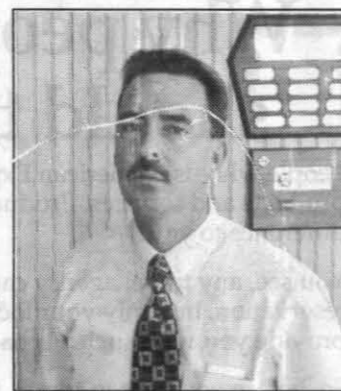
HAWK crews in the field will also benefit from the new capabilities. They'll have the benefit of knowing if they're employing their weapons system properly and how to sharpen their skills if they miss the target.

"Our whole mission here is training for the pilots and ground crews," said Bradford. "This new package is good for the HAWK crews and pilots, because they'll be able to see what they did right or wrong."

## 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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# CLPP produced high explosives for first A-bombs

## Manhattan Project involvement remembered as 50-year anniversary approaches

By Steve Boster  
Managing Editor

August 6, 1945... The world may not remember the date, but when a B-29 Superfortress named Enola Gay dropped the atomic bomb called "Little Boy," on the obscure port city of Hiroshima in Japan, the world and warfare changed forever. Three days later, Aug. 9, the second and last atomic bomb, a "Fat Man," ever dropped in anger fell on the Japanese city of Nagasaki. Aboard that second B-29 was Cdr. (later Vice Admiral) Fred Ashworth, who went on to command NOTS China Lake in the mid-1950s.

In the closing years of World War II, there was a connection between the Manhattan Project at Los Alamos, New Mexico, and China Lake. Indeed in "The Grand Experiment at Inyokern," volume two of the China Lake history, the many similarities between the two sites are detailed.

On Jan. 1, 1945, General Leslie R. Groves and Navy Captain W.S. Parsons flew from Los Alamos to Pasadena to meet with Dr. Charles C. Lauritsen and Dr. Bruce Sage, who operated the China Lake Pilot Plant at NOTS, to discuss Navy involvement.

By the end of that first day of 1945, CalTech and NOTS took another vital assignment: construction and operation of a pilot plan for the nonnuclear explosive components of atomic bombs.

Early in February a small army of workers, bulldozers and other heavy

equipment were busy turning the floor of the Salt Wells Valley into the site of the Manhattan Project's pilot plant.

Sage and his team were locked into a 100-day time line from groundbreaking to operation of the plant. Eighty buildings, 52 of them permanent construction. Working three shifts a day, seven days week, the contractors quickly transformed the bleak landscape into the beginnings of a pilot plant.

Lt. A.L. Pittinger, part of the Public Works team overseeing construction noted they missed the deadline by just 15 days. He is quoted in the China Lake history as saying, "When you consider how long it takes today to get a dog house built, it is nothing short of a miracle that Salt Wells was melting explosive within 115 days."

Just nine days after the test of the world's first atomic bomb, code named Trinity, in New Mexico, the first high explosives were melted, mixed and poured at Salt Wells. Trinity was an implosion bomb (Fat Man), featuring the same kind of high-explosive components that Salts Wells began producing a brief nine days after the test.

Another aspect of China Lake's Manhattan Project involvement was testing bomb shapes in air drops from B-29s

and checking out the procedures used in the tactical delivery of an atom bomb. In fact, the Manhattan Project paid for the extension of the main runway at Armitage Field and these tests were among the first to use the new field, rather than Inyokern's Harvey Field.

In mid-1945, the huge B-29s were seen lumbering down the runway at China Lake to conduct aeroballistic tests on atomic bomb shapes and to test the functioning of fuzes. Of course because of the strict security, only a small select handful of people knew just what the B-29s were doing in this part of the desert.

The first dummy atom bomb dropped from 25,000 feet penetrated the desert floor so deeply that it took days for a team of men with heavy equipment to reach it. NOTS Commander Capt. Sherman E. Burroughs said when the bomb was finally recovered, the hole left would have "accommodated a ten-story building."

Emory Ellis and Burnham Davis used a building about one mile east of Armitage Field, in the summer of 1945, to assemble the first test bomb (without the nuclear core) to actually use high-explosive blocks for implosion.

For Ellis, Davis and the other China

Lakers involved in these secret labors, the fruition of their work came on Aug. 6, 1945 when "Hiroshima" became the code name for mass destruction.

Robert P. Patterson, undersecretary of war for President Truman, sent a telegram to the CalTech/Navy team at Salt Wells saying, "Today the whole world knows the secret which you have helped us keep for many months. I am pleased to be able to add that the warlords of Japan now know its effects better even than we ourselves. The atomic bomb which you have helped to develop... is the most devastating military weapon that any country has ever been able to turn against its enemy."

After World War II came the demobilization of much of the nation's military might. The new atomic bomb program, however, was boosted to higher levels, not reduced. This brought more work, more people and more services to Salt Wells and China Lake. The Salt Wells Pilot Plant was, until the late 1940s, the only producer of the high-explosive components for the new bomb.

In time the Atomic Energy Commission, which took over the Manhattan Project effort, decided that China Lake's remote desert location was great for small-scale, war time, crash operations but not what the nation needed for the booming business of building nuclear weapons. Nonetheless, Salt Wells remained an important part of the weapons buildup until 1954, when the AEC moved the remaining work to new, commercial operators.

**"The atomic bomb which you have helped to develop... is the most devastating military weapon that any country has ever been able to turn against its enemy."**

—Robert P. Patterson  
Undersecretary of War  
for President Truman

# Acquisition reform builds DoD/contractor teams with integrated process development

By Jim Garamone  
American Forces Information System

DoD will cooperate with contractors to an unprecedented degree in an effort to reform the acquisition process.

Paul Kaminski, defense undersecretary for acquisition, announced an integrated product and process development approach to defense acquisition at a recent Pentagon news conference.

The idea behind this approach is to encourage a partnership among DoD and the services and contractors. Kaminski said this will speed delivery of systems and save money. The initiative will also cut paperwork.

Integrated product teams - consisting of all concerned parties - will steer all major weapon systems from conception to the battlefield. In contrast, DoD used to get involved in acquisition just before certain milestones. "The focus now... is on placing an emphasis on early insight as opposed to fact oversight," Kaminski said.

He said the earlier a problem is detected and worked on, the easier and cheaper it is to solve. The idea is not new, Kaminski said. Private industry has followed this system for years.

The process will also make the DoD/contractor relationship less adversarial, Kaminski said. However, this does not mean there will be less oversight; rather, it will be ongoing. Kaminski said it is harder to hide problems under a system like this where all members are on the team.

Kaminski said the beauty of the system is the team is together from the start. The team works out the review and milestone decision requirements. The team figures out the required decision documents - eliminating the current DoD "one-size-fits-all" reporting requirements. Kaminski said eliminating one-size-fits-all saved much time and money on the Space Infrared System. "Typical documentation for a program this size would be in excess of 1,000 pages," Kaminski said. "Documentation required for this one was 47 pages."

Kaminski said all new acquisitions will use this flexible system. DoD also will introduce the initiative into ongoing acquisitions when they reach appropriate milestones. Kaminski said, for example, the integrated product team approach will be part of the Navy's Seawolf acquisition when that project reaches a major program review. DoD will use the process for all modifications, including the proposed multibillion dollar B-1 upgrade.

# START team visits China Lake

The Naval Air Weapons Station China Lake, under requirements of the Strategic Arms Reduction Treaty (START), hosted a data update inspection on Saturday and Sunday, July 22 and 23.

The United States and four former Soviet republics, Russia, Kazakhstan, Ukraine and Belarus, are START Treaty signatories. Accompanied by U.S. escorts from the On-Site Inspection Agency, the 10-man team from the former Soviet Union and Soviet republics inspected the five locations aboard NAWS China Lake identified in the treaty.

Captain Charles A. Stevenson, NAWS China Lake commanding officer, was the official host for the visit. This was the second START inspection of NAWS. Earlier this year, a team spent three days conducting a baseline inspection, following the official entry into force of the treaty early this year.

China Lake is one of 34 U.S. START inspectable sites. START inspectable sites include strategic bomber bases, intercontinental ballistic missile sites, submarine launched ballistic missile bases and other strategic offensive arms related sites, including storage, training, test and elimination facilities.

NAWS is inspectable as a storage facility for Trident and Poseidon submarine-launched ballistic missile first stage motors.

