

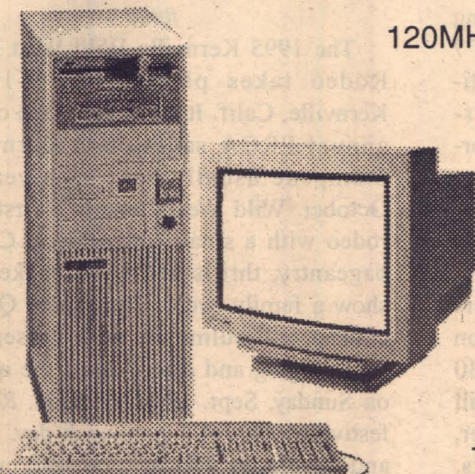
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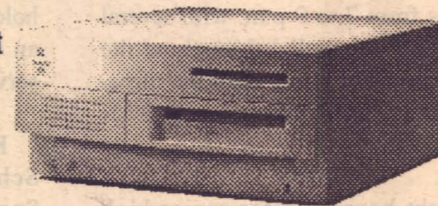
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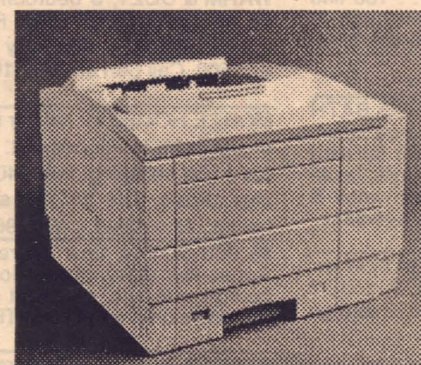
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THE ROCKETEER

THURSDAY, AUGUST 24, 1995

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 51, No. 17

Earthquake near China Lake playa registers 5.4



Photo by Margie Hammett

COMMOTION—The media event the morning after last Thursday's 5.4 seismic event apparently disturbed more earth at the epicenter than the actual earthquake. A foot patrol of the area Thursday turned up no cracks or other disturbances in the ground, and at press time, officials were hoping to get a ride in a helicopter to survey more of the area from the air. Above, television news reporter Gary Gabriel interviews Dr. Frank Monastero, head of NAVWCWPNS Geothermal Program Office, in preparation for an 11:30 a.m. live feed from the front gate to KABC news studios in Los Angeles. At right, KNBC's Patrick Healy and his cameraman line out the camera setup that will allow them to show the eastern slope of the Sierra along which Monastero says a seismic trend is apparently attempting to connect northern fault lines extending from the Mono Craters with southern lines extending from the Landers area, site of the 7.3 magnitude quake in June 1992. At far left, reporter Scott Roberts of Bakersfield's Channel 17 shoots his own footage for later editing and airing. Local stringer for Channel 23 in Bakersfield, David Johnson, also taped Monastero for his report. Casey Wilson and Laura Farris of the News Review and the Daily Independent's Linda Sappington also made the trip to the middle of the range area about a mile from the northwest corner of the dry China Lake bed. Capt. Charles A. Stevenson, NAWS CO, was similarly thronged in front of the Headquarters Building earlier in the morning.

■ No injuries and little damage reported as local shaker makes SCEC's homepage

By Barry McDonald
Editor

Dr. Frank Monastero, head of the Geothermal Program Office, believes last week's 5.4 magnitude earthquake is just one more piece of evidence of a very long-term trend of seismic activity that will eventually link northern and southern fault lines in the region.

Rocking the Indian Wells Valley at 3:39 p.m. Thursday, the quake was felt as far away as Barstow, Fresno and Las Vegas. Though the epicenter was roughly 6.5 miles north of the NAWS main gate, about a mile from the northwest corner of the China Lake playa, the temblor caused no injuries, and very little damage was reported locally. Monastero, who holds a doctorate in geology and geophysics, said the quake's hypocenter was relatively shallow at about 3 miles below the surface, and he explained that it was a type known as a "right lateral" quake, meaning that the ground moved back and forth rather than up and down.

"There were no precursors to this one," said Monastero, as he talked Friday morning to a group of media representatives from two Los Angeles television stations, two Bakersfield TV stations, the Bakersfield Californian, The Daily Independent and the News-Review. "But there were a huge number of aftershocks."

The "finger quake" link on the homepage of Cal Tech's Southern California Earthquake Center (SCEC) on the Internet at URL <http://scec.gps.caltech.edu/> shows 11 aftershocks of 3.0 or greater within the first 12 hours after the main event, with two at 3.7. It was statistically likely that there would be an aftershock in the magnitude 4.0 range within 48

Please see **QUAKE**, Page 10

Employees honored for BRAC contributions

By Barry McDonald
Editor

Now that the dust has settled on the Base Realignment and Closure (BRAC) process for 1995, NAWCWPNs management has taken time out to recognize those people who helped tell the Division's story — some 530 employees over all four sites. Those who put in the greatest level of effort were singled out in award ceremonies at China Lake and Point Mugu Aug. 9, while another 100 received Group Award certificates and 380 received letters of appreciation from their department heads.

Matt Anderson, who served as head of the NAWCWPNs BRAC office during the 18-month process (now head of the Avionics Department) said the goal was to provide complete and accurate data so that BRAC officials in Washington D.C. could make fully informed decisions regarding any closure or realignment. It was hoped, Anderson said, our data would be sufficient to maintain the Weapons Division's very high military value rat-

ing, from BRAC '93. In the end the Division's rating was even higher for BRAC '95.

BRAC '95 started with general information data calls on mission, capacity, military value, laboratories, T&E, personnel, environmental, resources and ranges. These data calls usually had deadlines of two to four weeks. Anderson noted that audits of the general information calls were conducted by the Naval Audit Service, the DoD inspector general and the Government Accounting Office.

"In some cases it took them six weeks to audit what we had put together in two," he said.

Then came the scenario data calls, which required 48-hour turnaround. There were 25 scenario data calls that literally saw people working around the clock for two days with just three hours of sleep.

Every data call had to be certified by the NAWCWPNs commander or vice commander before being sent to Navy headquarters. For this reason RAdm. Dana B. McKinney, commander,

Please see **BRAC AWARDS**, Page 6

Priority Placement
Program may
help employees 9

Navy Librarian
Joan Buntzen
visits China Lake 14

Weather

August 9-15			
	High	Low	Humidity
Wed	107	68	24
Thurs	102	70	37
Fri	101	68	26
Sat	101	62	23
Sun	104	60	18
Mon	105	59	17
Tues	103	58	25
August 16-22			
Wed	99	58	25
Thurs	96	67	30
Fri	99	55	09
Sat	104	59	17
Sun	96	70	18
Mon	95	70	21
Tues	101	69	13



China Lake Calendar

Call the PAO Info Line at 939-0050 for current information on base events

Friday, September 1

•Retirement ceremony for LCDr. Scott Thompson 8 a.m., Administration Building front lawn

Monday, September 11

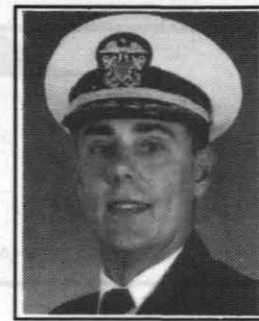
•Job Fair, presented by the Family Service Center, NAWS Conference Center, call 927-1545 for details

Saturday, October 14

•50th anniversary of China Lake Pilot Plant, 9 a.m. to 3:30 p.m.
•Navy Ball

The Commanding Officer's Desktop

By Capt. Charles A. Stevenson
NAWS Commanding Officer



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

Question:

Why is there no taxi service at Point Mugu?

Answer:

After review of transportation requirements at Point Mugu, there doesn't appear to be enough potential demand to justify a taxi service at Point Mugu. With the advent of shuttle bus service 12 years ago, taxi service was discontinued due to reduced ridership. Unlike China Lake, Point Mugu is a relatively small base with year-round temperate climate. The Air Terminal is also centrally located in the technical area and allows easy pedestrian access to most areas. With the recent initiative to reduce general and administrative expenses by 20 percent, a new taxi service doesn't appear prudent at this time due to projected costs exceeding \$100,000 per year for driver, vehicle and dispatch. Answer contributed by Capt. Sel Laughter, commanding officer, Naval Air Weapons Station, Point Mugu.

Unauthorized disclosure of classified information order signed by Clinton

President William J. Clinton released the following information to all federal employees on May 2.

"I recently signed an executive order reforming the government's system of secrecy. While that order will sharply reduce the permitted level of secrecy within our government, it also enables us to maintain necessary controls over information that legitimately needs to be guarded in the interests of national security.

As I said when I signed that executive order, we must continue to protect information that is critical to the pursuit of our national security interests. In that regard, I have been extremely distressed by several, recent, deliberate and unauthorized disclosures of highly sensitive, national security information. Such disclosures cannot, and will not, be treated as innocent leaks of government information. They compromise serious national security secrets and put at risk lives and vital U.S. interests.

Such disclosures also violate U.S. law, and will be referred to the Department of Justice for investigation, as appropriate, and prosecution. This administration is committed to openness in government. I am also committed to vigorous policy debate within the administration, and to a strong relationship with the press. However, none of these goals is served by or justify unauthorized disclosures of national security information.

While asking each of you to ensure that information is not improperly classified or over classified, I am also asking you to impress upon your staff the necessity of protecting classified information from unauthorized disclosures. I also expect each of you to take appropriate administrative action against any federal employee, regardless of rank, who discloses classified information, and, in appropriate cases, to refer such disclosures to the Department of Justice for criminal prosecution."

Secretary of the Navy John H. Dalton commented, "I share the president's concerns regarding unauthorized disclosures of classified information. Please ensure that the President's message is understood and rigorously followed by all personnel."

Pages From The Past

Aug. 23 & 30 1985

Capt. Ken Dickerson unveiled a plaque honoring 717 Michelson Lab Muckers for their clean up efforts after last years Great Flood. . . .Eric Kajiwar and Elizabeth Babcock were among the Master's Degree in Public Education graduates of California State Bakersfield. . . .Captain Ralph Cugowski takes over as new PW Officer. . . .Hot, dry weather brings more bears from the mountains.

Aug. 22 & 29 1975

The Navy Superior Civilian Service Award was presented to M.B. Sorge during the farewell reception held in his honor. . . .The Incentive Award Program for 1975 resulted in 180 employees receiving beneficial suggestion awards. . . .154 patents were awarded. . . .Anna McDuff received NWC 40-year award. . . .Seabees lend helping hand with new handball court construction. . . .Rick Davis appointed to post of NWC's first full-time energy conservation engineer. . . .The Photolabs two new color film processors increase the in-house capability.

Aug 20 & 27 1965

RAdm. W. P. Mack named the Rocketeer one of the 43 top military newspapers, in a field of 500 publications, during the 4th quarter of 1964. . . .Dr. Julian L. Thompson received the Karl Fairbanks Memorial Award for his contributions in the advancement of photo-optical instrumentation engineering. . . .At the International Milan Film Festival NOTS received the "Golden Bough" award for marine motion picture productions for the film: "The Dolphins That Joined the Navy."

Aug. 19 & 26 1955

Captain F.L. Ashworth takes over command from Captain Robert F. Sellars. . . .New golf course construction doing well and is expected to open in June. . . .President Eisenhower gives go-ahead for globe-circling satellite to be fired from rockets into outer space. . . .Marine Pfc. Frederick H. Altgott, USMC received a Secretary of Navy appointment to Annapolis.



P.A.C.T., Police and Citizens Together, are asking all residents of Ridgecrest to be on special lookout for graffiti these coming months of August, September and October. Please call the 24-hour hotline (voicemail) to report location. The phone number is 371-3706.

COMMUNITY EVENTS

eat pizza, play pool, ping-pong, racquet ball, watch a giant screen Nintendo, go bowling, play volleyball, basketball and interact with giant sized group games. This event will be held on Station and begins at the Community Pool at 10 p.m. and runs until 6 a.m. Tickets are \$10 in advance, or \$15 at the door. If you'd like to join the festivities, please ask your church youth pastor, or youth leader for details, or call Brenda at 375-9768.

"Seeds of God," an ecumenical Christian Youth Ministry Praise Band and Choir, of 26 youth and four adults, will hold a performance at the Grace Lutheran Church at the August 27 9:30 a.m. service.

Kern County Superintendent of Schools, in conjunction with Sierra Sands Unified School District, announces the Applied Child Development Regional Occupational Program (ROP). This training is available to juniors and seniors in high school as

Dust off the instruments and catch a beat with the first ever Cerro Coso Community College Band tonight, August 24, from 7 to 9 p.m. in the College Lecture Center. Musicians of all instruments and playing abilities are invited to attend. Rehearsals will be on Thursdays from 7 to 9 p.m. with several performances scheduled throughout the year. Mary Jo Webster is the band director. For more information, call 375-5001, Ext. 203.

An eight hour blitz for senior high youth, grades 9-12, of our community will be sponsored by the Ridgecrest Christian Ecumenical Fellowship on Friday, August 25. Youth can go swimming,

well as adults. The program offers preparation for careers in human services, mental health, teaching, counseling, health careers and early childhood and parent education. Participants will receive supervised training at the Cerro Coso Child Development Lab/Early Childhood Center. For more information, or to sign up for the program, you may contact Burroughs High School at 375-4476; Cerro Coso Child Development Lab at 375-9557; or the Community connection for Child Care at 375-3234.

Deadline for entries for the 1995 Little Miss Desert Empire Fair contest is August 31 at 5 p.m. The fair is accepting only 30 applicants between the ages of 7 and 9. Entry forms are in the competition guide or available at the fairgrounds. Call 375-8000 for more information.

Local square dance clubs of Ridgecrest are joining with Cerro Coso Community College to present a beginners class this fall. The class will be held on Wednesday evenings from 7:30 to 9:30 p.m. beginning Sept. 6. The classes will be held at the Senior Citizens Center, 125 S. Warner and run for 30 weeks. This is the only square dance class in the area for the coming year.

