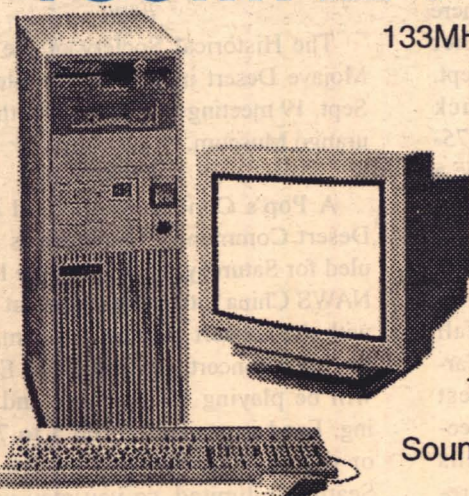


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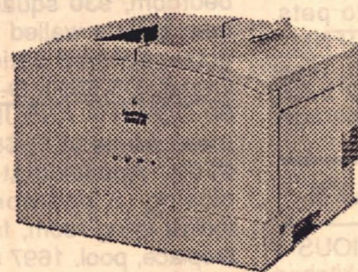
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THE ROCKETEER

THURSDAY, SEPTEMBER 7, 1995

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 51, No. 18

MIRIS: New imaging system offers improvements in range time scheduling

By Barry McDonald
Editor

Optimization of range time scheduling and extension of range hours may soon be realized by a new imaging system under development at NAWCWPNS China Lake. The Metric Infrared Imaging System (MIRIS) will increase test options available to DoD range customers by producing accurate, high-resolution video at night and in reduced-visibility conditions.

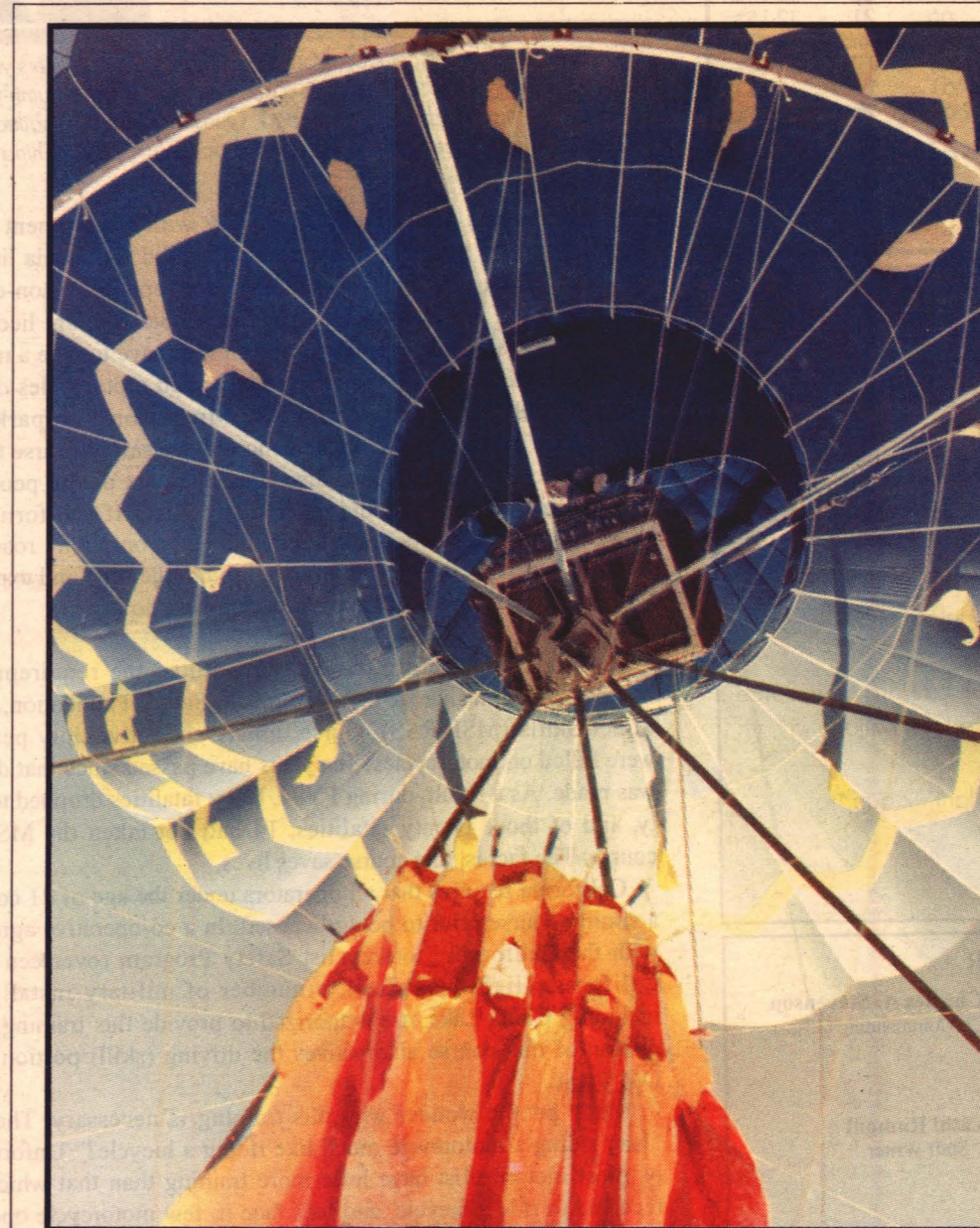
As more and more new weapon systems are designed for night use, the need for a nighttime test and training capability grows. Nighttime operations also offer a security advantage over daylight operations.