The team departed China Lake for Travis Air Force Base aboard a U.S. Air Force KC-135 aircraft at about 3:30 p.m. Sunday.

# Skin cancer: The most deadly form is on the increase, but protection from the sun offers solution

**About 34,100 people will be diagnosed with melanoma this year, and 7,200 will die from it, according to the American Cancer Society.**

Sun-drenched days on the beach or other summer retreats are the stuff of happy memories. But those bright sun rays can be rays of death.

As few as three severe sunburns in childhood can lead to skin cancer later, according to the Atlanta-based Centers for Disease Control. And melanoma, the most deadly skin cancer, is on the rise. The number of people diagnosed with melanoma increased by four percent every year from 1973 and 1991, CDC said. This was faster than any other kind of cancer.

Melanoma affects the cells in the skin that give the skin its color. Melanoma is a quick-spreading form of skin cancer and causes 75 percent of all skin cancer deaths.

About 34,100 people will be diagnosed with melanoma this year and 7,200 will die from it, according to the American Cancer Society.

Melanoma is most common in middle-aged or elderly people with fair skin, freckles and blond or red hair who spent many years in the sun or who had sunburns as children. White people account for the majority of deaths from melanoma. People from darker races are protected somewhat by their heavier pigmentation, said Dr. Stephen I. Katz, chief of the Dermatology Branch at the National Cancer Institute. When African Americans get the disease, it occurs on the palms of their hands or foot soles, he said.

Men are more likely to get melanoma on their trunks (the area between the shoulders and hips), heads or necks, Katz said. Women most often get it on their hands and legs.

Perhaps because men often get melanoma on their

backs, where it's harder to see and be detected early, more men than women die from the disease. Still, Katz said, melanoma is quickly becoming "an equal-opportunity disease" with respect to gender, with more women dying from it than before.

Untreated melanoma spreads to other parts of the body through the lymph system or bloodstream. Katz said you should see your doctor if you spot any of the following warning signs of melanoma: change in the size, shape or color of a mole; oozing or bleeding from a mole; or a mole that feels itchy, hard, lumpy, swollen or tender to the touch.

The two most common types of skin cancer, basal cell and squamous cell, are diagnosed in about a million Americans every year, according to the CDC. These cancers develop more slowly and are less likely to spread than melanoma. They can often be treated in a doctor's office. If detected and treated early, they have a 95 percent cure rate. If not treated early, they can result in considerable disfigurement.

Of the two, squamous cell cancer is more likely to spread. The squamous cells are flat cells on the skin's surface. Squamous cell cancer appears as a raised, red or pink scaly nodule or wart-like growth, typically appearing on the face, hands or ears. It can grow and spread to other parts of the body.

Basal cell cancer is usually a slow-growing, pearly nodule that may crust, ulcerate or bleed without treatment. It is found mostly on the face, neck, hands and trunk.

Doctors recommend checking for changes in the skin regularly. They suggest using a mirror to check the back. This is particularly important for men with fair skin and a history of sun exposure.

As a memory aid, CDC suggests looking for the ABCDs of cancer - A for asymmetry, B for border irregular, C for color varied from one area to another and D for diameter more than 6 millimeters (a little over half an inch.)

Treatment varies with the severity of the cancer. Some cancers are removed completely when the doctor performs the biopsy. Others can be frozen off or removed with laser therapy. One surgery involves shaving off the cancer one thin layer at a time.

Two kinds of ultraviolet sun rays, UVA and UVB, can cause skin damage. These range from sunburns to wrinkles and cancer. Artificial rays from sunlamps and tanning booths are equally dangerous. Researchers believe UVA may also weaken the immune system.

Katz said Australian research shows excessive ultraviolet radiation (from sun or sunlamps) on young skin is particularly dangerous. According to CDC, sun exposure during childhood up to 18 years old accounts for 80 percent of total lifetime sun exposure.

The agency is mounting a public education campaign to encourage adults to set a good example in protecting themselves from the sun and teach their children to do the same.

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**REASSIGNMENT OPPORTUNITIES**

This column is used to fill positions through reassignment or voluntary change to lower grade only. All applications must meet minimum qualification requirements established by the Office of Personnel Management. Information concerning the recruitment and placement program and the evaluation methods used in these reassignment opportunities may be obtained from Personnel Management Advisors. Applications should be filed with the person whose name is listed in the announcement, i.e., at China Lake the Selecting Official; at Point Mugu the HRD Contact.

**REASSIGNMENT COLUMN**

**No. 45-006-KN5, Interdisciplinary (Electronics Engineer/Computer Scientist), DP-855/1550-3. AV-8B Mission Computing and Stores Management Set Section, Mission Computing and Stores Management Sets Branch, Mission and Sensors Division, Avionics Department—Area of Consideration:** NAWCWPNS. **Opening Date:** 7-27-95. **Closing Date:** 8-10-95. **Selecting Official:** Debra L. Borden, (619) 939-5079. **HRD Contact:** Kym Noh, (619) 939-3118. **Permanent Change of Duty Station Authorized:** No. **Summary of**

**Duties:** NAWCWPNS China Lake, AV-8B Mission Computing and Stores Management Set Section (455110D), is responsible for AV-8B systems engineering, software development, and system testing for all versions of the AV-8B aircraft and special projects. The AV-8B Muxbus Data Systems (AMDS) comprise the mission planning and maintenance data processing subsystems of the AV-8B weapon system. The incumbent shall perform as a computer engineer in the development and maintenance of software and hardware for AMDS subsystems. The incumbent will lead the system engineering effort to upgrade the existing AMDS hardware system. The incumbent will provide software and hardware engineering support for (1) analyzing and documenting aircraft mission planning and maintenance data processing systems, (2) analyzing and documenting the requirements for the AMDS hardware upgrade, (3) designing and implementing the hardware upgrade for AMDS, (4) developing software design modifications using Object Oriented Methodology, (5) translating software designs into source code using the C++ Programming Language, (6) testing the resultant computer program, and (7) writing hardware and software design documentation. The incumbent will work closely with both government and contractor personnel. The incumbent should have a familiarity with avionics systems and airborne weapons systems, and experience in software engineering practices as documented in DOD-STD-2167A. A basic understanding of PC hardware architecture and DOS 5.0, as well as some experience interfacing peripherals to PCs under DOS 5.0 is required. The incumbent must be able to work well in a team environment and display effective communication skills. Incumbent must be able to obtain and maintain a Secret clearance. This position has been identified as an acquisition position and incumbent will have to meet certification requirements for Level III of the Systems Planning, Research, Development, and Engineering Career Field within 18 months of entering position. Applicants should forward a current copy of their SF-171 or OF-612 to Debra Borden, Code 455110D/C2192. Previous applicants need not reapply. **Note 4 applies.**

**No. 45-007-KN5, Interdisciplinary (Electronics Engineer/Computer Scientist), DP-855/1550-3. AV-8B Mission Computing and Stores Management Set Section, Mission Computing and Stores Management Sets Branch, Mission and Sensors Division, Avionics Department—Area of Consideration:** NAWCWPNS. **Opening Date:** 7-27-95. **Closing Date:** 8-10-95. **Selecting Official:** Debra L. Borden, (619) 939-5079. **HRD Contact:** Kym Noh, (619) 939-3118. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** NAWCWPNS China Lake, AV-8B Mission Computing and Stores Management Set Section (455110D), is responsible for AV-8B systems engineering, software development, and system testing for all versions of the AV-8B aircraft and special projects. The AV-8B Muxbus Data Systems (AMDS) comprise the mission planning and maintenance data processing subsystems of the AV-8B weapon system. The incumbent shall provide AMDS system engineering support as follows: (1) analyzing and documenting aircraft mission planning

and maintenance system requirements for use in developing the AV-8B Mission Planning module for Tactical Aircraft Mission Planning System (TAMPS), (2) developing system designs for mission planning and maintenance system subsystems, (3) planning, scheduling, and coordinating all phases of technical work as part of a major project, (4) writing a Statement of Work detailing contractor support of project, and (5) effectively monitoring a delivery order. The incumbent will work closely with both government and contractor personnel. The incumbent should have a familiarity with avionics systems and airborne weapons systems; experience in software engineering practices is required, with experience in the development of software using DOD-STD-1679A and DOD-STD-2167. Incumbent must have experience in requirements definition, systems analysis/design, software applications development and leadership. It is desirable that the incumbent have experience in leading a small technical group in the successful completion of a project of small to moderate size. The incumbent must be able to work well in a team environment and display effective communication skills. Incumbent must be able to obtain and maintain a Secret clearance. This position has been identified as an acquisition position and incumbent will have to meet certification requirements for Level III of the Systems Planning, Research, Development, and Engineering Career Field within 18 months of entering position. Applicants should forward a current copy of their SF-171 or OF-612 to Debra Borden, Code 455110D/C2192. Previous applicants need not reapply. **Note 4 applies.**