Competition entries for the 1995

Desert Empire Fair are due Sept. 8. Guides are available at the following locations: the fairgrounds, Ridgecrest library, Chamber of Commerce, Maturo Museum, Center Pharmacy, Ruthie's Crafts, Craftech Center, Lazy H Feed, Country Feed Barn, KLOA/KRAJ, Home Decorating Center, Walmart, And Sew On, Aide Stationers, White Cross Pharmacy, both Albertson's, Von's, Kmart, Payless Drugs, Mervyn's, Butter-milk Acres, Gateway Market, Towne Center Cleaners, Eagle Mountain Gifts, Centel of California, Inyokern Market and at the library and Trona Argonaut in Trona. Call 375-8000 for more information.

The 1995 Kernville Wild West Daze Rodeo takes place Sept. 9-10 at Kernville, Calif. It takes the place of the annual PRCA sanctioned Kernville Stampede usually held each year in October. Wild West Daze is a first-rate rodeo with a small town flavor. Color, pageantry, thrills and spills make this show a family event. The Rodeo Queen contest will culminate with horsemanship judging and crowning of the queen on Sunday, Sept. 10 at 12 noon. Rodeo festivities start at 1 p.m. each day. Food and beverages will be available on the premises. For more information contact Kernville Recreation Complex Committee, P.O. Box 1072, Weldon, CA 93238, or phone/fax (619) 378-3157.

THE ROCKETEER

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NAWCWPNS Commander
Capt. Charles A. Stevenson
NAWSCL Commanding Officer
Cathy Partusch
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Editorial deadline: 4 p.m., Wednesday of non-flex weeks. This deadline also applies to submittals for the NAWCWPNS 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), NAWCWPNS, 1 Administration Circle, China Lake, CA 93555-6001; or they may be transmitted by QuickMail to Barry McDonald. (If unable to find this name: under the QuickMail menu select Directory Services, then select CL NAWC WIDE NS NameServer directory service and CL 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.

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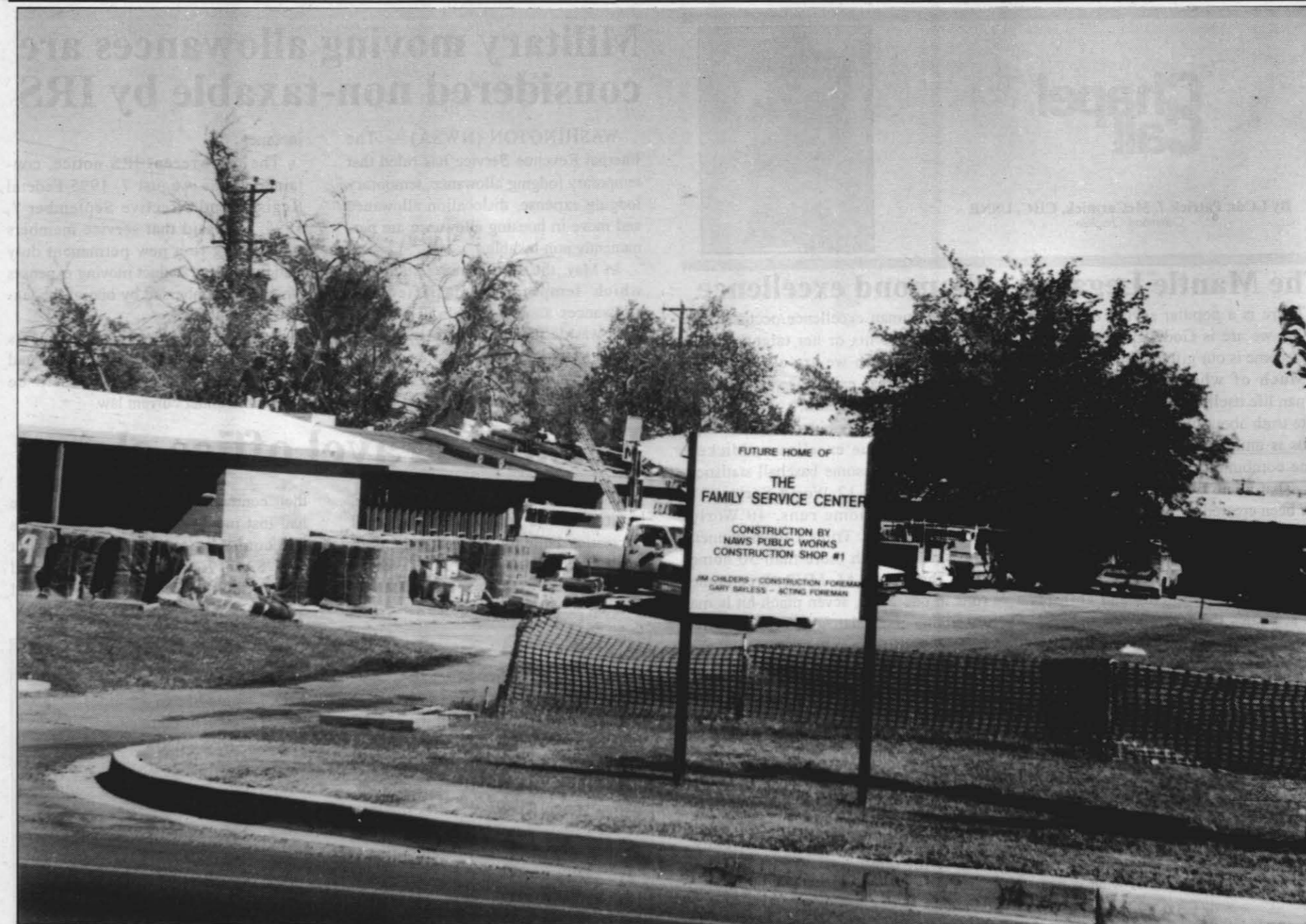


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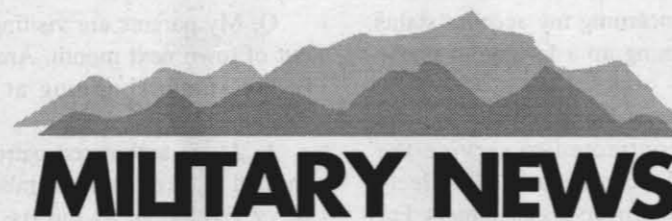
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All prices plus Doc. Fees, Tax, Lic. & Emissions (used).



WORK CONTINUES on the rehab of the new Family Service Center on Blandy Ave. Construction is scheduled to be completed by Oct. 1. At that time the Transition Assistance Management Program (TAMP), Relocation Assistance Program (RAP), the Navy-Marine Corps Relief Society, Retired Affairs Office, the Red Cross, Home Child Care Coordinator, an Ombudsmen office, Counseling and Assistance Center (CAAC), the command career counselor for NAVWS, Navy Campus and a chaplain's office will all be housed in the building. There will also be space to teach classes and an information referral library. At the same time, The Rocketeer and Public Affairs Video Communication offices will be moving from their present location at 902 Nimitz Avenue, to the former TAMP/RAP office in Building 0001 (Administration Building), Room 1017.



Congress considers cutting retirement benefits

WASHINGTON (NWSA) — On Aug. 4, Secretary of Defense William J. Perry sent the following letter to Senator Pete V. Domenici and Congressman John R. Kasich, Chairmen of the Senate and House Committees on Budget, concerning a recent Congressional budget proposal that could cut future retirement pay of more than 650,000 military service members.

"Dear Mr. Chairman:
"We understand that the Budget Committees have issued instructions to the appropriate oversight committees that would require significant reductions in retired pay expenditures for military service members and federal civilian employees. We are writing because of

our serious concern with the negative effects that the implementation of these reductions would have on the morale so crucial to sustaining the readiness of our forces in these uncertain times.

"In the case of military retired pay, our understanding is that the budget reconciliation instructions are to adjust the computation of retired pay for service members who first entered military service before Sept. 8, 1980. This means that members now retirement eligible will suffer an immediate reduction in the value of their retired pay.

"This change is unprecedented. While the Congress has made significant reductions to retirement benefits for new military service members who

enlisted over the past 15 years, at no time in that period has the Congress broken faith by changing the retirement benefits of current members. Now for the first time, the Congress is proposing to break a retirement promise made to members of the career force at the time of enlistment. We are concerned that such an action will cause any potential or current service member to doubt any promise made to him [or her] about long-term benefits.

"We are also deeply concerned that the changes in federal civilian retirement benefits required by the reconciliation instructions will affect the morale of our civilian work force, which is already severely stressed by substan-

tial reductions that have been taken and are yet to come. More than four of 10 federal employees work in the military services and defense agencies. To this point, the Department of Defense has been a leader in civilian downsizing and has worked hard to maintain an effective and balanced work force while treating people fairly. Reductions to the civilian retirement benefit at this time will compound the insecurity and turbulence in our civilian work force as we continue to downsize.

"We trust you will give full and serious attention to these matters and reconsider the budget reconciliation instructions as they affect the nation's military members and civilian employees."

Chapel Call

By LCdr. Patrick J. McCormick, CHC, USNR
Command Chaplain



The Mantle Legacy — diamond excellence

There is a popular saying that goes: "What we are is God's gift to us; what we become is our gift to God."

Much of who we are, including human life itself, is a gift to us. The ultimate truth about humankind is that each of us is unique. No two of us have the same combination of talents and abilities. That is, no two human beings have ever been created the same.

However, in the end it is not our talents and abilities that separate us most profoundly from one another, it is what we do with those talents and abilities that separates the few who attain greatness and make a significant contribution to human existence from the rest of humankind.

Some never realize that they are unique. Some don't want to take the risk of being unique, so they never discover and develop their talents. But a few, a very few of us, part company with the vast majority of men and women, and these few go on to develop their talents to the highest degree possible and in doing so remind all of us of what is possible.

Sailors can extend to attend schools

WASHINGTON (NWSA) — Sailors who enlisted under short term active-duty contracts can now extend their enlistment to attend an available "A" school.

As the Navy focuses on retention, this extension program gives top-quality Sailors the option to stay Navy. Sailors who entered the Navy through two and three-year obligated service (2YO and 3YO) programs can request a 24-month extension to attend an A school.

The following ratings have vacancies

True human excellence occurs when one develops his or her talents to the utmost. In truth we are all made for nothing less than excellence, "to become what we are to the fullest."

America recently bid a sad farewell to a man of unique excellence, Mickey Mantle. His awesome baseball statistics — 18 seasons, 12 World Series, 18 World Series home runs, 40 World Series RBIs, AL Triple Crown winner, two seasons with more than 50 home runs, three-time AL MVP, three home runs in one game, seven pinch-hit home runs, nine grand slams, 536 career home runs, .298 lifetime batting average — are a reminder to all of us, baseball fan or not, of what is possible when one develops his unique talents to the fullest. None of us may be called to excellence on the baseball diamond as was Mickey Mantle, but all of us are called to excellence of diamond brilliance with our own unique human gifts.

Farewell and thank you Mickey Mantle for reminding all of us of the excellence for which each of us has been created!

and offer outstanding advancement opportunities: aviation systems warfare operator, cryptologic technician (collections), engineman, electronics technician, electronics warfare technician, fire controlman, fire control technician (gun fire control), machinist's mate, sonar technician (surface) and torpedoman's mate (submarine). Openings are also available in the air crew and diver programs. For more information, see NAVADMIN 189/95.

Military moving allowances are considered non-taxable by IRS

WASHINGTON (NWSA) — The Internal Revenue Service has ruled that temporary lodging allowance, temporary lodging expense, dislocation allowance and move-in housing allowance are permanently non-taxable.

In May, the IRS issued a statement which temporarily classified the allowances as non-taxable. The statement was designed to help clarify some confusion started by new tax laws introduced in January 1994, which appeared to include the allowances as taxable

Leisure Travel office closed

The Leisure Travel (SATO) office, located at the Morale Welfare and Recreation building, closed its doors to business recently.

According to Alonzi Scott, MWR director, they had asked to be let out of

income.

The most recent IRS notice, contained in the August 7, 1995 Federal Register and effective September 7, 1995, also said that service members transferring to a new permanent duty station may not deduct moving expenses which are reimbursed by one of the tax-free allowances.

However, any expense that meets the definition of a moving expense and is not reimbursed continues to be deductible under current law.

their contract in May. "The travel office had lost money for the last three years and couldn't continue operating that way. SATO Leisure Travel has closed most of their offices in California," said Scott.

Navy Exchange Card rate drops

The NEXCARD interest rate will decrease effective the first billing cycle of August 1995. The decrease is due to the Federal Reserve lowering key interest rates by 0.25% to its member banks. Since the NEXCARD interest rate is based on prime plus 4.75%, the new NEXCARD interest rate will be decreased from 13.75% to 13.50%.

Customers' monthly statements will reflect this decrease beginning with statements issued in August 1995.

Q. How can I get information from overseas concerning my account status without running up a fortune in phone bills?

A. Citicorp Retail Services, the company contracted to service the NEXCARD, now has a "call collect" number for our overseas customers. For fast customer service, call collect (516) 421-6200 with your account number handy. This line is available 24-hours a day.

Q. I would like to apply for a NEXCARD. How do I do this?

A. All NEXCARD applications can be filled out and approved at your local Navy Exchange. Once you complete the NEXCARD application at the customer service desk you will receive a temporary card to use that same day. Please be sure to bring a copy of your Leave and Earnings statement (LES) for verification purposes. Processing time and receipt of plastics is about ten days.

Q. My parents are visiting me from out of town next month. Am I allowed to take them shopping at the Navy Exchange?

A. As an authorized patron you are entitled to take family members in your Navy Exchange as guests. They are welcome to visit at the Navy Exchange. However, they are not authorized to make purchases. Only you, as the authorized patron, are entitled to do this.