While IR cameras have supported night testing for some time, their use has been limited mainly to acquisition and tracking, because previous devices operating in the mid and far IR bands lacked the dimensional accuracy and spatial and temporal resolution necessary for test analysis.

Smog, dust, smoke and fog reduce visibility, and therefore pose additional problems for ranges that use only visible and near-IR imaging systems. While some range customers require a reduced-visibility test capability owing to the function and purpose of specific weapon systems, many ranges themselves are looking for ways to surmount degraded visibility conditions caused by pollution and encroachment.

In April, Pat Keller and Les Caffee, MIRIS project engineer and project manager, respectively, presented a paper on the project at the Test Technology Symposium XXI, Aberdeen Proving Grounds, Md. In the paper, Keller and Caffee write, "Midband (3-5 micron) and farband (8-12 micron) IR imaging systems can...provide the same image quality for test events (under the nighttime and reduced visibility conditions)

Please see **MIRIS**, Page 10



TEST PLATFORM — One of the reasons for bringing the Navy balloon team to China Lake was that the balloons could be used as test platforms for technical projects. Two weeks ago Kurt Wittendorfer of the Systems Development Division (Crew Systems Department) used it on a Core Science and Technology project in which he is characterizing the relationship between "drag area" and distance traveled in a parachute made of a new Teflon-coated textile material. By varying the size of circumferential vents (at two key locations), the long-range goal is to find the best configuration that will cause the parachute to decelerate the payload in the minimum distance for any condition without exceeding a specified maximum force. In the current testing, a 17-foot diameter ring provided an anchor from which to attach 44 kevlar lines that hold the parachute in a repeatable 3-ft diameter cylinder with a conical apex. The payload is released from the hook, pulling an event marker, which tells the on-board data recorder to start taking data. After 16 feet of travel (one second), the suspension lines are completely paid out and the canopy is released from this initial shape and volume. Capt. Roger K. Hull piloted the balloon for this test.

Photo by PH1 Bob Wilcox

Quashnock explains next VSIP/VERA 'opportunities'

By Kathi Ramont
Staff Writer

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

As the Department of Defense responds to budget reductions, restructuring and base closures, many federal employees are faced with a reduction-in-force (RIF), the relocation of their job, or possibly an early retirement.

Dee Quashnock is the voluntary separation incentive pay (VSIP)/voluntary early retirement authority (VERA) program manager for the Naval Air Warfare Center Weapons Division.

"We want to keep people informed, as much as possible, as to what is happening. We believe we will have more information on another VSIP/VERA opportunity soon to give out, so that employees can make informed decisions," she said. The letter requesting permission for a VSIP/VERA window went forward to NAVAIR headquarters and the Assistant Secretary of the Navy in August. Employees who are approved for VSIP this time will be able to leave government service in the December 1 to January 3 time frame.