**No. 4J-008-RF5, Interdisciplinary (Electronics Engineer/Physicist/Operations Research Analyst, DP-855/1310/1550-3. Concepts Analysis Evaluation and Planning Department, Wargaming Division, Projects Branch, Code 4J5100D—Area of Consideration:** NAWCWPNS, China Lake. **Opening Date:** 7-27-95. **Closing Date:** 8-10-95. **Selecting Official:** Jim Churchill, (619) 939-3032. **HRD Contact:** Shirley Hauser, (619) 939-2032. **Permanent Change of Duty Station:** No. **Summary of Duties:** This organization is responsible for developing and executing warfighter-in-loop wargames and providing analytic products from them. Duties of the position include project planning, development and articulation of project objectives, and the development of approaches to meet those objectives. The project leader/analyst is responsible for interfacing with project sponsors, the Fleet, and other Service wargame participants in preparation for wargames, as well as during review of wargame results. The incumbent characterizes and models weapon systems (both existing and future, and both US and foreign), analyzes project results, develops conclusions, and documents the results in reports and briefings. The project leader/analyst also participates in defining requirements for warfare modeling and subsequent model/simulation development. Incumbent will be in an acquisition position in the Test and Evaluation Engineering career field. Incumbent is required to obtain and maintain a Top Secret clearance. To apply, submit an updated application to Jim Churchill, Code 4J5100D, 939-3032. **Notes 3 and 4 apply.**



**NAVAL AIR WARFARE CENTER WEAPONS DIVISION**

**ANNOUNCEMENTS**



**ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS**

**FY95 NAWCWPNS COURSES WINDOWS AND MAC**

The FY95 NAWCWPNS Course Schedule is now available electronically for both Windows and Macintosh users.

**Macintosh**

1. Select Appletalk Zone PM HRD in the Chooser. Click on Appletalk.
2. Select PM62PUB\_NFS
3. Name: CLASSMAC (No password)
4. "PUB" will now be on the desktop. Double-click the PUB icon.
5. Find the CLASSMAC folder and open it.
6. Double-click the CLASSES application program.

**Windows**

1. Log in to the PM62PUB\_NFS server.
2. Name: CLASSWIN (No password)
3. Locate the R:\CLASSWIN directory using Windows File Manager.
4. Double-click the file called CLASSES.EXE

**Macintosh and Windows users**

Once the program file has been double-clicked, the FY95 NAWCWPNS Course Schedule Program screen will appear. Buttons are available on this screen that allow users to

**Navigate**

- Move to the top record
- Move to the previous record

Move to the next record  
Move to the last record

**Locate**

"Locate" reveals a pop-up screen that can be used to locate records. Scroll up/down/across the list, click on a field, and press the LOCATE button again. The selected record will appear.

**Print**

Prints the current record (or all records) to a local printer.

**Close**

Quits the program.

Questions concerning this program should be directed to Jim Diederich, (805) 989 3994 (DSN 351-3994), or John Allen, (805) 989-3237 (DSN 351-3237).

**THRIFT SAVINGS PLAN (TSP) RATES OF RETURN**

The latest rates of return for the three investment funds were

	C Fund	F Fund	G Fund
June 1995:	2.31%	0.71%	0.53%
Last 12 months:	26.00%	12.42%	7.67%

- C Fund - Common Stock Index (Stocks)
- F Fund - Fixed Income Index (Bonds)
- G Fund - Government Securities

**TSP OPEN SEASON IS CONTINUING**

The TSP Open Season started on 15 May and will continue until 31 July. During the 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 future financial security. FERS employees receive an automatic government contribution of 1% 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 5% of pay each pay period that you contribute. Contributions are matched dollar-for-dollar for the first 3% of pay contributed and 50 cents on the dollar for the next 2% of pay. FERS employees may contribute as little as 1% of basic pay per pay period, or even a smaller, fixed-dollar amount, such as \$5.00 per pay period, and still get a matching government contribution. FERS employees contributing 5% of basic pay receive government contributions of 5%, making a total of 10% of basic pay going into their TSP account. FERS employees can contribute as much as 10% of basic pay, and with the government contributions, can have a total of 15% 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 5% of basic pay. CSRS employees do not receive any matching government funds, but all of the

**UNIVERSITY OF TENNESSEE SPACE INSTITUTE COURSES**

The University of Tennessee's Space Institute (UTSI) offers a master of science (MS) degree in Aviation Systems for those who possess a bachelor's degree in engineering or science. The MS 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 15 hours credit for Navy Test Pilot School, and up to 9 credits for Air Force TPS, thereby enabling a student to complete an MS degree by taking 4-5 courses, not including thesis or non-thesis hours. Fall term of this videotape program starts 23 August.

For more information, contact Pam Ritchie at (619) 446-2814.

contributions to TSP, and interest, are tax deferred.

CSRS and FERS employees can invest their contributions in any of the three investment options (C, F, or G Funds).

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

**CHINA LAKE GENERAL ANNOUNCEMENTS**

**RETIREMENTS AND FAREWELLS**

**ELLEN ZURN**

Ellen Zurn is retiring after 21 years of civil service at China Lake. A retirement luncheon will be held in her honor at Texas Cattle Company on 2 August at 1115. For reservations, call Toni at 939-5551 or 939-5578 by 31 July.

**VERLA M. BARRY**

Verla M. Barry is retiring on 3 August after more than 28 years of federal service. A retirement dinner will be held in her honor at Farris' at the Heritage on 3 August at 1700. For reservations, presentations, or gift donations, contact Sonja Giuliani at 939-1567, Steve Bouthillier at 939-1549, or Kathy Greaves at 939-1561 by 27 July.

**JUDI NEWTON**

Judi Newton is leaving the Center after 14 years of service. A luncheon will be held in her honor at John's Pizza on 3 August at 1115. For donations and/or reservations, call Doris Laffoon at 939-8623 or Judy Sorensen at 939-3917 by 28 July.

**SUE KRIST**

Sue Krist, Comptroller Department, Costing Branch, is retiring in August after 30 years of federal service, half of which was served at China Lake. A retirement luncheon will be held in her honor at La Pasta Grill on 3 August at 1130. For reservations, call Donna Martin at 927-3076 or Wendy White at 927-3030 by 2 August.

**LARRY MCKUNE**

Larry McKune is retiring from NAWCWPNS, China Lake, after 33 years of federal service. A retirement dinner will be held in his honor on 10 August at the Eagles Lodge, 301 West Ridgecrest Blvd., beginning at 1800. A top-sirloin steak dinner will be served at a cost of \$8.50 per person. For tickets, gift contributions, or presentations contact Lucia Varnhagen at 939-7518 or Terri Weindel at 939-7276 by 2 August.

**CPR AND FIRST AID CLASSES**

CPR and First Aid saves lives. You will become a very important part of the emergency care team as you learn the practical skills to render appropriate, life-saving care.

In an effort to train as many China Lakers as possible over a relatively short period of time, the NAWC Safety Office (Code 824E00D) in conjunction with Cerro Coso Community College will be presenting American Red Cross Cardiopulmonary Resuscitation (CPR) and Combination CPR/First Aid classes through 17 August. Classes will be held each Monday through Thursday. CPR classes are 4 hours long, while the Combination CPR/First Aid classes are 8 hours long. There is no cost involved in participating in the classes and they are open to the community.

For more information, or to sign-up for a class, simply call the Safety Office at 939-1929. Class size is limited so sign-up early.

gender, or job status to join our committee.

The BEP Committee assists the BEP Manager and the Deputy EEO Officer with Affirmative Employment Program development, targeted recruitment, community awareness of job and promotional opportunities, and available training at NAWCWPNS. Committee members serve as liaison between the Black community and NAWCWPNS.