All Faith Chapel Services

Equipment for the hearing impaired and nursery are available

Protestant

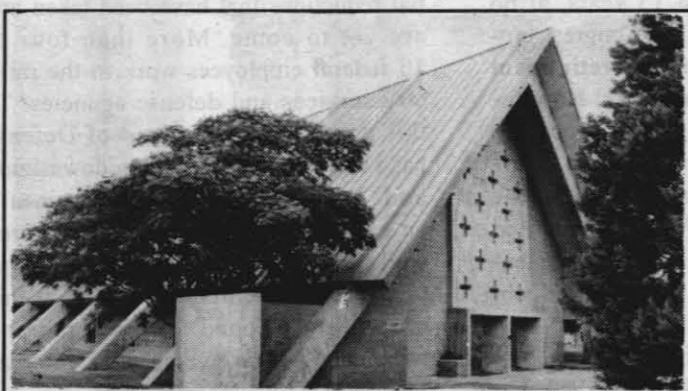
Sunday Worship Service, Main Chapel 10:30 a.m.
Sunday School, 1008-10 Blandly & 1903-05 Mitscher 9:00 a.m.
(September thru May)
Bible Study (East Wing), Wednesday (September thru June) 11:30 a.m.
Men's Prayer Breakfast, East Wing, Thursday 6:00 a.m.
Adult Bible Study, East Wing, Thursday & 1903-05 Mitscher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

Roman Catholic

Sunday Mass, Main Chapel 9:00 a.m.
Daily Mass, Blessed Sacrament Chapel 11:35 a.m.
Confessions, Sundays 8:15 - 8:45 a.m.
Confessions, Weekdays By appointment
Religious Education Classes, Sunday (September thru May)
1002 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 Leagman, Lt., CHC, USNR
Rebecca Einstein, student rabbi
Office Hours Monday-Friday, 7:30 a.m. to 4:30 p.m.
939-3506, 939-2773, 939-2873

REC BITS



Morale, Welfare & Recreation Department

Writing, Layout & Design by Debra Poindexter, MWR Marketing

Live-September 4 at Wreck Center

Get ready for the best comedy show ever to come to the high desert! Show begins at 8:00 p.m. featuring renowned comics from network and cable shows such as The Tonight Show, David Letterman or HBO. Evening includes door prizes, specialty foods, beverages and music top off the evening of laughter and fun. Reservations are recommended. All DoD employees, Contractors plus their guests welcome! For additional information, call the Wreck Center (Former Seafarer Club) at 939-6881.



Santa wants you

Third annual NAWS Festival of Lights is December 1, 1995! Booths for Arts & Crafts are available for Rent! What a great fund-raiser for clubs and organizations. Reserve your booth by November 1, 1995. Fee is \$75.00 which includes electricity if needed. Call Debra Poindexter, MWR Marketing at 939-2602.

Teen party

The Teen Center features a dance on August 26 from 7:00 p.m. to 11:00 p.m. complete with DJ and munchies. Admission is \$7.00. For more information, call 927-TEEN.

Sports conference

Southern Pacific Sports events are open to all active duty military personnel. If interested, sign-up at the China Lake Gymnasium.

Event	Contact	Gym Before	Event Date
Men's & Women's Triathlon Championships	29 August		9 September
Bowling League	4 September		18 September
Men's, Women's and Women's Badminton Tourney	8 September		16-17 September

* For additional information, call Dana Alloway at 939-3550 *

Splash flash

New pool hours begin August 28, 1995. Post summer hours are:
MONDAY - FRIDAY
0500-0700 Lap Swim
1000-1300 Lap Swim
1700-1900 Lap Swim (two lanes will be used for other programming)
SATURDAY, SUNDAY & HOLIDAYS
1000-1300 Lap Swim
1300-1900 Open Swim
AQUACIZE/WATER AEROBICS- classes are at the Community Pool beginning August 28, 1995.

Solar Pool is open for private pool parties on weekends until September 30, 1995. It's still hot! Book your party today by calling 939-2334.

Beginning leaded stained glass

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

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 Pat Piroksa, Crafttech Manager, at 939-3252.

Outdoor adventures

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. 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." Call 939-2334 or 927-RENT.

Bowling leagues forming

Winter bowling leagues are forming! Sign-up through August 31, 1995. Play begins in September. Teams are forming fast. Sign-up today! For additional information, call Hall Memorial Lanes at 939-3471.

China Lake budokan headquarters

Jujitsu is taught by Dave Aubin and Karate is taught by James Walters. Both instructors are Sandan qualified.

Jujitsu classes are Tuesdays and Thursdays from 6:30 p.m. to 8:30 p.m. and Karate classes are Wednesdays and Fridays from 6:30 p.m. to 8:30 p.m. For additional information, call 939-2334/6542.



Get rolling

Did you know skating is one of the best ways to improve your cardiovascular fitness and have lots of fun doing it? Don't miss adult open skate from 11:00 a.m. to 1:00 p.m.,

Monday through non-Flex Friday. Open skate for all ages is Monday, Tuesday and Thursday from 2:30 p.m. - 4:30 p.m. Teen center members get in free with their membership card. No skates? No problem! The Youth Center rents state-of-the-art roller blades and traditional roller skates. For more information call 939-6884.



Free movies

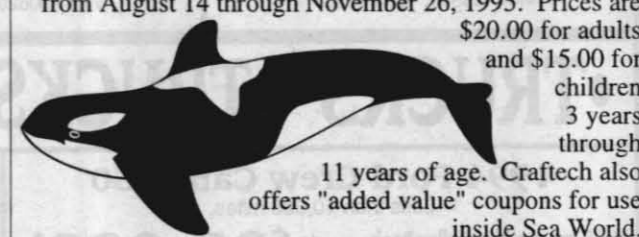
The China Lake Auditorium shows free movies for all active duty, retired military, reserves and their family members. Newly released movies are shown on Fridays, Saturdays and Sundays. Popcorn, candy, chips, soda and more are available at the auditorium snack bar. For recorded movie listing, call 927-PLAY.

Ballet caliente

Sheryl Marie Dunaway, Ballet Director, offers ballet instruction for children and a new class just for adults. Youth classes are Tuesdays & Thursday evenings and adult classes are on Tuesdays in the Gym Annex from 11:30 a.m. to 12:30 p.m. For more information, call Sheryl Marie Dunaway at 446-8904 or the NAWS Gym at 939-2334.

No work-all play

SEAWORLD offers a fall super saver special from August 14 through November 26, 1995. Prices are \$20.00 for adults and \$15.00 for children 3 years through



11 years of age. Crafttech also offers "added value" coupons for use inside Sea World.

SAN DIEGO PADRES baseball club created Coca Cola discount packages. For only \$30.00, you receive vouchers for four lodge level seats, four hot dogs, four soft drinks (Coca Cola of course), a parking pass and a game program-dollar value is \$58.00. Offer is valid every Friday night. The remaining games for this season are September 1, 15 and 29.

TRAVELODGE, located in Anaheim close to Disneyland and other Southern California attractions, offers a one night accommodation for four for only \$39.00 through June 14, 1996. For the San Diego Sea World/Sports Arena area, you get a one night accommodation for only \$38.00-valid through February 28. Occupancy tax not included.

LIBRARIAN, from Page 14

briefed on the project, was the Library Advisory Board. Because most of the participants are from other Warfare Centers or Navy Labs, they have similar requirements and problems. This meeting gave us the chance to discuss commonalities, mutual problems, and solutions. With our shrinking budgets, we can continue to provide quality service through cooperative ventures."

NLC STI users of the future will have a fully networked environment from which to work with an ever-increasing STI universe of full-text and multimedia resources. Users will enjoy 24-hour

state-of-the-art desktop access and delivery, easy and seamless access to external STI sources, electronic document ordering and delivery, desktop current awareness, powerful and common searching interfaces, easy transferability and reusability of information and interoperability of platforms.

Buntzen was the director of the library at NRAd in San Diego from 1969 to 1993, when she accepted her current position in Washington, D.C. Buntzen enjoys her "new" job very much. "New virgin territory and new things to do," she said. "New ways to think about solving problems without a staff. The 115

libraries are under 115 different commands. It's getting people to work together, finding common interests, and identifying common goals and objectives that makes this job both challenging and satisfying."She added, "The project is an exciting one, and is a first attempt at resource sharing in a networked Navy lab/center environment. Not only is there cost benefit potential in coordinating acquisitions and information access and delivery to the desktop, there is also great potential for S&Es to better access the expertise of librarians guiding them to the best information resources in a complex electronic universe."

Check your detector

The China Lake Fire Division reminds you to test smoke detectors at least once a month. A broken smoke detector provides no protection. Don't go without early warning.

Make periodic checks a routine in your home. Use the "press to test" button or use a candle or cigarette and hold it about six inches under the detector. Train everyone in your household to respond quickly to the sound of your smoke detector. Seconds count. Test your detector and save your life!

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• shutter 1/30 to 1/175 second

Kodak Digital Camera 40 • f2.8 to f/16, std. tripod mount, self timer, great utility & edit s/w, 4 AA lithium cells for 800 pictures; optional NiCads and power adapter

• lens focus free from 4" to infinity but uses standard 37mm lenses: add close-up, wide angle, telephoto, etc. lenses in stock and on sale, \$949

Computing Technology's Computer Store 251 Balsam St. 375-5744



And another two bite the dust

KAPOW--Range cleanup personnel had their hands full after the Marine Corps' Light Armored Vehicle-Air Defense (LAV-AD) (pictured left) completed operational test and evaluation here last month. Two QF-4 full-scale aerial targets (upper left) and a QS-55 full-scale helicopter target (upper right) were shot down by the Marines. Major Franz Gayl, LAVAD program officer for the Marine Corps Operational Test and Evaluation Command, cited several reasons for choosing China Lake as the test site including operational realism, customer service orientation and cost effectiveness. "All departments were continuously looking inward to see where our test money could be saved," commented Gayl. "This was automatic - I've trusted China Lake from the start." Regarding the rigorous operational scenarios that the testing called for, Gayl noted, "Never did anyone say 'That can't be done.' The response was always, 'What do we have to do to make this happen?'"

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When you look at all the phone companies offering big discounts these days, something just doesn't add up. Because even though they talk a lot about savings, there's one thing they may fail to mention.

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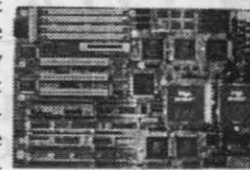
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Dual Pentium

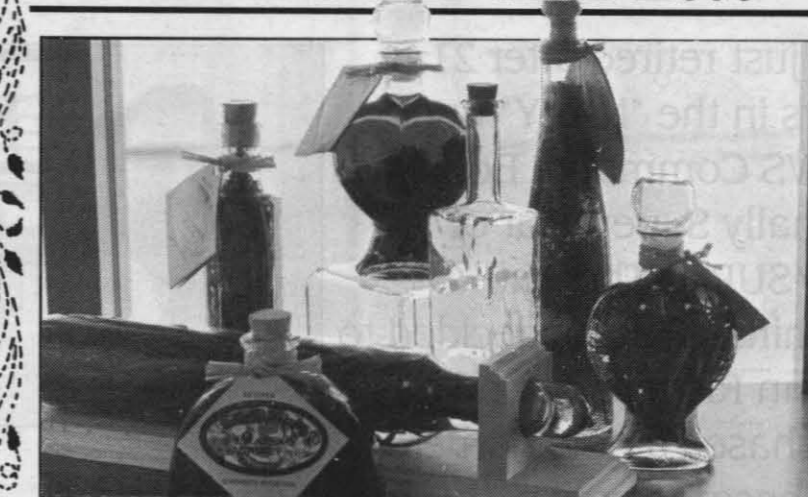
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Photos by Margie Hammett

GENERAL INFORMATION data call team awardees included (l-r) Mike Francis, Sam Doran, Merrie Giles, Bob Glen, Patti Horton, John O'Gara, Lee Keyser, Barbara Sorges and Dick Kistler. Other awardees were unable to attend the ceremonies.



SCENARIO data call team awardees included (l-r) Skip Bennett, Larry Debold, Mitzi Fortune, Dennis Sorges, Patty Lawson, B.J. Holden, Wayne Doucette, Al Yokalek, Arlo Mickelson, Eric Saikin, John Robbins and John Webb.

BRAC AWARDS from Page 1

and Capt. Roger K. Hull, vice commander, wore beepers during the entire process.

"It didn't matter what time, day or night, we had to find them, so we'd beep them," Anderson said. "We might have to beep them at a restaurant or catch them as they were boarding a plane. One Sunday, we even had to go out to the golf course, wandering around looking at the golfers until we found Adm. McKinney." They were always ready and willing to stop what they were doing to come in to review and certify a data call.

Beepers were also worn by Anderson and the three others in the BRAC office, James Maxwell, Hank Eberhart and Mike Francis. "Since a scenario data call might come in late Friday or on Saturday morning, we had to be able to reach each other and get the team cranked up and ready to go," Anderson said.

Also participating in the ceremonies and expressing their gratitude were RAdm McKinney, Sterling Haaland, head of the Research and Engineering Group, and Gerald Wrout, head of the Test and Evaluation Group.

All award recipients were lauded for their unselfish devotion to the process, giving up their own time on evenings and weekends to get the job completed. McKinney saw a side benefit of the process as a step closer in team building for NAWCWPNS, saying that the four sites were drawn closer together as a unit.

Some of these people walked on water, said Matt Anderson, and others walked two inches above it.

Haaland said the effort was best summed up in a quote from basketball player Bill Russell, who, referring to the Boston Celtics, said, "By design and by talent we were a team of specialists, and like a team of specialists in any field, our performance depended both on individual excellence and on how well we worked together. None of us had to strain to understand that we had to complement each others' specialties; it was simply a fact, and we all tried to figure out ways to make our combination more effective."

The first people recognized at China Lake received Team Awards for their intermittent, but intense efforts during the data call process. Recipients who worked on the general information data calls included Sam Doran, Mike Francis, Merrie Giles, Bob Glen, Patti



50 YEARS—Planning the 50th anniversary of the China Lake Pilot Plant are (left to right) Barbara Sorges, John Perrige, Roy Johanboeke, Ray Miller, Bob Gould, Louis Renner, Tony Damiano, Fran Rugg, Mel McCubbin, Rex Smith, Renee Simpson, Bob Eggleston and Linda Lou Crosby. The celebration will be held on Saturday, Oct. 14 from 9 a.m. to 3:30 p.m. At noon there will be a barbeque with hamburgers and all the fixings. There will be tours of selected facilities, special displays, video displays and a Dixieland jazz band. For more information, and directions to the festivities, call Rugg at 939-6689 Ralph Smith at 375-7897.