"This time is different from previous VSIP offerings because we will not first survey our employees for interest," said Quashnock. "We know what our reduction needs to be based on our work force rebalancing analysis and have requested approval to

Please see **VSIP/VERA**, Page 12

NAWCWPNS employees fired for timecard fraud

Division management vows to take a hard line on timekeeping abuse

6

Four receive Research & Engineering Excellence Awards

Sterling Haaland honors those who have made significant contributions

17

Aftershocks punctuate need for preparedness

Three aftershocks of 4.0 and greater hit Aug. 30; how to be ready for the next

18

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Four-time Ops officer LCdr. Scott Thompson retires . . . again

By Barry McDonald
Editor

They'd already said goodbye to him a year ago at a Hail and Farewell Party, they'd planned a farewell dinner and they'd scripted his retirement ceremony. Then, as Capt. Charles A. Stevenson put it at LCdr. John S. "Scott" Thompson's final goodbye ceremony last Friday morning, "(Scott) managed to cross the wrong end of his horse while the horse was doing some sort of unusual maneuver...the end result...one Naval aviator down with a messed-up knee....I understand it was a Class A mishap."

Stevenson noted that Thompson had been extended for a year until his knee completely healed and reported that the mission was accomplished and that the outgoing air operations officer returned to flight status six months ago.

Capt. Roger K. Hull, NAWCWPNS vice commander, opened the 8 a.m. ceremony on the lawn of the Administration Building telling Thompson, "you have been a mainstay of the airfield operation here at China Lake. I don't know who I am going to call the next time I need to blow in here yet again in a Piper at 0-dark-30, or coming back from a cross country in a Hornet well after the airfield is supposed to be closed. You always came through with a smile, and I appreciate it."

The vice commander said Thompson came to China Lake to be the last of a breed, the last active duty whale pilot in

the Navy. "They couldn't have picked a better person for the job than someone who had flown the same aircraft for an entire career," Hull said. "In its many forms, the A-3 Skywarrior was the workhorse of the fleet, even though like the A-4 and the A-5, it never flew the nuclear weapons mission it was originally designed for."

He credited Thompson with becoming the resident expert on reorganizing China Lake. "NWC went away and NAWCWPNS took its place. Departments became commands and air stations became weapons stations. Then we ran headlong into CAO and departments became divisions. With all of that, the airfield operation never faltered. It has genuinely been a sustaining function, and a very important one to the work we and our tenants do here."

Hull went on to commend Thompson for being able to deal with the people who get the job done on the flying side of the business.

"About everything it takes to make our airfield operate has been under your control, and I have never seen it done better," the vice commander said. "You paved runways and upgraded the ground lighting systems, installed nav aids and designed approaches and answered several dozen BRAC data calls. You even served as Ops O for the new Weapons Test Squadron until the permanent guy showed up. The place looks great and the troops enjoy their work. As always, the Navy's O-4's get the job done, despite a gimpy leg in your case."

Hull quickly ran through the high-

MILITARY NEWS



Capt. Charles A. Stevenson and LCdr. Scott Thompson

lights of Thompson's career — "Twenty years of service at the deck plates. As a tactical aviator, you deployed to the Atlantic, the Med, WestPac and the Arabian Sea. You have flown aboard *Kitty Hawk*, *Connie* and *Midway*... *Independence*, *Nimitz*, *America*, *Kennedy* and *Eisenhower*. Four thousand flight hours and 400 carrier landings wearing both NFO wings and then pilot's wings. And you have been behind the ship at night in an airplane without an ejection seat. Folks, it doesn't get any better than that."

After wishing Scott and Linda Thompson blue skies and Godspeed,

Hull presented the the Navy and Marine Corps Commendation Medal gold star in lieu of a third award to the departing lieutenant commander, reading the citation that recounted Thompson's many accomplishments as operations officer during his time at China Lake.

The next speaker was Capt. Stevenson, and after explaining that this was Thompson's second "retirement" and that he'd just received word that the official date had been set back a month ago, he indicated he was getting tired of the goodbye rituals.