BEP members are responsible for attending monthly committee meetings and are expected to donate personal time for planning and preparing for American Heritage week, Martin Luther King, Jr. Holiday, Black History Month Celebration, or other designated projects.

To meet this challenge, prospective committee members must submit a short application form. For more information and to obtain an application form, contact Catherine Rogers at 939-8125.

**RETURN TO WORK**

The Return to Work Center has a new and different approach to finding employment. The weekly orientation is on Tuesdays at 0815 at 540B Perdew Street, Ridgecrest. Anyone looking for employment or wanting to make a career change is invited to attend.

**BLACK EMPLOYMENT PROGRAM COMMITTEE MEMBERSHIP**

If you are adventurous, like working with people from diverse cultures, and are open-minded, the Black Employment Program (BEP) Committee is looking for you. We are inviting anyone regardless of race,

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

## TELECOMMUTE: THE OTHER OPTION

NAWCWPNS provides opportunities to telecommute (work at home). Depending on the nature of your work and with approval from your supervisor, you can work 1, 2, or 3 days each week at home.

For more information, call Colleen Smith (HRD) at 989-3225.

## COLLEGE AND UNIVERSITY OPEN HOUSE

Representatives from local colleges and universities will be available on Thursday, 3 August, from 1100 to 1300 at the NAVAIRES Bldg. 323, Room 159 to meet with interested persons and to answer questions and provide course materials. For more information contact Mary Glasmann, Employee Development Division (Code 733000E), at 989-3982.

## NEW EMPLOYEE DEVELOPMENT DIVISION PHONE NUMBER

The Point Mugu Employee Development Division has a new phone number available for our customers. We have a "training schedule" phone number, 989-7956 (DSN 351-7956). By calling this number, people will be able to hear what courses are being offered at the Point Mugu site during the current week.

## LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

The exclusive labor representative for the bargaining unit employees of NAWCWPN Point Mugu is the National Association of Government Employees (NAGE). The local R12-33 President is Louis W. Rogers, located in Trailer 10073; he can be reached at 989-1374.

## EMPLOYEE COMMUTE OPTIONS PROGRAM

## ELIGIBILITY REQUIREMENTS

To be registered in the NAWCWPN Employee Commute Options Program an individual must be an active-duty military member or civilian employee of NAWCWPN 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 carpool includes passengers 16 years of age and older who are transported to a school or work, or persons who are registered and transported to an 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.

## HUMAN RESOURCES DEPARTMENT INFORMATION

The Human Resources Department (HRD) Information Section is intended to provide timely HRD information to NAWCWPN 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 24 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 Recipient) and a copy of current Leave and Earnings Statement. OP-Form 630-A is available at Administration Offices at Point Mugu and Telmart at China Lake. Completed forms for Point Mugu may be mailed to Estela Padilla, Code 731000E (P621); forms for China Lake may be mailed to Pat Miller, Code 731000D (C621). For additional information, call Estela Padilla at (805) 939-3222, or Pat Miller at (619) 939-2018.

## CHINA LAKE

**Susan (Susie) Park, Code 4J2100D**  
Susie is recovering from surgery.

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

**Dorothy Wiederhold, Code 733000D**  
Dorothy has congestive heart failure and viral pneumonia.

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

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

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

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

**Sherri A. Flaharty, Code 561000D**  
Sherri is on 6 weeks leave following surgery on her left shoulder to correct a mechanical block.

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

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

## POINT MUGU

**Patricia Pennington, Code 220000E**  
Patricia is recovering from an automobile accident.

**Lydia Villarreal, Code 724200E**  
Lydia is recovering from surgery and is undergoing therapy.

**Robert Sculler, Code 486300E**  
Robert had an emergency tracheotomy due to airway constriction by vocal cord paralysis, requiring a long medical recovery from complications.

**Rhonda Brown, Code 834100E**  
Rhonda is on maternity leave.

**Candice Allen, Code 834200E**  
Candice is on maternity leave.

**Sonia Coronado, Code 836560E**  
Sonia is on maternity leave

**Michael Abbott, Code 522710E**  
Michael is under a doctor's care for chronic liver disease.

**Rickie E. Dees, Code 833800E**  
Rickie is recovering from a ruptured achilles tendon.

**Herman Qualls, Code 833430E**  
Herman is recovering from back surgery.

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

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

**Myrian Connors, Code 230000E**  
Myrian is undergoing a radical hysterectomy to remove pelvic inflammatory disease and endometriosis.

**Mikki Edsall, Code 454930E**  
Mikki is recuperating from major surgery and will continue under a doctor's care for a minimum of 6 months.

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

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

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

**Brenda Davis, Code 731000E**  
Brenda has lupus erythematosus.

**Garth Morrison, Code 834210E**  
Garth is experiencing diabetic complications.

**Silas Carney, Code 562E20E**  
Silas underwent emergency abdominal surgery.

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

**Chacita Kay Skinner, Code 836500E**  
Chacita is experiencing complications of pregnancy.

and is responsible for the full range of personnel functions, including staffing, classification, employee and labor relations, position management, and other functions as necessary. Provides advisory services to supervisors, managers, and employees. **NOTE:** The Human Resources Department is tentatively scheduled to begin regionalization, which will involve consolidation of human resources functions and potential downsizing. **Quality-Ranking Factor:** Knowledge of staffing regulations and procedures, and a wide range of staffing tools; knowledge of the basic principles of position classification; ability to provide advice on a variety of sensitive issues, including performance and benefits. Full performance level is DP-3 but is not guaranteed. **Note 1 applies.**

**No. 76-005, Budget Assistant, DG-561-1/2/3. Code 763000D (Multiple Vacancies)—Area of Consideration:** NAWCWPN. **Opening Date:** 7-27-95. **Closing Date:** 8-10-95. **Selecting Official:** Elaine Wunderlich, (619) 939-3917. **HRD Contact:** Nancy Robinson, (619) 939-8106. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** These positions are located in the Financial Management Division, Comptroller/Financial Management Department. The incumbent provides support to assigned organizations in the areas of resource allocation, budget execution, fiscal review of procurement requests, validation of financial data, corrections to financial system (bad charges, journal entries), gathering data, preparation of reports, and processing incoming fund documents. The incumbent is responsible for informing the analyst and customer of potential fiscal problems, maintaining files, and interfacing with customers and other financial management personnel. **Quality-Ranking Factor: DG-1:** Ability to work with a diverse customer base, organize and prioritize work, and meet deadlines; ability to use or learn Macintosh computers and programs, and ability to express oneself both orally and in writing. **DG-2 and DG-3:** Knowledge of Defense Business Operation Fund (DBOF); ability to work with a diverse customer base, organize and prioritize work, and meet deadlines; ability to use or learn Macintosh computers and programs, and ability to express oneself both orally and in writing. The full performance level of these positions is DG-3. Previous applicants need not reapply. **Note 1 applies.**

**No. 82-045-JJ5, Administrative Officer, DA-341-3. Weapons Department, NAWS, China Lake, Code 827D00D—Area of Consideration:** NAWCWPN. **Opening Date:** 7-27-95. **Closing Date:** 8-10-95. **Selecting Official:** Ray Ramirez, 939-6014. **HRD Contact:** Brenda Stuart, 939-2883. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent will provide administrative support to Department Head, Associate Department Head, three Division Heads and Department personnel in the area of financial management, procurement, facilities, equipment, space, safety, and security. The Head of Staff provides advice and resource assistance in solving personnel issues and is the Department's POC for Affirmative Action and EEO. **Quality-Ranking Factor (s):** Knowledge of management techniques, practices, methods, and principles; center financial and personnel policies and procedures; Macintosh business applications, and the ability to deal effectively with all levels of personnel through oral and written communication. Full performance level of this position is DP-3, but not guaranteed. **Note 1 applies.**

## CHINA LAKE ONLY

**No. 4J-009-RF5, Senior Office Manager, DG-303-2/3. Concept Analysis, Evaluation, and Planning Department, Code 4J0000D—Area of Consideration:** China Lake. **Opening Date:** 7-27-95. **Closing Date:** 8-10-95. **Selecting Official:** Linda Andrews, 939-3802. **HRD Contact:** Shirley Hauser, 939-2032. **Permanent**