Schedule for Fall Blood Draw from page 7

- Aug. 29 Michelson Lab, "1000A" Conference Room, 6:45-8:30 a.m. (walk-ins from 8:30-8:45 a.m.)
Aug. 30 Michelson Lab, "1000A" Conference Room, 6:45-8:30 a.m. (walk-ins from 8:30-8:45 a.m.)
Aug. 31 Michelson Lab, "1000A" Conference Room, 6:45-8:30 a.m. (walk-ins from 8:30-8:45 a.m.)
Sept. 1 Michelson Lab, "1000A" Conference Room, 6:45-8:30 a.m. (walk-ins from 8:30-8:45 a.m.)
Sept. 6 Public Works, Bldg. 981, Conference Room, 6:45-8:30 a.m. (walk-ins from 8:30-8:45 a.m.)
Sept. 7 Range Headquarters, Bldg. 31457, 6:50-8:30 a.m.
Later dates and locations will run in the next Rocketeer

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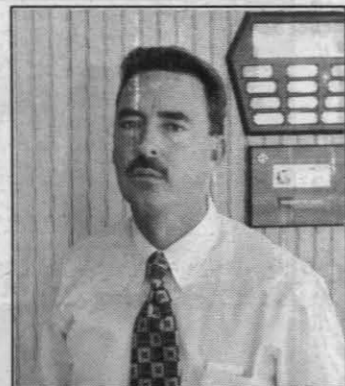
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DIALOG from Page 8

to DG from DA. This was defined in the Federal Register which is the regulation that established the Demo (and waived the law associated with RIF). While the regulation could be changed, whether we'd want to change the Demo as it currently exists is another matter. The reason it was set up this way was to minimize disruption to the work force. That is, if we had to reduce our work force in the area of personnel specialists, then secretaries, technicians and computer specialists would not be affected.

Of course, when you look at an individual situation, you may find out that a specific employee would be better off with it changed. The difficult thing to realize is that when you undergo a RIF, some people lose their jobs; not everyone can be "saved." In this example, if the rule were changed, the employee in a DA position may be able to bump or retreat to a clerical position but someone, somewhere is going to lose their job. And, the more you allow an employee to retreat to other occupations, the more likely it is that you will pay an employee a lot more money (under saved pay) to do the same work. For these reasons, the Demo was established so that if we do have to reduce our work force, the effect on the work force as whole would be minimized.

Under the GS/WG system, you can bump or retreat to a position not more than three grades below the one you currently hold. A lot of people still think it's unlimited like it used to be when GS-15 engineers could bump into jobs as motor vehicle operators. This is no longer the case. That GS-15 engineer could only bump or retreat to a GS-12. Disabled veterans, however, can bump back five grades. Under Demo you can bump or retreat one pay level (or two pay levels if you are a disabled veteran).

Question:
 My question is can we (civil service) be forced to use our annual leave if we do not get the new request form filled out and have prior approval (weekly) from the CAO leaders? My management has just come out with a "policy" on down time usage. The information has only been given to the people on down

time, and since I am not, the information is second hand. A form was given to the people on down time and they will have to go to so many people every week trying to find funding, record and report all this information when it is turned in to management it will be approved or disapproved, and if it is disapproved we will have to use our annual leave. My management has a serious problem of holding anything like this against us. It is not encouraged at all. Thank you for listening.

Answer:
 No, management does not have the right to force anyone to take annual leave unless a person was absent from the workplace under circumstances that would warrant the use of annual leave. This is absolutely the wrong way to handle the downtime problem, because it places the responsibility in the wrong place. Employees are not exclusively responsible for finding work for themselves. We are getting the word to the supervisor in your area to terminate this practice, and this message will serve as a reminder to all supervisors and managers that it is not legitimate to put the entire burden for finding work on the employees themselves.

However, the best matches usually occur when the employee takes the initiative and, with management's help, is able to find a new job. As we transition into the Competency Aligned Organization, there are many areas where we are sorting out the responsibilities and processes in real time. There will be fits and starts as we do that, but we all need to remember the fundamental rules and regulations under which we operate, particularly with regard to personnel, and that very few of them have changed just because we have reorganized. In the urgency of attempting to balance our budget, and with the increased attention to minimizing carryover, there will be a temptation to short-circuit the system to make it appear that we are doing better than we are, but that would be a disservice to our organization and is something we must avoid. I appreciate your bringing this situation to my attention. It will be taken care of.

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Horton, Ron Jones, Lee Keyser, Dr. Richard Kistler, Al Lopez, John O'Gara and Barbara Sorges.

Then Team Awards were handed out to those who were involved in the scenario data calls. They included Terry Atienzamooore, Skip Bennett, Thom Boggs, Jo Covino, Larry Debold, Wayne Doucette, Mitzi Fortune, Steve Fowler, B.J. Holden, Randy Langham, Patty Lawson, Bill McBride, Arlo Mickelson, Rob Ostrom, John Robbins, Eric Saikin, Dennis Sorges, Steve Tanner, Al Vokolek and John Webb.

Finally NAWCWPNs Commander's Awards were handed out to people who were closely involved throughout the entire process giving up most of their "after work" hours for the entire period. These included Ken Bailey, Ramona Bernard, Hank Eberhart, Dan Goss, Janice Kaspersen, Barry Kenady, Kathy Labrie, Cliff Lawson, James Maxwell, Richard Printy, Susie Raglin, Dee Rorex and Keith Wheeler.

"These people walk on water," Anderson said, pointing to the list of team awardees. Then, indicating the Commander's Award recipients, "and these people walk two inches above water."

"Ward Leslie (from Point Mugu) and Ken Bailey served six-month TDY at NAWC headquarters helping pull the information together. They worked

extra duty having to be available during working hours of the east and west time zones. Whenever we called they were in the office, and many of us wondered out loud if they ever slept.

"Ramona Bernard and her group of writers from TID were super. If one of them got sick she'd come in and do the work herself, and another person came in to help even though she was having back spasms," he said. "We finally stopped her and took her to the Ridgecrest Hospital to be attended to."

Anderson himself was surprised with the Commanders Award for his part, as was Steve Mendonca, head of the

Threat Targets Department, at the Point Mugu ceremony. Others at Point Mugu who received Commander's Awards were Leslie, David Ayub and Capt. Jack Dodd.

Team Awards were presented to Point Mugu employees Marilyn Bangle, Bonnie Beckman, Barbara Bradley, Tom Carr, Terry Clark, Ron Dow, Jack Foss, Paul Knight, Bob Mason, Clark McKay, Linda Pettit, Art Preston (now retired), Gina Smith, Judy Tyner, Al Vines, Don, Zeleny, Dave Banks, Jenny Christensen, Tom Fuller, Sally Lemons, Dave Leonard, Stephen LeRoy, Joe Pesce, Adrian Rushin and Rick Smith.



COMMANDER'S AWARD recipients included (l-r) Ken Bailey, Janice Kaspersen, Hank Eberhart, Dan Goss, Kathy Labrie, Matt Anderson, Dee Rorex, Barry Kenady and James Maxwell.

Fall blood draw

There are still appointments available for the blood analysis at China Lake. This is an excellent opportunity to gain health information in a convenient low cost way. The blood chemistry screening includes a cardiac panel, electrolytes, liver and kidney enzymes, a thyroid panel, and a complete blood count. The cost of the blood test is \$18. An option will be available for men who wish to have a PSA (prostate-specific antigen, a prostate cancer screening reference) analysis of the blood which will bring their total cost to \$43. Checks are payable to Ridgecrest Community Hospital. Participants must not ingest anything other than water for 10 hours prior to their test.

The schedule is below. Appointments are required and may be made by computer. Connect to the SCF VAX and type in WELLNESS at both the "username" and "password" prompts. Options will appear on the screen allowing you to select the preferred time and location for your appointment. If you have access to another VAX on the network, log on and type "set host scf." If you cannot access the VAX, call 939-8133. If you reach voice mail, leave a message giving your name, code, phone number, as well as the location, date and time you prefer. You will receive confirmation of your appointment.

Please see **SCHEDULE**, Page 19

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Capt. Hull continues his open dialog with NAWCWPNS employees

Question:
There has been much discussion lately about people being on downtime, too much overhead being spent, as well as programs having too much carryover funding. It seems to me that one solution for all three is to put downtimers to work on programs with excess funding. How does one find out about these programs? A list has not been made available to downtimers or their supervisors.

In keeping with CAO, could you also make available to supervisors a list of Enterprise Teams (ET) base wide which are chartered to perform essential functions undertaken for the development, operation and maintenance of the NAST and NAWCWPNS. In particular, could you identify those ETs which are established to perform competency support, technical support and corporate support. These lists enable proper facilitation of ATP/downtime personnel. We have not had much success with Human Resources in this matter. We have just been notified that downtimers who don't find their own meaningful work will have to charge their time to annual leave, and that it is not the responsibility of the supervisors to find it for them! Is this legal?

Answer:
We have an active team of senior supervisors who regularly work the

downtime issue. They review the entire list from both sites and look for matches between the skills of the people on the list and the areas of the command where work is going undone because of the lack of people.

The success of this effort is not readily visible, but I can assure you that the list would be much larger if it weren't for the efforts of this dedicated team.

We do not widely publicize the list of people on the list for several reasons, not the least of which is the mistaken impression by some people that being on the Available Talent Pool list is some sort of stigma - undeserved in most cases. Any supervisor who has people on the ATP list is aware of their status because they monitor the charging patterns of their people, and downtime has had its own JO.

The list of all teams (IPT's, EDT's and ET's) is readily available to anyone who wants it. Please check with your Competency Leader. I would have to take exception to your statement about not having much success with Human Resources on the downtime issue. Even if I knew the details behind your impression, I am confident we'd find that they are doing a great deal more to facilitate resolution of the downtime issue than you are aware of, even though the real responsibility lies with individual com-

petency leadership and not with HR.

Competency leaders are directly responsible for ensuring that the right people are assigned to the right teams, and that anyone who is not fully employed is being trained or reassigned to reduce or eliminate non-productive time (whether on overhead or direct).

Your final statement is a matter of concern. It not legitimate for any supervisor to direct an employee to take annual leave for any reason, much less because they are on downtime. If that has actually happened, then we need to know who the supervisor is so we can back out the time for the employee(s) and retrain the supervisor.

You are right ... it is the responsibility of the supervisor and the competency leader to find meaningful work for an employee. However, every employee is strongly encouraged to participate in the process of finding enough work to fully occupy their time. It has obvious advantages to the employee, and benefits the organization as a whole. Some of our most successful senior employees are those who essentially blazed their own trails up through the ranks, constantly pulsing the system for more challenging work, marketing their skills to external customers in order to bring in work, and improving their own efficiency, reputa-

tion and expertise. The number of people on downtime is an extremely small percentage of the work force, but we are working hard to reduce it even further, as we are with any other drains on our overhead budget that we can identify. I appreciate your input.

Question:
In the July 27 issue of *The Rocketeer*, VAdm. Lockard says in his "Over the Horizon" column that 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 regard to the "skills mix adjustment," several people have asked me to ask you why, under Demo, you can't go back to a job you held before if it is in another rating? For example, I was a DG for 10 years, now I'm a DA. If there is a RIF, then I can't bump back to the DG series. The DA people are all feeling scared about their job security since most of us are not only overhead, but specialize. Apparently under GS we could go back to any job we'd held. I was told that the GS rules are "law," but that demo is just "instruction." Can you clarify?

Answer:
You are correct. Under Demo, each career path is considered a separate competitive area and you cannot "go back" Please see **DIALOG**, Page 18

PLACEMENT, from Page 9

you decline a "reasonable" job offer or are eligible for an immediate civil service or military annuity.

A job offer is considered reasonable if it is in your commuting area, has the same tenure and work schedule as your current position and is not more than two grades or pay levels below your current position. In addition, severance payments you might have received at other times in your career have an impact. You would not be eligible for severance pay if you receive civilian separation pay.

For more on the Priority Placement Program, call Hewston at 939-1156. She

can help you with the registration process. Be sure and bring a complete, up-to-date SF 171 or resume or Form 612 with you.

While the PPP is the primary DoD placement assistance tool, there are other programs available. The Defense Other Placement Referral System (DORS) places approximately 30 people per month throughout DoD (see the August 10 issue of *The Rocketeer*); the Placement Plan for Employees Under Grade Retention and the Military spouse Preference Program are also covered by personnelist at HRD.

Employees with grade retention will be given priority referral for commuting-

area vacancies for which they are fully qualified. An in-depth definition of employees eligible includes those entitled to grade retention, scheduled for RIF separation or downgrade. Registration is restricted to the commuting area, but there are provisions available for wider registration under certain circumstances. Eligible employees are registered only at their retained grade for all skills (up to five) within their pay group for which they are fully qualified. The highest grade from which you are demoted will be the retained grade. All employees are counseled to determine positions for which they are eligible, including their rights in the program and

the effects of declining offers.

Another placement program applies to spouses of relocating military personnel seeking employment assistance in appropriated fund position vacancies in the competitive service at the GS-2 through GS/GM-15 (DG-A to DP-4) or equivalent wage system positions. To be eligible, the spouse must submit a SF 171, a copy of their latest SF 50, a copy of their sponsor's PCS orders and register 30 days prior to the sponsor's report date.

Please note, this information does not apply to nonappropriated fund employees, temporary employees and non-U.S. citizen workers.

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Simple mistakes can turn holiday celebrations into tragedies

By Terri Olson
Safety Specialist

Labor Day is coming and, as this long, hot summer draws to a close, we have yet another opportunity to make a difference in the lives of our friends, co-workers and families. Last summer the Navy lost 29 active duty personnel in motor vehicle accidents, significantly fewer than in previous years. Though the statistical trends are headed in the correct direction, they also show clearly that we need to concentrate on motorcycles, unique recreational activities and the application of risk assessment and management to our daily environment. The threat to our people is off duty.

Motorcycle safety

Last year, during the "critical days of summer" nine sailors were killed in motorcycle mishaps. The message is clear — such actions as driving too fast, drinking and riding, riding while fatigued or for long distances, not using personal protective equipment and not attending motorcycle training are unacceptable. Eight of the nine sailors killed on motorcycles had never attended required motorcycle training. These are behaviors that can and must be controlled through proper risk evaluation

and, above all, common sense. For example, driving the posted speed limit, alone, with no other factors involved, is not risky in itself. However, combined with situations such as wet roads, curves, bad tires, fatigue, alcohol, other traffic — now the practice becomes inherently dangerous. You must assess each situation separately and tailor your "ride" to the environment.