Please see THOMPSON, Page 5

Lt. Thomas Leak reports to NAWS headquarters as new JAG officer

With the departure of Lt. Rodney J. Hatley from China Lake, Aug. 18, Lt. Thomas Leak, Judge Advocate General Corps, took over as the NAWS JAG. Hatley has left the Navy to pursue a private legal career after he picks up an additional master's degree in tax law from the University of California at San Diego.

Born in Salt Lake City in 1961, Leak moved at age 10 to Idaho when the family switched from farming to ranching. His education took the same route, earning bachelor's and master's degrees in political science at Brigham Young University in Provo, Utah, in 1985 and 1989, and his juris doctor in 1991 from the University of Idaho at Moscow.

He was selected for direct commission into the Navy, after an application and screening process, in February 1990, and went active duty upon earning his J.D.

His first duty assignment began in January 1992 with the Navy Legal Service Office in San Diego. Early tasks were mostly in the legal assistance arena, advising members of the Navy, dependents and retirees with legal matters. Then he moved into military justice legal defense work on North Island while still attached to the NLSO.

In May 1993, he transferred to USS *Constellation*, where he was one of two

lawyers. He was the discipline officer working with military justice regarding

courts martial, captain's masts and investigations. He was also the legal assistance officer. He served with *Constellation* for 27 months before his arrival at China Lake.

Some of his work at NAWS, he said, will be advising Capt. Charles A.

Stevenson, NAWS CO, on matters of military justice, such as determining and recommending levels of disciplinary

forums that should be conducted to hear charges against members of the command. He'll also work with military members on matters of standards of conduct, indebtedness, and other legal issues, and will once again perform legal assistance for military personnel, dependents and retirees.

Leak and his wife, Juanita, have two sons, Jason, 5, and Samuel, 9 months. While she holds a bachelor's degree in occupational safety, Juanita has decided to stay home and be a mom for awhile. They look forward to camping in the Sierra.

"The desert here reminds us of home," Leak said. "My wife grew up in southern Utah and the weather there and in southern Idaho is just a little bit cooler than it is here, so it didn't take much getting used to, and we think we'll like it here."



Lt. Thomas Leak



JOB FAIR—The NAWS Conference Center will be the site of the next Family Service Center job fair, Monday, Sept. 11, from 9 a.m. to 4 p.m. In July, the FSC held a law Enforcement Job Fair (above). This time, in addition to representatives from the law enforcement field, there will be reps from the fields of aviation, security, trucking, small business, NAWS MWR Department, federal employment and the state Employment Development Department. While the FSC is mainly geared toward military needs, this job fair is also open to DoD civilians and spouses. For more information call 939-0966 or 927-1545.

Navy-wide advancement exams start today at Cerro Coso College

Due to construction at the Seafarer Club, the PO3, PO2, and PO1 NWE exams will be administered in the Lecture Auditorium at Cerro Coso Community College. Transportation to and from the examination site will be provided by NAWS China Lake for all customer

commands serviced by PERSUPPDET. Participants are required to be at Cerro Coso by 7 a.m., in summer white uniform with ID card in hand.

The PO3 exam will be today, Sept. 7. The PO2 exam will be on Sept. 12. The PO1 exam will be on Sept. 14.

Awards given at military quarters

Recognition
Awards were presented at the China Lake Naval Weapons Test Squadron's recent quarters. Good Conduct Awards were presented to **AZ2 Roxanne Rhoades**, **AZ2 Mark A. Sturkey** and **AMS3 Lynn C. Johnson**.

AE1(AW) Alphonso C. Steptoe and **AMH2(AW) William A. Sistrunk** received their designations as an enlisted aviation warfare specialist.

A letter of commendation from the Commander Naval Air Force United States Pacific Fleet was presented to **AMS1 James M. Witt**.

AZ3 Scott McGehee received a letter of Appreciation from the Commanding Officer, Naval Weapons Test

Squadron, Cdr. R. C. Sweeney. Authority to assume the title and wear the uniform of petty officer third class was received by **AMH3 Wayne S. Chase**.

At Naval Air Weapons Station quarters letters of commendation from Commander, Naval Air Warfare Center Weapons Division were presented to **ABH3 Reginald F. Anies**, **ABH3 Fredy A. Giron**, **ABE2 Craig S. Dophied**, **ABH1 Michael L. Eldredge**, **ET2 Scott A. Pearson**, **ABH3 Richard A. Porfilio** and **IC2 Keith E. Smith**.