**Change of Duty Station Authorization:** No. **Summary of Duties:** Incumbent provides secretarial support to the Deputy Department Head and key staff personnel including Senior Analyst, Head of Staff, Special Studies Office, and Technical Planning Office. **Quality-Ranking Factors:** Ability to perform receptionist and telephone duties, ability to manage deputy's calendar and arrange conferences, ability to review and distribute incoming mail and outgoing correspondence, and the ability to work effectively with all levels of personnel. Incumbent must be able to obtain and maintain a Secret Clearance. Promotion potential to DG-3 but not guaranteed. **Note 1 applies.**

**No. 74-004-SP5, Security Specialist, DA-080-2. Code 742100D. This is not a vacant position and is being announced solely to reconstruct merit promotion procedures—Area of Consideration:** China Lake. **Opening Date:** 7-27-95. **Closing Date:** 8-3-95. **Selecting Official:** Roy Parris, 939-3521. **HRD Contact:** Sharon Page, 939-8105. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent represents computer security for the Information System Security Coordinators (ISSCs), managers, and local command assisting the Information Systems Security Manager (ISSM) in designing and implementing training programs to certify new ISSCs for computer security basics. Incumbent assists in designing the Group Risk Analysis Support Program (GRASP), a semi-automated accreditation tool, and tests, trains, and implements new procedures presented by GRASP. Incumbent develops and presents to management written and oral briefs and recommendations, and act as primary point of contact for GRASP training and implementation. Incumbent conducts computer security walk-throughs with the ISSM and Network Security Officer (NSO), coordinating with other security disciplines to ensure customers' electronic data are protected, and assist NSO in identifying, protecting and accrediting networks. Incumbent acts as TEMPEST Control Officer (TCO) for NAWCWPN, China Lake, providing TEMPEST security training and guidance, advising customers on TEMPEST requirements for classified processing, and inspecting all phases of Protected Distribution Systems (PDS) construction and installation. Incumbent assists Communication Security (COMSEC) Office. **Quality-Ranking Factor:** Knowledge of GRASP program, terminology, and procedures; knowledge of TEMPEST program and requirements for classified processing; knowledge of accepted management practices necessary to manage, administer, and coordinate the safeguarding of information and materials from unauthorized disclosure, espionage, or sabotage; and ability to communicate, both orally and in writing, with all levels of personnel. Promotion potential to DA-3, but not guaranteed. **Notes 1 and 3 apply.**

**No. 82-046-DE5, Office Manager, DG-303-2. Command Evaluation Staff, Code 08C000D—Area of Consideration:** China Lake. **Opening Date:** 7-27-95. **Closing Date:** 8-2-95. **Selecting Official:** John Trosper, (619) 939-3555. **HRD Contact:** Diana Eggleton, (619) 939-8111. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Serves as the key person responsible for all office management duties such as security, transportation, and equipment inventories. Conducts assigned Morale, Welfare, and Recreation (MWR) reviews (e.g., inventory observation, cash counts, financial records, etc.). Develops and plans review program objectives, scope, and steps, and also formulates working papers. Assists in assigned reviews under the supervision of senior staff. Assists in conducting Fraud, Waste, and Abuse (FWA) investigations. Processes all incoming and outgoing correspondence. Prepares/types letters, forms, messages, and other materials. Maintains various log books and files. Independently responds to and resolves administrative problems and inquiries. Establishes and maintains correspondence files and records. **Nature of the work performed requires the utmost confidentiality.** **Quality-Ranking Factors:** Ability to interface with persons external to the organization through oral and

written communications, develop and manage procedures for routine office functions, and operate Macintosh computer business applications (e.g., Microsoft Word, Excel, FileMaker Pro, etc.). This position is at full performance level.

## NATIONWIDE/CURRENT APPOINTABLE DOD EMPLOYEES

**No. NSC-23-BB5, (1) Interdisciplinary, Electronics/Aerospace/Engineer/Physicist/Mathematician, GS-855/861/1310/1520-12. Naval Satellite Operations Center (NAVSOC) Operations Directorate, Satellite Operations Department, Satellite Operations Division, Satellite Engineering Branch, Code NSC3211—Area of Consideration:** Current appointable DOD employees Nationwide. **Opening Date:** 7-27-95. **Closing Date:** 8-10-95. **Selecting Official:** LCDR Blake, (805) 989-4221. **HRD Contact:** Belinda Bayerque, (805) 989-3260. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as a Satellite Engineer in the NAVSOC, Operations Directorate, Satellite Operations Department, Satellite Operations Division, Satellite Engineering Branch. This organization is responsible for the management and operation of navigation, communication, altimetry, scientific and special purpose satellites. The incumbent manages all satellite systems and ground station facilities operated by NAVSOC; performs detailed planning and analysis to carry out daily satellite operations including configuration changes, resource allocations, and scheduling; coordinates satellite tracking and orbit computations, collection of satellite telemetry and control of spacecraft; analyzes satellite performance, and recommends commands to correct anomalies or assure acceptable satellite operations. The incumbent assists in preparing project plans, schedules, and detailed phases of technical work concerning the following specialty areas: satellite command and control, computer operations, telemetry analysis and satellite power, thermal, attitude, timing and communication systems; serves as a team member responsible for conducting tests, collecting and analyzing data, and designing; coordinates, monitors, and technically oversees the work in the day-to-day satellite and ground station operations; prepares data packages and documentation for new or improved systems and equipment. The incumbent will be assigned to shift-work schedules several months per year. **Quality-Ranking Factor:** Ability to provide satellite system management and ground station operations.

## READVERTISEMENTS

**\*No. 763003AA, Budget Assistant, GS-561-5/6/7. Corporate Operations Group, Comptroller/Financial Management Department, Financial Management Division, Budget Branch Team 1 (PM), Code 763100E—Area of Consideration:** NAWCWPN. **Opening Date:** 7-27-95. **Closing Date:** 8-10-95. **Selecting Official:** Elaine Wunderlich, DSN 437-3917. **HRD Contact:** Ana I. Anderson, DSN 351-3241. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent reviews outgoing funding documents, analyzes unallocated and material rejects, and determines appropriate corrective action. Incumbent is responsible for data entry of source documents into AFIP. Incumbent will work with appropriate managers to establish funding chains, ensuring their subsequent data entry into AFIP, and will review, research, and correct unbillables. Incumbent will prepare worksheets for analysis of financial data that issued as the basis for management analysis ratios, trends, and projected conditions. Incumbent provides support for financial/budgetary analysis. **Quality-Ranking Factors:** Ability to interpret and assist in the implementations of financial policies and procedures in support of the day-to-day operations of an organization, or areas of an organization.



## MERIT PROMOTIONS

## ALL NAWCWPNS SITES

No. 7G-061-BB5, (1) Supervisory Program Support Specialist, DP-301-3, Corporate Operations, Corporate Operations Support Office (COSO), Branch C, Code 7GC000E—Area of Consideration: NAWCWPNS. Opening Date: 7-27-95. Closing Date: 8-4-95. Selecting Official: Judith Yates, (619) 939-2312. HRD Contact: Belinda Bayerque, (805) 989-3260. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent serves as a Branch Head in the Corporate Operations Support Office (COSO), 7.0 Competency. Incumbent is responsible for ensuring Branch members have appropriate training to technically and administratively perform as successful members of a CAO team. Incumbent will ensure that customer requirements are met without compromise. Implements changes in Navy and DOD regulations to accommodate local requirements. Quality-Ranking Factors: Ability to implement personnel, physical, computer and information security; knowledge of affirmative action principles, including a willingness to implement EEO practices; ability to communicate orally and in writing; ability to define a problem and develop and implement a plan of action. Incumbent must have a Top Secret Security Clearance with Background Investigation adjudicated within the last 5 years. The full performance level of this position is DP-3.

Notes 1, 2, and 5 apply.