Recreational activities

In the last few weeks, the Navy has seen an increase in unique recreational mishaps. For example, a certified scuba diver drowned while diving with his buddy. In another case, a petty officer left a bar, dove from a pier into shallow water, fractured his neck and died. A third incident occurred when an SN dove from a 30' cliff into six feet of water and broke his neck. One of our own China Lake sailors drowned earlier this summer in Lake Isabella when his boat overturned. Other local mishaps include two incidents of playing with sidewinder snakes and being bitten on the hand. One man squirted fire starter on a slow starting barbecue to speed things along resulting in burns to his hand, arm and face.

Hiking and climbing have also become dangerous pastimes. One active duty man wandered off an established

hiking trail and died when he slid down a slippery, steep slope. The day before he had a fight with his wife and subsequently got drunk that night. At 7 a.m. he started the morning with a beer and went hiking with his four children. He then drank 3-4 more. One child lost his footing, and the petty officer went to help him. He lost his footing and slid past the child and fell to his death. If you plan to hike off-trail or to rock climb, get some instruction first. Ensure you have a buddy with you. Stay on established trails, use the proper equipment and do not drink alcohol.

Risk assessment and management is the key to keeping our activities safe. As for the upcoming holiday, we need to plan our activities beforehand, ensuring that they will end on a high note. Use the five step risk management process as a guide:

1. Start by asking, "What are the hazards involved in the planned activity?" Have we looked further than the sandwiches and gasoline? How about life jackets, water depth, heat, humidity, snakes, etc.?

2. Then we need to assess the risks. How much impact will this have on safety or a successful outing, and what is the probability of its occurrence? Even hazards with low probability may have seri-

ous consequences and require our attention.

3. Next, make risk decisions. What do we need to do to reduce or eliminate the risk and which risks must be eliminated? There are risks in all that we do in life but proper planning can reduce them to an acceptable level.

4. The development of controls is the next step. They may be as simple as warning everybody that the water is too shallow for diving; limiting your exposure to the sun; having a designated driver; identifying the nearest phone and emergency care; or whatever is effective.

5. These controls must be implemented and supervised to ensure that they are both adequate and maintained. As situations change, the process may need to be repeated. The objective is to identify, assess, make risk decisions and develop and implement controls. A little forethought will prevent a lot of hindsight and misery.

The key to a safe Labor Day weekend is a solid common sense approach, one that doesn't put you or your family at risk. For this final summer weekend holiday period, exercise safe driving and recreational practices. Come back alive so that you can also apply the principles of risk assessment and risk management at work on Tuesday!

Priority Placement Program helps employees

By Kathi Ramont
Staff Writer

Editor's Note: This is the second in a series of articles explaining outplacement programs the Human Resources Department has available for DoD employees.

Issues surrounding the downsizing of government positions are extremely complicated, but according to Monica Hewston, the DoD Priority Placement Program (PPP) is the most successful placement program in the federal service.

"If you are willing to relocate to a job that matches your skills, the PPP can very likely make you a placement offer," said Hewston, NAWCWPNS manager for the PPP. This program provides mandatory placement rights to other vacant positions within DoD.

If you are involved in a reduction-in-force (RIF), a transfer of function, or a furlough for six months or more, you would be given briefings by Human Resources about the PPP and offered assistance in registering in the program. This DoD automated placement assistance program is primarily designed to retain the services of civilian employees adversely affected by changing manpow-

er requirements. "There are more than 20,400 people registered in the program DoD-wide. These are people just like you and me. They are fully qualified, hard workers who are losing their jobs through no fault of their own," said Hewston. "This program is averaging more than 900 job placements a month. Two years ago, it only averaged 500 a month."

If you are eligible for severance pay, you must register with the PPP. During registration, you would receive advice on the areas with the best placement opportunities. Within those areas, you normally will be registered for all DoD locations which could use your skills. Once your name is registered and your qualifications are coded into the computer, your resume will be generated at each DoD civilian personnel office when a job opening applies with your title and skills. The computer searches positions by pay group, series, title, option codes (specializations), grade and priority of personnel registered in the PPP who have selected and

been referred to the activity served by the personnel office, or the zone, area or state that office lies within.

When there is a vacancy at one of those locations that matches your skills and grade, you have a right to mandatory placement in that job. And if this new job requires a move to another location, the cost of your move is paid for by the government. If you accept a job at a lower grade, your current grade and pay is "saved" to the extent the law permits. Currently that "save" period is two years. However, if you turn down a valid job offer, you will be removed from the PPP and your entitlement to severance pay will cease if you have not already been separated.

Registrants who match DoD vacancies can, depending on the nature of the vacancy and the priority of the registrant, effectively stop further recruitment action at that location. The position must be offered to the registrant. Each individual case must be gone over with a personnelist working with the DoD's

'These are people just like you and me. They are fully qualified, hard workers who are losing their jobs through no fault of their own.'

—Monica Hewston

Program for Stability of Civilian Employment Manual.

Others who can take advantage of the program are overseas employees with no return rights, or return rights to lower grades and military spouse preference eligibles. It applies to eligible federal wage system employees, general schedule employees GS-1 through GS-15 (or Demonstration Project equivalents) and eligible employees in other pay systems.

"Currently the PPP is overwhelming," said Jean Simoneau at China Lake's HRD. "With base closures, and downsizing everywhere, the competition is tough." Once you are registered, updates can be handled over the telephone.

Your personnel management advisor (PMA) can tell you whether you will get severance pay if you are affected by downsizing. If you are eligible for a government annuity, and that includes retired military, then you can't get severance pay. The amount received every two weeks is based on a formula that considers your years of federal service, your basic pay and your age. You would receive one week's basic salary for each of your first 10 years and two week's basic salary for each year of service over 10. There is an adjustment if you are over age 40. Payments are restricted if

Please see **PLACEMENT**, Page 17

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QUAKE from Page 1

hours of the main event, but that did not occur, and by Monday, Monastero said, the aftershocks had tapered down to the "ones and twos."

The recent pattern, he said, was just the opposite of the pattern of the last quake of a similar magnitude, which occurred in 1982 approximately five miles west of site of Thursday's quake. "In that one we had precursors, foreshocks, for weeks before the main event," he said.

The 1982 quake, which had a magnitude of 4.9 on the Richter scale, was centered on the Little Lake fault line. In the last 14 years, some 10,000 temblors of 1.0

magnitude or larger have been recorded on the Little Lake fault zone and others in the IWV. Thursday's shaker was also initially thought to be on the Little Lake fault, but as more aftershocks have been recorded, Monastero says there is some evidence to indicate that it might not be. "It may be on a related fault, a new fault or one we didn't know about. We're trying to determine that," he said.

"This quake fell directly on a fault scarp mapped a few years ago, so it's pretty likely that it was on the Little Lake fault," said geophysicist Al Katzenstein also of the Geothermal Office. "But the pattern we see forming

is east-west, which is not consistent with previous events on the Little Lake fault line; they're generally north-south patterns."

While this earthquake isn't directly related to others in Southern California, Monastero said, "In a regional sense the quakes are related. Looking at patterns, there is a finger of quake activity extending south along the Eastern Sierra from the Mono Craters, and there is also a finger that extends north from the Landers area where it separates from the San Andreas. Both of these fingers are pointing directly at the Indian Wells Valley, and it would appear

'...There is a finger of quake activity extending south along the Eastern Sierra from the Mono Craters, and there is also a finger that extends north from the Landers area where it separates from the San Andreas. Both of these fingers are pointing directly at the Indian Wells Valley...'

—Dr. Frank Monastero

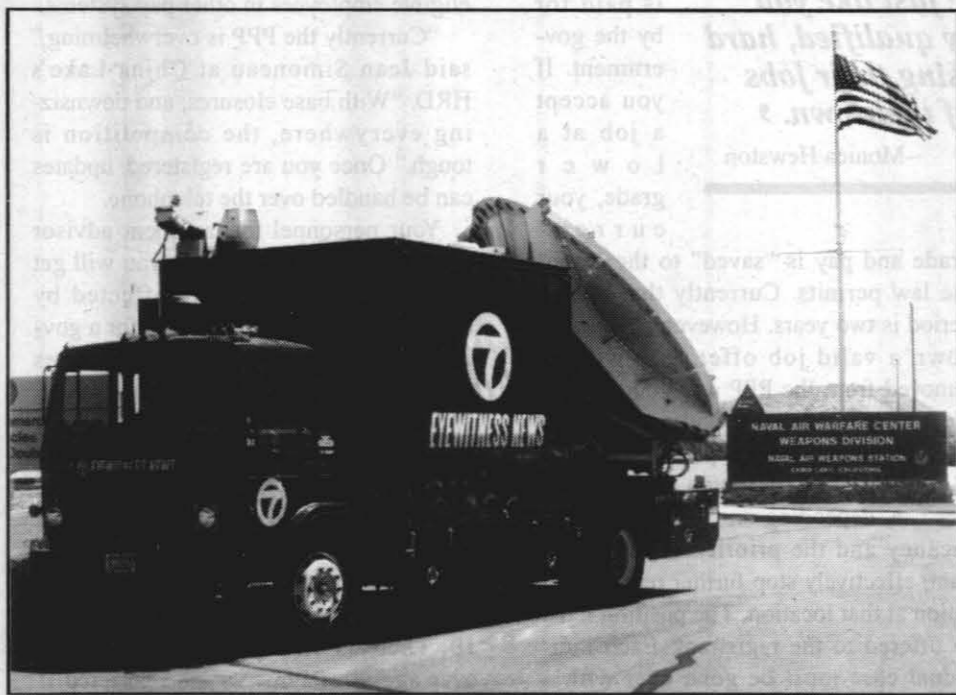
they are attempting to hook up. This connection could happen fairly quickly in geologic time, which might be up to a million years."

Monastero is working with Ross Stein of the U.S. Geological Survey in Menlo Park, Calif., on a study on stress distribution, looking at major earthquakes in California and Nevada as far back as 1857. He said the interim results of their research show a trend in stress distribution that supports the joining of the upper and lower fingers. What remains to be determined is the magnitude of the stress. Stein visited the Station in 1994 as a guest speaker at an all hands meeting sponsored by the Geothermal Program Office. He spoke on stress distribution of the Landers and Big Bear earthquakes as it related to the Indian Wells Valley and also discussed his then very recent work on stress distribution of the Northridge earthquake.

Chris Smith and Tom Dizdal, of the Research and Development Labs at the Meteorological Operations Center Tower Eight facility, were in a van within a mile of the epicenter when the quake hit. "We heard a hard bang, then shaking. It felt like somebody was pounding on the side of the van," said Smith.

The two were on hand Friday to help Susan Hough, a seismologist from the U.S. Geological Survey, install

Please see next page



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Your Environment

By Peggy Shoaf Environmental Public Involvement Office

RAB's Site 49 up for public review

Officials at the Naval Air Weapons Station China Lake (NAWS) and California Environmental Protection Agency (CalEPA) invite the public to review and offer comments on a draft cleanup plan and proposed negative declaration for the China Lake and Salts Wells propulsion laboratories located at NAWS.

The draft report, titled "Engineering Evaluation/Cost Analysis (EE/CA), Site 49 Removal Action" discusses cleanup plans for surface impoundment systems (evaporation ponds) and settling sumps at the China Lake and Salts Wells propulsion laboratories. These ponds and sumps are identified as Site 49 in the Installation Restoration Program (IRP) at NAWS.

The IRP is a Department of Defense program to identify, evaluate and remediate former hazardous substance disposal sites on U.S. Department of Defense property; control the migration of hazardous contaminants; and control potential hazards to human health and the environment resulting

from past operations.

The draft EE/CA report describes Site 49's background, cleanup objectives and removal action alternatives. The draft report also identifies and explains the preferred removal action alternative for the site.

Removal activities include the following: 1) excavation of contaminated soils, pond materials, and structures (vaults, pipelines); contaminants of concern include volatile organic compounds, explosives, metals, cyanide and phenols; 2) on-site or off-site treatment and disposal, depending on the level of contamination of the materials; and 3) confirmatory soil sampling. This removal action is an interim action which may not fully address soil contamination or the potential for groundwater contamination at the site.

In accordance with the California Environmental Quality Act, an Initial Study was prepared by Cal EPA Department of Toxic Substances Control (DTSC) that analyzed environmental impacts that may be caused by implementation of the EE/CA for Site 49. The DTSC has proposed a negative

declaration based on the Initial Study and it's determination that this project is not likely to produce any significant negative impacts to the environment.

The draft EE/CA Site 49 report, Initial Study, and the proposed Negative Declaration are extended for public review and comment through September 25, 1995.

Review copies of these documents are located at Kern County Library, Ridgecrest Branch, 131 E. Las Flores in Ridgecrest and San Bernardino County Public Health Office, 13207 Market Street in Trona.

In addition, the draft EE/CA will be discussed at a public meeting of the NAWS China Lake Restoration Advisory Board (RAB), September 13 from 6:30 - 9:30 p.m. in Ridgecrest's Kerr McGee Center.

For more information or to submit comments, contact Peggy Shoaf, Environmental Public Involvement, Code 750000D, Naval Air Weapons Station, China Lake, CA. 93555-6001, 939-1683.

Or, write to Lance McMahan, Cal EPA, Department of Toxic Substances Control, 10151 Croydon Way, Suite 3, Sacramento, CA 95827, (916) 255-3674.

Questions or comments concerning the DTSC Initial Study and proposed Negative Declaration should be addressed to McMahan.