No. 45-008-KN5, Electronics Technician, DT-856-3. AV-8B Mission Computing and Stores Management Set Section, Mission Computing and Stores Management Sets Branch, Mission and Sensors Division, Avionics Department—Area of Consideration: NAWCWPNS. Opening Date: 7-27-95. Closing Date: 8-10-95. Selecting Official: Debra L. Borden, (619) 939-5079. HRD Contact: Kym Noh, (619) 939-3118. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent shall provide AV-8B Flight Test Engineering support as follows: (1) prepare flight test briefing materials; (2) conduct flight test briefing; (3) monitor flight test range telemetered operations; (4) monitor nontelemetered operations; (5) assist pilot with information from NATOPS, TACMAN, Flight Test Plans as required; (6) review flight test plans to ensure adherence to NATOPS/TACMAN limits and restrictions and provide configuration inputs; (7) provide flight test feedback using System Anomaly Report (SAR) process; (8) conduct pilot flight test debriefing; (9) download data from the Data Storage Unit (DSU); (10) conduct liaison work with appropriate external activities as necessary in support of flight test; (11) maintain a record of all flight clearances that relate to NATOPS/TACMAN restrictions and limitations. Quality-Ranking Factor(s): Knowledge of avionics systems and airborne weapons systems and experience in conducting flight test briefings and debriefings is required; skill with flight testing of integrated weapon systems; ability to evaluate flight test plans; ability to work well in a team environment and display effective communication skills. Incumbent must be able to obtain and maintain a Secret clearance. Previous applicants need not reapply.

No. 45-009-KN5, Supervisory Mathematician/Computer Scientist, DP-1520/1550-3. F/A-18 Mission Computing and SMS Section, Avionics Department, Code 455120D—Area of Consideration: NAWCWPNS. Opening Date: 7-27-95. Closing Date: 8-10-95. Selecting Official: Al Sutton, (619) 939-5319. HRD Contact: Kym Noh, (619) 939-3118. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: This position is that of Head, Mission Computing and SMS Section. The incumbent directs a multidisciplinary staff which provides software engineering for management of the Navy and Marine Corps fighter/attack aircraft through its life cycle with emphasis on the Mission Computer and Stores Management Set Tactical Operational Flight Programs. Quality-Ranking Factors: Knowledge of F/A-18 aircraft systems, including avionics and the

systems engineering process; knowledge of tactical systems software, including software development; knowledge of affirmative action principles, including willingness to implement EEO practices; ability to plan, organize, coordinate, and manage a technical program; ability to perform as a first-line supervisor; ability to influence and motivate others; ability to communicate orally; and the ability to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Research, Development, and Engineering Acquisition Career Field within 18 months of entering position. This position has potential to DP-4; however, promotion is not guaranteed. Incumbent must be able to obtain and maintain a Secret clearance. Any applicant tentatively selected to this position will be required to submit to a urinalysis for illegal use of drugs prior to a final selection. Notes 1, 2, 3 and 4 apply.

No. 475-002-KB5, Sheetmetal Mechanic, WG-3806-10. Code 475100D—Area of Consideration: NAWCWPNS. Opening Date: 7-27-95. Closing Date: 8-3-95. Selecting Official: Chuck Johnson. HRD Contact: Bob Peoples, (619) 939-8120. Permanent Change of Duty Station Authorized: No. Summary of Duties: This position is located in the Engineering Prototype Branch, Weapons Prototype Division. The incumbent performs planning, layout, welding, modifying, fabricating, and assembly of research and development prototype models. Assignments require special applications of conventional sheet metal fabrication tools, as well as the use of more specialized tools such as water-jet cutter, laser cutter, numerically controlled (NC) sheet metal machines and forming equipment. Considerable skill and ingenuity is required to meet novel design requirements and keep pace with changing project demands and technology developments. The incumbent will train on Computer Aided Drawing (CAD) and computer numerical control (CNC) equipment used by the Branch, and will work from blueprints or drawings, rough sketches, prototypes, verbal instructions, and electronic data. Must be able to obtain and maintain a Secret clearance. Quality-Ranking Factors: Ability to do the work of the position without more than normal supervision (screenout element); knowledge of equipment; ability to interpret instructions, specifications, blueprints, etc.; layout and pattern development; hand and power tools; and knowledge of materials. SUPPLEMENTAL QUALIFICATION STATEMENT FOR SHEETMETAL MECHANIC IS REQUIRED. Supplemental is available from the Human Resources Department, 505 Blandy, Room 100, or by calling 939-2736 during the opening dates of the ad. Promotion potential: WG-11. Note 1 applies.

No. 475-003-KB5, Machinist (2 vacancies), WG-3414-10. Code 475100D—Area of Consideration: NAWCWPNS. Opening Date: 7-27-95. Closing Date: 8-3-95. Selecting Official: Chuck Johnson. HRD Contact: Bob Peoples, (619) 939-8120. Permanent Change of Duty Station Authorized: No. Summary of Duties: This position is located in the Engineering Prototype Branch, Weapons Prototype Division. The incumbent fabricates from various engineering materials, a variety of parts for the development of advanced ordnance systems during experimental, prototype, and engineering development. Assignments require special applications of conventional machine tools, as well as the use of more specialized tools, such as jig bores, grinders, and numerically controlled machines. Works from blueprints or drawings, rough sketches, prototypes, verbal instructions, and electronic data. Incumbent must be able to obtain and maintain a Secret clearance. These positions have potential to the Engineering Technician, DT-802-3 level. Incumbents will be required to successfully complete training in at least the following areas while progressing from WG-10 through WG-11/14/15 or DT-2/DT-3: Analytical Geometry, Graphical Inspection, APT 4 and 5 Axis Programming, Graphics Drafting, Post Processor Generator, CNC Certification, Graphics Solid Modeling, and an elective (if applicable). Quality-Ranking Factors: Set-up and operation of machine tools; trade theory and

technical practices; shop drawings, lay-out work, and measuring devices; handtools and fitting; knowledge of materials; and ability to do the work of the position without more than normal supervision (screenout element). SUPPLEMENTAL QUALIFICATION STATEMENT FOR MACHINIST IS REQUIRED. Supplemental is available from the Human Resources Department, 505 Blandy, Room 100, or by calling 939-2736 during the opening dates of the ad. Promotion potential: DT-802-3 (see training requirement in "DUTIES"). Note 1 applies.

No. 475-004-KB5, Welder, WG-3703-10. Code 475100D—Area of Consideration: NAWCWPNS. Opening Date: 7-27-95. Closing Date: 8-3-95. Selecting Official: Chuck Johnson. HRD Contact: Bob Peoples, (619) 939-8120. Permanent Change of Duty Station Authorized: No. Summary of Duties: This position is located in the Engineering Prototype Branch, Weapons Prototype Division. The incumbent will perform Gas Tungsten Arc Welding (GTAW), Gas Metal Arc Welding (GMAW), brazing and soldering of mechanical hardware for weapons systems. Works from blueprints or drawings, rough sketches, and verbal and written instructions. Certifications will be required on most work and will be accomplished on site as necessary. Welds will be subject to X-ray, magna flux, and dye penetrate inspections. Must be able to obtain and maintain a Secret clearance. Quality Ranking Factors: Ability to do the work of the position without more than normal supervision (screenout element); knowledge of materials, structures, etc., of the trade; plan, layout and set up welding work; shop drawings, specifications, welding procedures, etc.; hand tools, measuring devices, etc., and safety and dexterity. SUPPLEMENTAL QUALIFICATION STATEMENT FOR WELDER IS REQUIRED. Supplemental is available from the Human Resources Department, 505 Blandy, Room 100, or by calling 939-2736 during the opening dates of the ad. Promotion potential: WG-11. Note 1 applies.

No. 53-038-RR5, Computer Specialist, DS-334-3. Electronic Combat Threat Simulator Branch, Combat Environment Division, Threat and Target Systems Department, Code 535200D—Area of Consideration: NAWCWPNS. Opening Date: 7-27-95. Closing Date: 8-10-95. Permanent Change of Station Authorized: No. Selecting Official: S. Foisey, (619) 939-0390. HRD Contact: Pat Ward, (619) 939-1346. The incumbent serves as team leader for development of threat simulator processor subsystems and performs the following duties: is responsible for ensuring development requirements, budgets, schedules, and milestones are met; is responsible for the technical monitoring of contractors performing development activities on the project; and interfaces with range personnel to ensure range integration requirements are met. Travel is required. Quality-Ranking Factors: Knowledge of X-Windows and/or Motif software, Sun workstations, UNIX operating systems, and software test procedures and implementation; skills in computer programming, software development, and test and administration of computer hardware and software; ability to design, program and/or analyze computer software written in "C" and Fortran; ability to communicate orally; ability to communicate in writing; ability to meet the mandatory DAWIA requirements for training, experience, and education for Level II of the Program Management Career Field within 18 months of entering the position. Must be able to obtain and maintain a Secret clearance. Status eligibles may apply. The full performance level of this position is DP-3. Note 4 applies.

No. 73-006-NR5, Personnel Management Specialist, DA-201-2. Civilian Personnel Division, Code 731000D—Area of Consideration: NAWCWPNS. Opening Date: 7-27-95. Closing Date: 8-10-95. Selecting Official: Richard Cracraft, 939-8115. HRD Contact: Nancy Robinson, 939-8106. Permanent Change of Station Authorized: No. Summary of Duties: Incumbent operates in a broad generalist model

## EMPLOYEE DEVELOPMENT DIVISION NEWS

## ON-BOARD TRAINING COURSE SCHEDULE

Enrollments are accepted via on-board training requests (NAWCWPNS 12410/2), call-ins, and quickmail; however, check individual announcements for enrollment procedures.

## A C++ UPDATE: 1995 AND BEYOND (6 hr. video)

31 July; 0800-1500; Training Center, Room 114, China Lake. 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 on the modifications being made to the C++ language, including namespaces, the bool and bool-char type, and run-time-type identification (RTTI).

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

## INTRODUCTION TO PROGRAMMING WITH THE TOOLKIT INTRINSIC (6-hr. video)

1 August; Tuesday, 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).

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++: AN OBJECT-ORIENTED APPROACH—OVERVIEW AND EVALUATION (6 hr. video)

2 August; Wednesday, 0800-1500; Bldg. 323, Room 159, Point Mugu. By: National Technological University. Sponsored By: University of Southern California.

Intended Audience: Although primarily aimed at professional programmers and software designers, this course will also benefit managers and project leaders who intend to use or will be managing those who will be using C++ or ANSIC.

## Prerequisites: Previous programming experience in C or equivalent language.

Object-oriented programming (OOP) is the programming methodology of choice for professional programmers in the 90s. This course provides an overview of object-oriented terms and approach, as well as an evaluation of successful industry implementation of OOP using C++. By carefully developing working programs, Dr. Pohl presents key insights into the C++ programming process. Key points are highlighted in the examples of working codes.

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

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).

## TEST MANAGEMENT (16 hrs.)

7-8 August; Monday-Tuesday, 0800-1600; NCBC, Bldg. 1444, Room 290, Port Hueneme. By: Stan Boyd, Acquisition Management Institute (AMI)

REQUIRED FOR ENROLLEES IN THE TMC/TMDP OR SEC/SEDP PROGRAMS.

This course introduces the participant to the purpose and role of the test and evaluation function within the DOD and Navy weapons acquisition process. It provides a thorough overview of the test management activities throughout the program life cycle, with specific focus on the management of the formal test requirements for demonstrating weapons' effectiveness and suitability for service use. Course objectives are covered by prepared lecture charts that include examples of typical test plans and reports, and examination of the content and format of the Test and Evaluation Master Plan. Case studies and lessons learned will complement the structured lecture material.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Cliff Lewis, Code 733000E (P622). For further information, call 989-3009 (DSN 351-3009).

## BASIC NAVAL WRITING (8 hrs.)

8 August; Tuesday, 0800-1600; Bldg. 351, Room 2114, Point Mugu. By: LaNelle Thompson

SECNAVINST 5216.5C sets new writing standards, and encourages the adoption of the standards by all people employed by the Department of the Navy. The instructor will review those standards; i.e., the use of active versus passive verbs, personal pronouns, short sentences, etc.

Deadline: 1 August

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).

## OFFICIAL NAVAL CORRESPONDENCE (8 hrs.)

9 August; Wednesday, 0800-1600; Bldg. 351, Room 2114, Mini-theatre, Point Mugu. By: LaNelle Thompson

This course is for all Center personnel who type, write, or approve naval correspondence. It is a detailed overview of SECNAVINST 5216.5C and NAVWPNCENINST 5216.8, which review standards for

## PRINCIPLES OF MERIT AND FAIRNESS

Managers, supervisors, and personnelists are advised of a 3-hour workshop centered on merit principles and prohibited personnel practices contained in Title 5 of the U.S. Code. The following training sessions are scheduled at China Lake and Point Mugu.

## Point Mugu

22 August; Tuesday, 1300-1600; Trailer 10076 (behind Bldg. 50).

## China Lake

23 August; Wednesday, 1300-1600; Training Center, Room 211.

With the reinvention and downsizing of personnel functions, managers may be expected to add still more personnel responsibilities to their duties. Managers are often not prepared to exercise these new responsibilities. This workshop will be conducted by the Office of Personnel Management and will feature lectures and short case studies to describe, define, and illustrate merit principles and prohibited personnel practices.

Note: Class size is limited to 40.

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 Lori Ryser at 939-2686 (DSN 437-2686).

## OFFICE OF CIVILIAN PERSONNEL MANAGEMENT, WESTERN REGION

The following courses are available to all NAWCWPNS employees. For more information, call Lori Ryser at 939-2686 (DSN 437-2686).

## San Diego, CA

11-13 Sep 95	Employee Development for Supervisors	no cost
18-22 Sep 95	Basic Instructor Training	no cost

## Bangor, WA

26-27 Sep 95	Employee Development for Supervisors	no cost
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## 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
22-24 August	San Diego

correspondence preparation, formatting, and paperwork management.

Note: Please bring your copy of SECNAVINST 5216.5C (Correspondence Manual) to this class. If you don't have one available, you will be provided one in class.

Deadline: 2 August

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.)

17-18 August; Thursday-Friday, 0800-1600; TBD Point Mugu. By: Teri Mahaney, 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 Adela Ramirez, Code 733000E. For further information, call 989-3992 (DSN 351-3992).

## NEW EMPLOYEE ORIENTATION (6 hrs.)

22 August; Tuesday, 0800-1400; Bldg. 3015, Room 339; Point Mugu. By: NAWCWPNS/NAWS Staff

Our program starts with a Welcome Aboard and NAWCWPNS Overview by Captain Hull and a NAWS Overview by Captain Laughter. Topics covered in the program include Prevention of Sexual Harassment; Security; Civilian Employee Assistance Program; Fraud, Waste, and Abuse; Environmental Awareness; and a CAO Overview.

Enrollment originates within the

Competency Level 2 Administrative Office. Each new employee will be contacted and approved by his or her Level 2 Competency Administrative Office.

**Note:** If, as a new employee, you have a question regarding attendance of the program, call your Competency Level 2 Administrative Office. The New Employee Orientation is mandatory for all new employees, ask your Competency to add you to their list.

**Deadline: 15 August**

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

#### FEDERAL APPROPRIATIONS LAW (24 hrs.)

**22-24 August; Tuesday-Thursday, 0800-1600; Country Inn, Port Hueneme.**

**Intended Audience:** Budget and accounting staff or those needing an understanding of principle uses of appropriation.

This course will present principles of Appropriations Law in a detailed but clear and direct manner. It covers statutes and regulations governing appropriations and related topics as well as reference to significant decisions rendered by the Comptroller General and the courts. Classes consist of lectures, discussions, and workshops. Case studies are based on the textbook "Principles of Federal Appropriations Law" by GAO and supplemented by recent Comptroller General decisions. If your work involves understanding the legal aspects of federal appropriations, this seminar and the accompanying reference text will be important to you.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Felicia Nickelberry, Code 733000E (P622). For further information, call Felicia Nickelberry at 989-3980 (DSN 351-3980).

#### CREATIVE THINKING AND PROBLEM SOLVING (16 hrs.)

**23-24 August; Wednesday and Thursday, 0800-1600; Training Center, Room 114, China Lake. By: Bob Huey**

The course will address the nature of creativity, left and right brain functions/techniques, blocks to creativity, visioning and goal setting, and problem solving techniques. Participants are encouraged to bring "real" problems from work to assess various techniques.

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

#### ADA: INTRODUCTION (40 hrs.)

**28 August-1 September; Monday-Friday, 0800-1630; Point Mugu. By: TBD**

**Prerequisites:** Proficient in one of the languages—Ada, C, Pascal, COBOL, or FORTRAN.

This course is a hands-on introduction to Ada. This course provides an overview of the major capabilities of Ada and describes how to use the major features of this DOD-development language with an Ada (DOD standard) compiler. Topics include, but are not limited to, Ada and Software Engineering; Overall Ada Style; Types—enumeration, numeric, array, characters and strings, record, access, private; Control Statements, Subprograms, and Parameter Passing; Packages, Timing, Exception, Generics, Separate Compilation; I/O; Tasks, Concurrent Programming; rendezvous.