Video Listings

KNID

Monday to Thursday August 28 - 31

- 5:30 p.m.: Navy News
- 5:55 p.m.: China Lake Historical Program: China Lake Diary
- 6:30 p.m.: U.S. Army Reserve Builds Disaster Relief Building in Bahamas
- 6:32 p.m.: Arnold Engineering Development Center: Overview
- 6:45 p.m.: Without Warning

Monday to Thursday September 4 - 7

- 5:30 p.m.: Navy News
- 5:55 p.m.: China Lake Historical Program: B-47 Last Flight
- 6:30 p.m.: People in Science: Investing in the Future
- 6:45 p.m.: Investing in America's Future: Arnold Engineering Development Center
- 6:53 p.m.: Japanese Consumer

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Librarian of the Navy helping modernize S&T networking with NRL

By Dee Rorex
Science and Technical Department

On August 7 and 8, Joan Buntzen, librarian of the Navy, visited China Lake. The purpose of her visit was to discuss the Navy Lab/Center Coordinating Group's (NLCCG) Distributed Virtual Library (NDVL) Project. This project is an effort to modernize networking of scientific and technical information (STI) across the Naval Research Laboratory/Warfare Center community. By coordinating efforts already under way or planned at various NLCCG sites to network STI to the desktops of Navy scientists and engineers (S&Es), Buntzen anticipates that more STI sources can be acquired and licensed more cost-effectively.

Besides having designed and coordinated this project, Buntzen has many other responsibilities as librarian of the Navy. She is the coordinator for the Special Medical and Academic Libraries throughout the Navy and Marine Corps—all 115 of them. Her job entails identifying common problems and seeking solutions to provide more efficient information sharing. She also provides technical advice on current issues of the day, such as aspects of the virtual library, "downsizing" and "rightsizing" of

library staff, the evolving role of professional librarians, and the increased need for professional librarians in this highly technical environment.

The first phase of the NDVL project is an STI User Requirements Assessment and Analysis, which is being performed under contract by Denise Duncan, Logistics Management Institute, McLean, Va. (a federally funded research center). Duncan conducted several focus groups with S&Es discussing how they acquire the STI they need to perform their work and what they consider to be the best information resources. The requirements assessment and analysis will be completed by the end of the calendar year. Phase two of the project will focus on coordinated acquisition of the most highly ranked sources and planning for networked delivery to the desktop.

By the end of August, nine NLCCG sites will have been visited, for a total of 17 focus groups. Buntzen also hopes to make an STI requirements questionnaire, developed by Duncan, available on an NLCCG Web page so that more S&Es can contribute their comments and ideas.

China Lake's Technical Library Director Mary-Deirdre Coraggio and Buntzen took advantage of this meeting at China Lake to gather other West Coast

Navy library directors to learn more about the NDVL project, and to "show and tell" their own local networking plans. Attendees included Charlotte L. Dinger, Navy Personnel R&D Center, San Diego, Calif.; Jane Oswitt, Mare Island Naval Shipyard, Mare Island, Calif.; Dr. Maxine Reneker, Naval Postgraduate School, Monterey, Calif.; Marilyn Schwartz, Naval Medical Center, San Diego, Calif.; Bryan Thompson, Naval Civil Engineering Laboratory, Port

Hueneme, Calif.; Katherine Wallace, Naval Surface Warfare Center, Dahlgren, Va.; and Kathleen Wright, Naval Command, Control and Ocean Surveillance Center (NRaD), San Diego, Calif.

"We attempted to get a cross section of researchers at China Lake who are interested in networking capabilities," Coraggio said. "Among the participants

Please see **LIBRARIAN**, Page 20



Photo by Margie Hammett

LIBRARIANS—Librarian of the Navy Joan Buntzen (standing, left) and China Lake's Technical Library Director Mary-Deirdre Coraggio (seated, left) took the opportunity to gather West Coast Navy library directors to discuss the Navy Lab/Center Coordinating Group's (NLCCG) Distributed Virtual Library Project.

sensors on the ground near where the quake took place. These sensors will measure how fast the earth moves during the aftershocks.

"We get more information from placing the sensors on the ground, than in the ground. Hopefully we can pinpoint the aftershocks," said Hough. Al Katzenstein said that China Lake has a dozen low frequency seismometers already in place throughout the Station.

According to Watch Commander Sixto Mosqueda, of the China Lake Police Department a lot of alarms went "haywire" and had to be reset, but the police dispatcher did not receive any damage reports. "We did repark all of our vehicles away from the buildings in case an aftershock might knock some lines down."

Damage included a small hazardous waste spill at the hazmat facility on Iwo Jima Road, which was quickly contained; two confirmed reports of computers falling off tables; and the Weapons Department (magazine area) reported power lines went down.

Small cracks were found in the walls of the NAWS Gymnasium and Hall Memorial Lanes (bowling alley), but it could not be confirmed that they were indeed caused by the earthquake.

Ed Stokely, facility manager for Airfield Operations, said that he was in a vehicle on the runway at the time the earthquake hit and at first he thought it was a whirlwind. "We didn't have any damage at all at the airfield. We didn't lose any power and the tower remained in operation."

Staff writer Kathi Ramont contributed to this article.

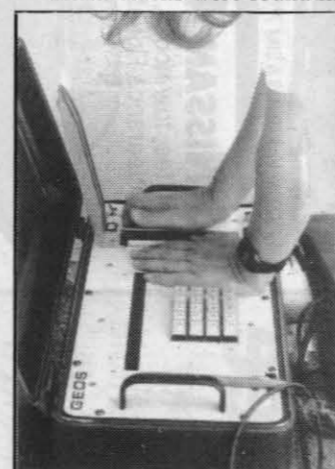


Photo courtesy of Daily Independent

SEISMOMETER is installed Friday morning near epicenter.

EOD helps city police dispose of 'pipe bomb'

Members of the Navy's Explosive Ordnance Disposal Mobile Unit Three Detachment China Lake, assisted the Ridgecrest Police Department in disposing of a suspected pipe bomb Monday morning, according to Lt. Melanie Knight, the detachment's officer-in-charge.

The device, found in a vacant lot in the northwest quadrant of Ridgecrest was more a crude incendiary device made from a piece of PVC pipe, than a pipe bomb said Knight.

After examination, the EOD team picked it up

and brought the device back to China Lake for disposal. Further examination showed the pipe had been stuffed with kerosene-soaked cotton batting and newspaper strips.

EOD MOBU Three Detachment China Lake supports the research, development, test and evaluation conducted on board China Lake. When explosive ordnance threatens public safety or when military hardware is involved, the detachment can also provide emergency services in support of local law enforcement agencies.

Paid assistance not needed for property tax review

As a property owner and taxpayer in Kern County you may have received a mail-out from a company asking for your authorization to act as an agent for you in filing an assessment appeal and obtaining a Proposition 8 review which could result in decreased values and property tax relief for the 1995-96 assessment year. For this service a fee in the amount of \$49 will be charged.

Although there is nothing illegal in this proposal, according to James W. Maples, Kern County assessor, it is not necessary. One of the functions of the Assessor's Office is to review and consider situations where current market value falls below the assessed value on the assessment roll. If they determine this is the case, they will make the change and enroll the lower value. This is called a Prop. 8 adjustment and there is with no charge to the taxpayer.

"Kern County residents enjoy the lowest housing

costs in the state. As a result we have not experienced the lowering of residential property values as seen in other parts of the state such as the Los Angeles and San Francisco bay areas," said Maples. "If you believe that the value for your property on the assessment roll exceeds the current market value, call or write the Kern County Assessor's Office and ask for a Prop. 8 review."

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Save \$2,055



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Sale Price
\$22,995*

'95 HONDA ODYSSEY LX *One at this price*

Front & rear air, 4 wheel disc brakes w/ABS, dual airbags, power windows, locks, mirrors, four swing out doors for the young family. MSRP \$23,790
Save \$3,975



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'95 HONDA ACCORD EX SEDAN *One at this price*

A sedan that moves like a sport car. Luxury leather interior with every option available. Gold trim. Clearance price! MSRP \$21,740
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3.0L, V-6, air conditioning, Ltd. slip differential, cruise, AM/FM cassette. Sharp rugged truck! MSRP \$20,498
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Clearance Price
\$18,995*

'95 NISSAN ALTIMA XE *Two at this price*

Dual airbags, air conditioning. Clearance Price! MSRP \$16,634
Save \$4,000



Stk# 7703N, Vin# 109158 & Stk# 7704N, Vin# 104077

Clearance Price
\$12,634*

'95 NISSAN 4x4 XE REG CAB *One at this price*

Skid plates, tow hooks, air conditioning. Hit the clearance Price! MSRP \$16,995
Save \$1,000



Stk# 20974N, Vin# 400790

Clearance Price
\$15,995*

'95 NISSAN MAXIMA SE *One at this price*

The best V-6 on the market! This is loaded! Power windows, locks, automatic, air. You name it, it's got it! MSRP \$25,536
Save \$5,581



Stk# 2008N, Vin# 082146

Clearance Price
\$19,995*

'95 NISSAN SENTRA *One at this price*

Dual airbags, steel sided guard bars. Economy and safety for a good price! MSRP \$11,554
Save \$1,559



Stk# 2077N, Vin# 768681

Clearance Price
\$9,995*

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THE ROCKETEER — August 24, 1995

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\$4,499*

'94 OLDS 88 LSS

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\$16,131*

'89 MAZDA B2200

Air conditioning, cassette, w/shell. Vin# 778503.
\$5,995*

'94 GEO METRO HTBK.

Automatic, cassette, air conditioning. Vin# 766317
\$6,995*

'90 FORD THUNDERBIRD

Super coupe. Low Miles, loaded! Vin# 134703
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Low miles, white, loaded! Vin# 126628
\$19,747*

'88 CHEVY BLAZER

4x4, low miles, loaded, V-6. Vin# 106849.
\$5,995*

'89 TOYOTA COROLLA

Automatic, air conditioning, loaded! Sharp! Vin# 013990
\$7,418*

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'94 GMC SIERRA EXT. CAB.

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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 U.S. 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, Ext 939-3032. Previous applicants need not reapply. **Notes 1, 3, and 4 apply.**

NSAP POSITIONS

Naval Science Advisors, Interdisciplinary, DP-801, 855, 861, 1310, 1520, 1550 (Multiple Vacancies); Position: Scientist/Engineer, DP-III or Above—Area of Consideration: NAWCWPNS, All Sites. Opening Date: 8-24-95. Closing Date: 9-7-95. Selecting Official: Carroll Watson, (805) 989-7853, DSN 351-7853. Permanent Change of Duty Station Authorized: Yes.

The Navy Science Assistance Program (NSAP) provides quick-reaction scientific and technical services to the major Navy and Marine Corps operational commands in direct support of efforts intended to improve Fleet combat readiness. One of the goals of NSAP is to improve the dialogue between the Navy's research, development test, and evaluation (RDT&E) laboratories, NAWC divisions, and operational forces and the responsiveness of the laboratory and the NAWC community in achieving timely solutions to specific technical problems that significantly impact operational readiness.

This announcement identifies Navy Science Advisor vacancies that will be filled in the summer of 1996. All NAWCWPNS applicants will be interviewed and selections made in late September 1995. Division candidates are encouraged to apply for more than one position/location. The candidates nominated by the Division will be competing with nominees from the Navy laboratories and other NAWC Divisions. The NSAP Director, Office of Naval Research, Ballston, VA, makes the final selections for all NSAP positions in late October 1995. Except as noted below, selected applicants begin their tours in the spring to summer of 1996.

The following Science/Technical Advisor positions are available at the following locations:

NAVY SCIENCE ADVISOR

Commander Joint Interagency Task Force East, Key West, FL
 Commander in Chief Atlantic Fleet, Norfolk, VA
 Commander US Navy Central Command, Bahrain
 Commander Mine Warfare Command, Corpus Christi, TX
 Commander Naval Air Force Atlantic Fleet, Norfolk, VA
 Commander Naval Air Force Pacific Fleet, San Diego, CA
 US Commander in Chief Pacific, Hawaii
 Commander Naval Doctrine Command, Norfolk, VA
 Commander US Southern Command, Tampa, FL
 Commander Naval Surface Force Pacific, San Diego, CA
 Commander Seventh Fleet, Yokosuka, Japan
 Commander Naval Special Warfare Command, San Diego, CA

NAVAL TECHNICAL ADVISOR

Commander Submarine Development Squadron 12, New London, CT
 ADP Specialist, Commander Seventh Fleet, Yokosuka, Japan

*This position will be filled as soon as possible after completion of the interview process. Vacancy anticipated in October 1995. Prior Science Advisor field team experience is required due to lack of time for training and need to speedily interface with USCINCPAC staff.

**This position will be filled after completion of the interview process. Anticipate vacancy in August 1995.

The incumbent will participate in Fleet activities and exercises as required. Broad technical engineering and management background and experience with acquisition programs are considered essential to carry out the assignment. Applicants shall have the ability to work in any one or more of the following areas: mine, ASW, ASUW, AAW, special and electronic warfare, C3, surveillance, or ocean technologies. The Navy Science Advisor will be the primary interface between the Fleet Command, NAWCWPNS, and other laboratories and divisions on NSAP and Command RDT&E matters.

Factors considered for candidate selection include the following:

1. Communication abilities that allow meaningful exchanges with many Navy and technical community skill levels and disciplines.
2. Ability to deal effectively with high-ranking civilian and military personnel in situations requiring a high degree of tact, diplomacy, and sound judgment.
3. Ability to make sound technical recommendations and accept responsibility for decisions.
4. Technical competence in mine, ASW, ASUW, AAW, special and/or electronic warfare, C3, surveillance, or ocean technologies.
5. Familiarity with SYSCOM, OPNAV, and other Navy Laboratory/ Division communities.

A minimum of a Secret security clearance is required. Applicants must pass the required physical examination.

Naval Science Advisor positions are lateral reassignments for current DP-4s. If a senior DP-3 is selected, the employee may be given a temporary promotion for the duration of the assignment. Technical Advisor positions are lateral reassignments for current DP-3s. Duration of the assignments is normally 2 years; however, continuing commitment is required during the first year.

Interested applicants should file a data package with a single-page summary of qualifications and biographical information and detailed information of the type normally found in the Standard Form 171. Total package size may not exceed 10 pages. Applications should be delivered to Code 730000D (Saundra Wydra, Building 2335, Room 202, 939-2434) or Code 731000E (Lillian Cabello, Building 211, 939-3347) by COB 9-7-95.

Questions concerning these positions should be directed to the NAWCWPNS NSAP Program Manager, Carroll Watson, (52911EE), at (805) 989-7853 (DSN 351-7853).

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).



NAVAL AIR WARFARE CENTER WEAPONS DIVISION ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

MANUFACTURING TECHNOLOGY TRAINING CENTER CALL FOR PAPERS

In February 1996, the 20th annual Electronics Manufacturing Seminar will be held at the Kerr-McGee Center in Ridgecrest, Calif. The purpose of the seminar is to promote the free exchange of information between the U.S. Government and private industry. Sponsored by the Manufacturing Technology Training Center (MTTC) in association with the Naval Air Warfare Center Weapons Division, the seminar provides an environment that promotes discussion between representatives of various government agencies and industry.

NAWC employees who have been involved in research, development, or evaluation related to electronic manufacturing processes, procedures, and/or materials are encouraged to submit abstracts of information they would like to present at the seminar. Two presentation formats will be included: (1) the Technical Paper—approximately 40 minutes long (including question-and-answer period) sharing objective, noncommercial technical results from electronics manufacturing process research; (2) the Technical Brief—a 5- to 10-minute noncommercial presentation summarizing initial results of ongoing projects or new processes or materials that have potential for industry application.

Submit your abstracts to: MTTC, Code 419000D, or contact Jerry Maurice at (619) 446-5571 for further information.

TSP RATES OF RETURN

The latest TSP rates of return were

	C Fund	F Fund	G Fund
July 1995:	3.30%	(-.23%)	0.55%
Last 12 months:	26.04%	10.00%	7.59%

Percentages in parentheses are negative.

CHINA LAKE GENERAL ANNOUNCEMENTS

OrCAD USERS

Is there any interest in bringing an OrCAD for Windows (Capture) tutorial class to China Lake? The cost of the class would be approximately \$700 per person for a 2-day class. If you are interested, QuickMail your name and phone number to Greg Velicer or send an E-mail to Greg_Velicer@cl_63smtp_gw.chinalake.navy.mil.

ALL FORMS WILL COST AT SUP-R-MART

Currently, Optional Forms and Standard Forms are the only forms that are cost items at Sup-R-Mart (Warehouse 10). Beginning 2 October all stocked forms will be cost items. G&A funds are no longer available to print/stock forms free of charge. Many of the forms stocked at Sup-R-Mart are available electronically on the CL Admin zone, Admin Support server. To see which forms are available electronically and which forms are stocked in Sup-R-Mart, the "Forms List" is also available on the Admin Support server. The last day to obtain free forms is 21 September. The Forms Section of the warehouse will close the week of 25 September to implement the new cost system. If you have any questions, call the Office Systems Branch, 939-2455.

RETURN TO WORK

The Return to Work Center has a new and different approach to finding employment. The weekly orientation is held 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, gender, or job status to join our committee.

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

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.

Committee members serve as liaison between the Black community and NAWCWPNS.

RETIREMENTS AND FAREWELLS

BARBARA J. BENNETT

Barbara J. Bennett, Concept Analysis, Evaluation, and Planning Department (Code 4J0000D), is retiring after 15 years of federal service. A luncheon will be held in her honor at Farris' at the Heritage on 29 August at 1115. For reservations, call Doris Laffoon at 939-8623 or Cathy O'Connell at 939-3802, by 24 August.

WILLIAM (BILL) O. ALLTOP

William (Bill) O. Alltop, Computational Sciences Branch, Research and Technology Division retired on 27 July after 34 years of service at China Lake. A retirement luncheon will be held in his honor at John's Pizza on 1 September at 1115. For reservations or presentations, call Sharon Chesnut at 939-1402 or Dan Gillespie at 939-3124 before 28 August.

KATHY "KAT" PERKINS

Kathy "Kat" Perkins has left the Center after 12 years of service and will be leaving the area. A farewell party will be held in her honor at El Charro Avitia on 6 September at 1700. For donations and/or reservations, contact Linda Wilson at 939-7322 or Diane Richardson at 939-7325. Reservations are requested by 1 September.

ESTHER ROBSON

Esther Robson is retiring from the NWC/NAWC Liaison Office after 11 years. A retirement dinner will be held in her honor at Farris' at the Heritage on 12 September at 1800 at cost of \$12.50 person (seating is limited to 110). For donations and reservations, call Marie Gutzman or Elena Bartholic at 939-2524 by 31 August.

MICHAEL H. KING

Michael H. King, Tactical Air Ranges Integration Facility (TARIF) (Code 535110D) is retiring after 20 years of federal service. A retirement luncheon will be held in his honor at John's Pizza on 21 September at 1115. There will be a choice of the High-Noon Special or ordering off the menu (to be specified when making reservations). For reservations, gift donations, or presentations, call Theresa Bell at 939-0249 or Sena Dare at 939-0239 by 18 September.

POINT MUGU GENERAL ANNOUNCEMENTS

NAWCWPNS HOTLINE AND
NAWS IDEAS

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

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

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

CD \PTMUGU\HOTLINE <RETURN>

You may now copy the document you prepared into the HOTLINE

subdirectory, by using the DOS copy command. Once you have finished copying the document, logoff Fileserver.

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

Macintosh Computers: Go to the APPLE icon and select CHOOSE from the Chooser window and select the following: **AppleShare** icon, AppleTalk Zone "PM B36 1ST DECK", Fileserver **FS0024A**, select **OK**, Login as **Guest**, not password is required, select **OK**. The next window will display "Select items you want to use" and **FS0024A.SYS** will be highlighted, select **OK**. Open **FS0024A.SYS** icon on Desktop, open folder **PTMUGU**, open folder you wish to copy your document into. Copy your document now. Before you copy the document to this folder you will receive a message (You do not have enough access privileges to see all items if they are put into "HOTLINE." Put them there

anyway?). Select **OK**. Once you finished copying the document, close all open Fileserver windows by dragging **FS0024A.SYS** icon to your Trash can.

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

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.

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.

CIVILIAN EMPLOYEE ASSISTANCE
PROGRAM (CEAP)

Getting help when you have a problem can be a problem. Do you know that there is someone you can talk to if you or someone in your family is having difficulties? There is no charge for CEAP services, which may be used before, during (on administrative leave), or after working hours. Family members, self-referrals, and supervisory referrals are welcome. The program is located in Bldg. 2-825 (University of La Verne). All interviews are confidential. For further information, call Martha or Bob at 989-7708 or 989-8161.

MERIT PROMOTIONS

CHINA LAKE SITE ONLY

***No. 45-010-KN5, Office Manager, DG-303-1/2, Code 45E200D, Contract Support Office, Avionics Department—Area of Consideration:** China Lake. **Opening Date:** 8-24-95. **Closing Date:** 8-31-95. **Selecting Official:** Sharon Irving, 446-9426. **HRD Contact:** Pris Bonin, 939-3118. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent provides secretarial support to the Contract Support Services Group. This position involves interaction with all levels of management. Incumbent will perform a full range of secretarial duties including answering and placing calls, preparing/reviewing correspondence, planning for meetings and conferences, making travel arrangements, and preparing/reviewing technical evaluations for award fee. **Quality-Ranking Factors:** Knowledge of and proficiency with the Macintosh computer. Skill in applying administrative policies and procedures such as timekeeping, travel, and correspondence. Ability to communicate both orally and in writing. Ability to interface effectively with personnel at all levels. Incumbent must be able to obtain and maintain a Secret clearance. Promotion potential to DG-3 but not guaranteed. **Note 1 applies.**

*This is a correction to #45-010-KN5. Previous applicants need not apply.

No. 52-041-RR5, Resources Specialist, DA-301-1, Code 526D00D, Simulation and Stimulation Division, Pacific Ranges and Facilities Department—Area of Consideration: China Lake. (Due to restrictions on MRTFB funding, the area of consideration for this position is limited to current China Lake 5.0 employees.) **Opening Date:** 8-24-95. **Closing Date:** 9-7-95. **Selecting Official:** Jerald L. Smith. **HRD Contact:** Rob Robinson, 939-2393. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is responsible for assisting, on a developmental basis, in resource management areas including plant account, FIPR planning, ADP security and procurement, FES (facilities, equipment, and space), administering budgets, financial management, cost estimating, bankcard and SPEDI buying, procurement, safety, and security. **Quality-Ranking Factors:** Knowledge of administrative and financial systems; knowledge of NAWC policies and procedures; knowledge of NAWC financial and MIS information from automated databases using the following software: VAX, VMS, Microsoft Word, Excel, FileMaker Pro; knowledge of ADP planning, acquisition, and security; ability to meet the mandatory DAWIA requirements for training, experience, and education for level I of the Business, Cost Estimating, and Financial Management Career Field within 18 months; ability to use Macintosh computer. Promotion potential to DA-3. The incumbent must be able to obtain and maintain a Secret clearance. **Notes 1 and 4 apply.**

No. 74-005-SP5, Security Assistant, DG-086-3/4, Code 741100D—Area of Consideration: China Lake. **Opening Date:** 8-24-95. **Closing Date:** 9-7-95. **Selecting Official:** Linda Hall, 939-0985. **HRD Contact:** Sharon Page, 939-8105. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent will provide

support to the Information Security Branch. Duties will include serving as the Secret Control Officer for Code 740000D and Alternate Top Secret Control Officer for NAWCWPNS China Lake site. The incumbent will be a member of the security inspection team; assist in developing, preparing, and presenting security education classes; manage the security discrepancy program and provide other general security support duties. **Quality-Ranking Factor:** Knowledge of Navy and NAWCWPNS security regulations and instructions including the Secret Document Control procedures; ability to interface with all levels of personnel; ability to communicate, both orally and in writing; ability to operate an IBM PC; ability to obtain and maintain a Top Secret security clearance. Promotion potential to DG-4, but not guaranteed.

Notes 1 and 3 apply.

No. 77-003-SP5, Office Manager/Senior Office Manager, DG-303-2/3, Office of Counsel, General Law Division, Code 771000D—Area of Consideration: China Lake. **Opening Date:** 8-24-95. **Closing Date:** 9-7-95. **Selecting Official:** Russell Spindler, 939-2918. **HRD Contact:** Sharon Page, 939-8105. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent reports to the Associate Counsel for General Law and provides office managerial support to the Office of Counsel attorneys and their support staff. In addition to working closely with members of Procurement, Public Works, and Human Resources, this position involves interaction with all levels of management and off-site customers. Incumbent will perform the full range of office managerial duties including answering and placing calls; serving as receptionist; making travel and training arrangements; maintaining and coordinating attorneys' calendars; typing and reviewing correspondence, reports, and other documents ensuring accuracy of spelling, punctuation, grammar, and format; composing correspondence; processing forms; tracking contracts and other documents for counsel review; time-keeping; and maintaining supplies. **Quality-Ranking Factor(s):** Ability to perform a full range of office manager duties, including calendar management, telephones, travel, conferences, files and records systems; knowledge of Navy policies, practices, and procedures; knowledge of basic computer literacy (familiarity with PCs a plus); and ability to communicate orally and in writing. **Note 1 applies.**

CURRENT APPOINTABLE DOD EMPLOYEES
NATIONWIDE

No. NSC-22-BB5, (1) Interdisciplinary, Electronics/Aerospace Engineer/, Physicist/Mathematician, GS-855/861/1310/1520-12, Naval Satellite Operations Center (NAVSOC), Operations Directorate, Training Department (NSC340)—Area of Consideration: Current appointable DOD employees nationwide. **Opening Date:** 8-10-95. **Closing Date:** 8-25-95. **Selecting Official:** LCDR C. 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 Satellite Operations Instructor in the NAVSOC Operations Directorate, Training Department. This

organization is responsible for training of personnel in the operation of navigation, communication, altimetry, scientific, and special purpose satellites. These satellites include but are not limited to the following: FLTSAT, FEP, LEASAT, TRANSIT, UFO, and GFO. The Training Department currently conducts NAVSOC's evaluation/certification program for Duty Satellite Managers (DSMs), and Assistant Duty Satellite Managers (ADSMs). Training functions include spacecraft and payload configuration management, tracking, telemetry and control, orbit determination, anomaly resolution, user support, and ground station support. The incumbent is responsible for performing specific tasks and assignments including formal classroom work and orientation training. The incumbent must maintain a wide spectrum of knowledge and skills in the above-mentioned satellite and ground station systems managed and/or operated by NAVSOC. The incumbent will remain mission-ready (certified) in at least one satellite program. The incumbent researches satellite, ground station, and Telemetry, Tracking and Commanding (TT&C) system design and operational procedures for inclusion in lesson plans. The incumbent generates/updates course curriculum for all in-house training courses, provides input on new operations procedures, and provides training on new procedures during monthly recurring training sessions. The incumbent prepares training courses, lessons, lectures, quizzes, tests, and performance evaluations. Incumbent generates training program plans, task surveys, task description, worksheets, and positional training standards; provides mission-ready backup to the Operations Directorate as a Duty Satellite Manager; maintains certification by working at least two 10-hour crew shifts per calendar month. **Quality-Ranking Factors:** Ability to provide satellite system management and ground station operations as well as provide technical instruction in these areas. **Note 5 applies.**

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. 4J-008-RF5, Interdisciplinary (Electronics Engineer/Physicist/Operations Research Analyst, DP-855/1310/1550-2/3, Concepts Analysis Evaluation and Planning Department, Wargaming Division, Projects Branch, Code 4J5100D—Area of Consideration: NAWCWPNS China Lake. **Opening Date:** 8-24-95. **Closing Date:** 9-7-95. **Selecting Official:** Jim Churchill, (619) 939-3032. **HRD Contact:** Shirley Hauser, (619) 939-2032. **Permanent Change of Duty Station Authorized:** No.



HUMAN RESOURCES DEPARTMENT INFORMATION

The Human Resources Department (HRD) Information Section is intended to provide timely HRD information to NAWCWPNS personnel. Any questions or issues pertaining to this section may be addressed to Ron Rogers, Code 733000E (P622), (805) 989-3997 (DSN 351-3997), FAX 989-9846 (DSN 351-9846).

LABOR/EMPLOYEE RELATIONS TEAM NEWS

LEAVE DONORS NEEDED

The employees listed below have been approved as leave recipients under the Leave Transfer Program. These employees have exhausted annual and sick leave because of personal or medical emergencies and anticipate being in a leave-without-pay status for at least 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 Telmar 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.