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).

**Deadline: 14 August**

#### RADIATION SURVEY (24 hrs.)

**28-30 August; Monday-Wednesday, 0800-1600; China Lake Training Center. By: TBD**

**Prerequisites:** Background in environmental health and safety, engineering, and science.

This class provides topics in evaluation and management techniques on non-ionizing radiation. Topics include, but are not limited to, an Introduction and Overview, Definitions and Effects, Antenna Designs and Calculations, Surveys, Documentation, Standards and Compliance, Evaluating Risk Potential and Sources.

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

#### CHANGE MANAGEMENT AND TQL (8 hrs.)

**28 August; Monday, 0800-1630; BOQ Conference Room, Point Mugu. By: Roger Kirkham**

This course touches on dynamics of change and the critical steps in dealing with change. It will also reinforce the basic principals of TQL plus provide specific methods for applying TQL in a service work setting. Supervisors/managers who attend this course will receive credit for completion of the mandatory Change Management course.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Felicia Nickelberry, Code 733000E (P622). For further information, call Felicia Nickelberry at 989-3980 (DSN 351-3980).

#### RESPONSIBLE EMPOWERMENT (16 hrs.)

**6-7 September; Wednesday and Thursday, 0800-1600; CECOS, Room 270, Port. Hueneme. By: Roger Kirkham**

Empowering employees, by itself, does not ensure productive thinking. Employee involvement should not be a goal itself. A supervisor/team leader as "coach" has much more influence than a supervisor as "boss." This course provides supervisors/team leaders with coaching skills and techniques to ensure that empowerment includes accountability; employee involvement focuses on improvement, everyone is pulling in the same direction; control of quality and service is verifiable; malicious compliance is prevented; and problems are prevented.

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

#### UNIX HANDS-ON PROGRAMMING (32 hrs.)

**12-15 September, Tuesday-Friday, 0800-1600; TBD, China Lake. By: TBD**

**Note:** Tuition fee is approximately \$1,000.00. Enrollees may cancel or submit a substitution 2 weeks prior to the class date without penalty. Full tuition fee applies otherwise. Include job order number when enrolling via quick mail.

**Prerequisite:** Basic UNIX experience is assumed.

In this class you will learn how to take full advantage of the UNIX Application Interface (API) using C. Write client/server and network programs for UNIX. Install custom device drivers. Initiate, control and communicate between UNIX processes. Use configuration and version control tools to maintain large software projects. Write portable, open applications.

**Presentation Method:** Hands-On Workshop  
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Dorothy Wiederhold, Code 733000D (C622). For further information, call 939-2359 (DSN 437-2359).

For further information call 939-0870 (DSN 437-0870).

#### HAZARDOUS WASTE WORKERS TRAINING (4 hrs.)

**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 NAWCWPNs and NAWs, China Lake generates 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 Alkhafi at 939-4477.

#### CSUC FALL COURSES

Following are courses being offered this fall for the California State University, Chico (CSUC) Computer Science Program (bachelor's and master's degrees). To obtain course descriptions, book order forms, and register for these courses, come to Room 106 of the Training Center between 0830 to 1130 and 1230 to 1500, Monday through Thursday. Classes for the semester begin **28 August** and end **21 December**. With the exception of CSCI151, the courses are held Tuesday and Thursday at the Training Center and are received via satellite. CSCI151 is held at the Training Center on Mondays and Wednesdays and is on videotape, with a lab on Tuesdays. 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. All courses are three semester units.

CSCI151: Algorithms and Data Structures, 1130-1245  
CSCI273: Database Management, 0800-0915  
CSCI223: Artificial Intelligence, 0930-1045  
CSCI311: Object-Oriented Analysis and Design, 1100-1215  
CSCI231: Computer Graphics, 1230-1345  
CSCI397C-20: Mathematical Modeling and Simulation 1400-1515  
CSCI397C-19: The Architecture and Application of Parallel Computers, 1530-1645

For information on the program above, contact Cecil Webb at 939-0878.

#### CSUN FALL REGISTRATION AT CHINA LAKE

California State University, Northridge (CSUN), offers master's degree programs in electrical engineering, mechanical engineering, systems engineering, and engineering management via its Continuing Education Television Network (CETN) (microwave link). Registration for the fall semester will be held on **Wednesday, 9 August**, 1100-1300, at the Training Center. The schedule of the courses being offered in the fall, along with course descriptions, may be obtained in Room 106 of the Training Center between 0830-1130 and 1230-1500, Monday through Thursday. Classes for the semester begin 28 August and end 14 December. Book order forms will be available at registration. Employees taking one of the courses 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.

For information on the program above, contact Cecil Webb at 939-0878.

#### AMERICAN SIGN LANGUAGE (ASL) FALL SERIES

##### BEGINNING SIGN LANGUAGE

**11 September-10 January; Monday and Wednesday, 1030-1130; China Lake**

##### INTERMEDIATE/ADVANCED (At instructor's discretion)

**11 September-10 January; Monday and Wednesday, 1230-1330; China Lake**

**Note:** There will be a two week winter vacation break.

To enroll or to obtain further information, call Pat Nogle at 939-3159.

##### WAYS TO PRACTICE SIGNING DURING YOUR "OFF TIME"

- Attend weekly lunches to be held every Wednesday beginning 24 May.
- Attend ASL club meetings on the first non-flex Friday evening of each month (location TBA).
- Interact with deaf people whenever you can.
- Consider purchasing/borrowing ASL instructional videotapes.
- Consider purchasing the DOS/Windows or Macintosh version of Martin Sternberg's American Sign Language Dictionary on CD-ROM. Includes signed versions of over 2,000 words.

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

**19, 20, 26, 27 September; Tuesday-Wednesday, 0800-1600; Location TBD, Point Mugu. By: Center Staff**

**Intended Audience:** New Supervisors during the first year probation period.

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

**Note:** Completing this course within the first 120 days of your supervisory probation period satisfies the mandatory safety training requirement for the probationary year.

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).

#### DEVELOPMENT IN MICROSOFT ACCESS, ADVANCED (24 hrs.)

**Note: Date, time and place TBD.**

**Prerequisites:** A working familiarity with the topics in Access Basic, DAO, object variables, and error handling.

This course will provide advanced issues and capabilities of Microsoft Access. Topics will include, but are not limited to, using

windows API function calls, SQL, connection strategies, advanced multi-user topics, client/server applications, OLE automation, and DDE.

**Deadline: 7 August**

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

#### NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY96 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 (SEMMP) 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 733000D
Capitol Hill Workshop	2-5 Oct 95	1 Aug 95
	4-7 Mar 96	22 Dec 95
Contemporary Management and Practices	5-16 Feb 96	17 Nov 95
	12-23 August 96	20 May 96
The Washington Arena	29 Jan-2 Feb 96	16 Nov 95
	16-20 Sept 96	5 Jul 96
Managing Individual and Organizational Change	6-9 Aug 96	20 May 96
The Politics of National Security	11-16 Feb 96	24 Nov 95
	26-31 Aug 96	7 Jun 96
NEW - Creating the High Performance Workplace	26-30 Aug 96	7 Jun 96
Issues in DOD/Public Policy Series:		
Forces Affecting DOD	1 Nov 95	18 Aug 95
Defense R&D Issues	7 Feb 96	16 Nov 95
The Information Highway	1 May 96	16 Feb 96
NEW - Managing Critical Resources	5 days-TBD based on demand	

#### HIGH-SPEED PHOTOGRAPHY (40 hrs.)

**25-29 September Bldg 353, Room 129 Point Mugu.**

This course should emphasize high-speed photographic data collection methods and equipment; both theoretical and practical aspects of the subject will be covered. Triggering, lighting, setup measurement, film enhancement, hardening of equipment, and

instrumentation techniques should also be covered. Orientation toward a test and evaluation environment involving DOD-type subjects would be preferred (e.g., ballistic events, explosives, missiles, shock phenomena, etc.).

**Deadline: 2 August**

To enroll or obtain further information, contact Lily Horton at (805) 989-3987 (DSN 351-3987).

## 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 COMNAVAIR. 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 within DOD for 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.