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

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

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

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

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

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

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

Gail Reed, Code 824110D
Gail is assisting with post-surgery care for a family member.

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

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

Brenda Davis, Code 731000E
Brenda has lupus erythematosus.

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

Terrence Duffy, Code 523100E
Terrence is awaiting a decision from the Office of Personnel Management regarding his disability retirement.

Lynn Ljungtust, Code 451140E
Lynn is on maternity leave.

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

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

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

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

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

POINT MUGU

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

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

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

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

STRESS AND YOUR BODY (1 hr.)
28 September; Thursday, 1300-1400; Bldg. 36, Point Mugu
 Our body has limits as to the amount of stress that it can handle. Medical research shows that when it is under prolonged stress, our immune system becomes depressed, causing a multitude of health problems. Solutions are offered as ways to combat stress, provide nutritional support

for the body, and create lifestyle changes to increase energy, vitality, and prevent fatigue.
 To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Felicia Nickelberry, Code 733000E. For further information, call Felicia at 989-3980 (DSN 351-3980).

MATHMATICA PROGRAMMING (24 hrs.)
Date and Time TBD. Training Center, China Lake. By: TBD
Note: Tuition is \$600 per person. You must provide a job order number to the Employee Development Division, Code 733000D when enrolling.
 This is a comprehensive workshop for programming in Mathematica. The course will provide topics in applications,

programming, cross-platform protocol, and debugging. Topics covered will include, but are not limited to, system basics, numerical calculations, data analysis, procedural and functional programming, input/output, mathlink, etc.
Deadline: 28 August
 To enroll or obtain further information, contact Lily Horton at 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 DAWIA (Defense Acquisition Workforce Improvement Act) Designated Position. P.L. 101-510 requires that all applications for DAWIA designated positions which are advertised be evaluated utilizing a quality ranking factor (QRF) to determine the best qualified candidates. A supplemental narrative addressing the DAWIA QRF is highly recommended. Applicants wishing more information on the DAWIA mandatory requirements and/or definitions of DAWIA career fields may contact the DAWIA representative within their Competency.
NOTE: Applicants selected for Critical Acquisition Positions will be required to sign a Tenure Agreement to remain in that position for at least a three-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.

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.

ADA: INTRODUCTION (40 hrs.)

28 August-1 September; Monday-Friday, 0800-1630; 760 Las Posas Road, Suite A-4, Camarillo By: Technical Research Associates

Prerequisites: Proficiency 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. For further information, call 989-3982 (DSN 351-3982).

Deadline: 14 August

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. For further information, call Felicia Nickelberry at 989-3980 (DSN 351-3980).

SKILLS FOR OJT SUPERVISORS (8 hrs.)

29 August; Tuesday, 0800-1630; Bldg. 323, Room 159. By: New Paradigms of Learning

This course is an introduction to OJT. The participants will learn and practice steps involved in planning, organizing, designing, supporting, and evaluating an OJT assignment. Topics will include an introduction, OJT planning, organizing the OJT assignments, designing the OJT assignment, supporting the individual's learning process, and evaluating the OJT experience. In addition, the course will include identification of knowledge, skills, and attitudes associated with job tasks, identifying appropriate learning sequences from a variety of possibilities.

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

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 in 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).

PROGRAMMING HIGH PERFORMANCE CLIENT/SERVER APPLICATIONS USING C++ (6-hr. video)

9 September; Saturday, 0800-1500; China Lake Training Center

29 September; Friday, 0800-1500; Point Mugu, Bldg. 323, Room 160. By: National Technological University. Sponsor: Northeastern University/Distributed Technologies Corporation

Intended Audience: IS professionals, software developers, programmers, and others responsible for development of applications in a networking environment.

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

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

RADAR SYSTEMS (40 hrs.)

11-15 September; 0800-1600; China Lake. By: Quintech Corporation

Prerequisite: No specific prerequisites other than an interest in and use for the subject presented.

Intended Audience: Intended for electronic technicians, analysts, test personnel, managers, engineers, and others who need a thorough knowledge of radar principles, functions, and systems.

This course represents the principles and applications of radar with the intent to teach people how radar works, what results can be expected from them, and how they are installed, modified, maintained, and calibrated. Radar systems described in this course include airborne multimode radars, ground-based and shipboard military radars, air traffic control radars, and radars for test and evaluation of weapon systems. Course topics include principles of radar; radar systems, tracking, signal processing, related functions, introduction to radar

REIMBURSABLE TRAINING POLICY

Reimbursable courses are courses that are being brought on-site for which codes are paying for on a per-person basis. Reimbursable courses are offered when a particular course is requested by an organization, but is not part of our annual training plan budget. These courses are annotated with an "R" in the course schedule. Enrollment for these courses must be accompanied by a job order number at least 1 month prior to the start date of the class. Advance notice is required so we can finalize our commitment to the instructor. Under-enrolled classes will not be held. However, if a student cancels less than 30 days prior to class or is a "no-show," the organization will be charged. We strongly encourage that a substitute be submitted in these cases.

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).

Bangor, WA

26-27 Sep 95 Employee Development for Supervisors no cost

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

The course will help attendees 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.

GOVERNMENT CONTRACTS CLASS

X408.4: Legal Aspects of Government Contracts and Subcontracts (36 hrs.)
27 September-13 December; Wednesdays, 1700-2000; Training Center, China Lake. By: Lloyd Crabtree, 927-1507, UCSB

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

Intended Audience: Participants in the certificate program in Government Contract Management.

Course Description: Legal analysis of award and administration of contracts. Sources of government contract law. Legal principles applied to problems involve data and patents; formation of contracts - terms, conditions, specifications, interpretation; bids and proposals, sales; inspections; warranties; changes and amendments; equitable adjustments and damages; default and convenience, terminations, remedies.

Text: Government Contracts in a Nut Shell, Keyes, West Publishing Co., latest edition.

Deadline: 20 September

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

electronic warfare, and examples of radar systems.

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

CONTRACTING OFFICER'S REPRESENTATIVE (COR) (24 hrs.)

12-14 September; Tuesday-Thursday, 0800-1600; Trailer 10076, Point Mugu
Note: There is a tuition cost of \$300 per student.

This 3-day course provides NAVSUP-approved instruction in the duties and responsibilities of a Contracting Officer's Representative (COR). Topics to be discussed include Federal Acquisition Policy and Contract Law Regulations, Standards of Conduct and Procurement Integrity, Contract Types and Familiarization, Pre- and Post-Award COR Duties and Responsibilities, COR File Documentation, Security and GFP COR Responsibilities, Analysis of Progress Reports, Monitoring and Inspection Methods, COR Responsibilities in Delivery Orders and Contracts, Invoice Review, Financial Information Retained in COR File, Personal versus Nonpersonal Services, Contract Modifications and COR's Role, and Contract Remedies and COR's Role. Each student is encouraged to bring a copy of his/her contract or solicitation. In order to assess the student comprehension, an examination will be given on the last day.

To enroll at Point Mugu, 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).

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. 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 Quickmail.

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

NAVY SYSTEMS ACQUISITION (32 hrs.)

18-21 September; Monday-Thursday, 0800-1600; Training Center, Room 205, China Lake. By Allen Cahill, Acquisition Management Institute (AMI)

This class provides the participants with a comprehensive understanding of how DON conducts systems acquisition. Its purpose is the preparation/upgrading of military officers and civilian personnel for assignments in all aspects of Navy

Systems Acquisition. The participants are introduced to the system acquisition environment in the DOD and DON. Building on that fundamental knowledge, DON system policy and procedures are discussed specifically. The course focuses on the unique way in which the DON is organized to conduct systems acquisition. Case studies allow the participants to continually reinforce the course learning objectives by applying concepts, principles, and procedures described during classroom lecture/discussion sessions.

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

TECHNICAL WRITING FOR ENGINEERS (24 hrs.)

18-21 September; Monday-Thursday, 0800-1500; Point Mugu, CECOS. By: Communications Skills Company, Inc.

This seminar is a 24-hour course conducted over 4 consecutive days with a 1-hour supervised study period at the end of each day so the total time each student spends in the class is 28 hours. Engineers will be provided with the skills and confidence to tackle any technical writing assignment, introducing them to the style and standards of technical writing in general and of NAWC in particular. Through examples and exercises taken from actual writing situations that Navy engineers face every day, participants learn techniques for analyzing, interpreting, and translating technical data to produce clear, readable letters and reports.

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

HIGH-SPEED NETWORKING (6 hr-video,) 18 September; 0800-1500; China Lake Training Center

25 September; 07800-1500; Point Mugu, Bldg. 323, Room 160. By: National Technological University. Sponsor: Boston University

Prerequisites: Some familiarity with networking.
Intended Audience: Programmers, managers, and consultants interested in understanding the emerging high-speed networking standards and technologies.

The emergence and rapid growth of distributed and CAD/CAM applications requires greater bandwidth and more intelligent carrier services well beyond current levels. The fundamental building block of such networks is cell relays, allowing us to build broadband networks transmitting data in gigabits and terabits per second. In this course we will examine major standards and services for such high-speed networks, including Synchronous Optical Network (SONET), Asynchronous Transfer Mode (ATM), Frame Relay (FR), Switched Multimegabit Data Service (SMDS), Broadband ISDN (B-ISDN), and others.

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

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

CSUB COUNSELORS ARE COMING

Academic counselors of California State University, Bakersfield will be at China Lake on 11 September to advise current and prospective students on the external degree programs offered by the school at China Lake: a bachelor's degree program in business administration and a master's degree program in administration. To make an appointment, call Sandra at (800) 788-2782, extension 3396.

CSUB FALL COURSES

The following courses are being offered this fall for the California State University, Bakersfield (CSUB) bachelor's degree program in business administration and master's degree program in administration. To obtain course descriptions, tuition support/cost information, and register for these courses, come to Room 106 of the Training Center, 0830-1130 and 1230-1500 on 28-31 August. Classes will be held at the Training Center, 1610-2110, on the days indicated. Each course is five quarter units.

Core Courses

BA374: Business and Society, Tuesdays, 1610-2110, 19 September-21 November

ADM690: Seminar In Administration, Tuesdays, 1610-2110, 19 September-21 November

Elective Course

ADM572: Science, Technology, and Administration, Thursdays, 1610-2110, 28 September-7 December

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). The schedule of the courses being offered in the fall, along with course descriptions, may be obtained in Room 106 of the Training Center, 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 more information, contact Cecil Webb at 939-0878.

CSUC FALL COURSES

The 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 0830-1130 and 1230-1500, 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 further information, contact Cecil Webb at 939-0878.

NEW EMPLOYEE ORIENTATION (6 hrs.)

19 September; Tuesday, 0800-1400; Mich Lab, Room 1000D, China Lake. By: NAWCWPN/NAWS Staff

This program starts with a Welcome Aboard and NAWCWPN Overview by Captain Hull and a NAWS Overview by Captain Stephenson. Other topics included in the program are Prevention of Sexual Harassment; Security; Employee

Assistance Program; Fraud, Waste, and Abuse; Environmental Awareness; and CAO Overview.

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

Note: If as a new employee you have a question regarding attendance of the

program, call your Competency Level 2 Administrative Offices.

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

Deadline: 12 September

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

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).

WRITING PERFORMANCE-BASED SPECIFICATIONS

19 September, Tuesday, 0800-1600; Location TBD. By: TBD

21 September, Thursday, 0800-1600; Training Center, China Lake. By: TBD
Intended Audience: Employees who prepare, review, and use specifications for systems acquisition and others who are expected to serve as consultants.

This course addresses the difference between performance specifications and detail specifications; different types of performance specifications; how to write performance specifications; and how to develop, process, and locate performance specifications. This course also provides background in current DOD/DON policy on the use of performance specifications.

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

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

RADIATION SURVEY (NON-IONIZING) (24 hrs.)

25-27 September; Monday-Wednesday, 0800-1600; China Lake Training Center. By: LORAL Microwave

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

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 2-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 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.

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	4-7 Mar 96	22 Dec 95
Contemporary Management and Practices	5-16 Feb 96 12-23 August 96	17 Nov 95 20 May 96
The Washington Arena	29 Jan-2 Feb 96 16-20 Sept 96	16 Nov 95 5 Jul 96
Managing Individual and Organizational Change	6-9 Aug 96	20 May 96
The Politics of National Security	11-16 Feb 96 26-31 Aug 96	24 Nov 95 7 Jun 96
NEW - Creating the High Performance Workplace	26-30 Aug 96	7 Jun 96
Issues in DOD/Public Policy Series:		
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	

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).

CONTRACTING OFFICER'S REPRESENTATIVE (COR) (24 hrs.)

26-28 September; Tuesday-Thursday, 0800-1600; Training Center, Room 107, China Lake

Note: There is a tuition cost of \$300 per student.

This 3-day course provides NAVSUP-approved instruction in the duties and responsibilities of a Contracting Officer's

Representative (COR). Topics to be discussed include Federal Acquisition Policy and Contract Law Regulations, Standards of Conduct and Procurement Integrity, Contract Types and Familiarization, Pre- and Post-Award COR Duties and Responsibilities, COR File Documentation, Security and GFP COR Responsibilities, Analysis of Progress Reports, Monitoring and Inspection Methods, COR Responsibilities in Delivery Orders and Contracts, Invoice Review, Financial Information Retained in COR File, Personal versus Nonpersonal Services, Contract Modifications and COR's Role, and Contract Remedies and COR's Role.

Each student is encouraged to bring a copy of his/her contract or solicitation. In order to assess the student comprehension, an examination will be given on the last day.

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Pat Nogle, Code 733000D.

RETIREMENT INFORMATION FOR MID-CAREER EMPLOYEES (Those Who Have 10-15 Years To Work) (8 hrs.)

27 September; 0800-1630; Channel Islands, Air Guard Auditorium. By: Employee Relations, Code 731000E

This course consists of presentations from HRD personnel on CSRS and FERS retirement systems, including creditable service, military service, and Catch-62, deposit/redeposit service, how annuities are computed, TSP, health and life insurance, and social security. There will also be presentations from the local community on financial and estate planning.

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