The Commanding Officer, Marine Aviation Detachment, Col. John J. Moyer, presented a certificate of commendation to **MS2 Israel Miguel Rios**.



CIRCLE OF FRIENDS—New officers of the WACOM board for 1995-1996 are (from left) **Vivian Wright**, thrift shop; **Elaine Jenne**, treasurer; **Babs O'Neal**, president; **Margaret Anderson**, secretary and **Mavis Royer**, vice-president. The annual membership coffee, "Circle of Friends," will be held on Sept. 13 from 10 a.m. through 12:30 p.m. at the Barefoot Bar/Lanai. Everyone is welcome and reservations are not required. For more information contact Joanie Miller at 375-5434.

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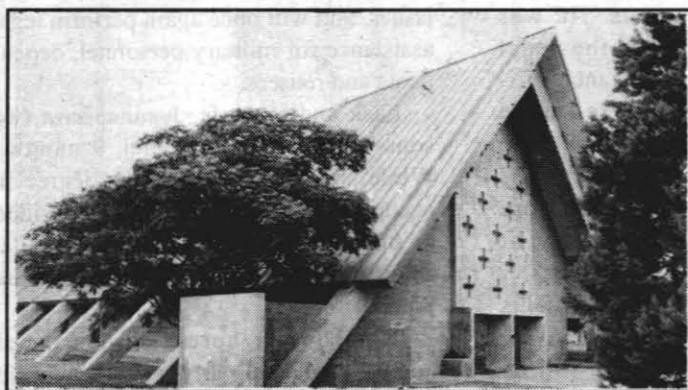
Sunday Worship Service, Main Chapel 10:30 a.m.
Sunday School, Sept. - May, 1008-10 Blandly & 1903-05 Mitscher 9:00 a.m.
Bible Study (East Wing), Sept. - June, Wednesday 11:30 a.m.
Men's Prayer Breakfast, East Wing, Thursday 6:00 a.m.
Adult Bible Study, East Wing, Thursday 7:00 p.m.
Jewish (446-3613 Messages)
Weekly Services, Friday, East Wing 7:30 p.m.
Adult Education, Oct. - June, Saturday, 1902 Dibb 10 a.m. - noon
Hebrew Classes, Oct. - June, Saturday, 1902 Dibb 2-5 p.m.
Religious School, Sept. - June, Sunday, 1902 Dibb 9 - 11 a.m.
Jewish Classes (when Rabbi is here).
Four years and up: Friday, 1902 Dibb 5 - 7 p.m.
Sunday, 1902 Dibb 9 - 11 a.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, Sept. - May, Sunday, 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, Lt. Cdr., CHC, USNR
Chaplain C. Allan Ford, Lt., CHC, USNR
Chaplain Steve Leapman, 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

Wreck Center opens in October

It's a new recreation and entertainment concept introducing old fashioned fun to our customers. The center features a ship wreck theme on deserted island complete with home made Nautical and tropical decor. As you enter the building, "Wreck Central" is the place to find out what's happening in the center. For fast food gourmet delights, try "Mary Anne's", the quaint freshly made theme cafe, offering home made breads, soups, pizza, burgers, salads, plus an annex of the well known favorite "Mexican Cantina." Another wonderful treat is the "The Light-house" with its dance floor, service counter, professional full-time video/disc jockey, large MTV style music/dance TV screens, expanded stage, state of the art lighting and sound system; it's the place for hosting comedy nights, bands, balls or other galas. For the gadget types, visit the "Professor's Workshop" and enjoy NTN, a computerized game system to play trivia games, fantasy, football, baseball and other sports plus challenge contestants across the Nation; video and table board games, pool and foosball tables round out your day or evening of simple fun and games. Next, you might want to visit the "The Lagoon" to relax with a refreshing cold beverage and a conversation with friends or colleagues during your spare time or after work. Last but not least-visit the computer room for fun and education. Look for our exciting grand opening information in future additions of the *Rocketeer*. See ya in October. For details, call 939-8661.

Bingo resumes in October

Due to the complete renovation of the former Seafarer Club, Bingo has been postponed until October. Look for specials and new games upon completion of the Wreck Center.

Beginning leaded stained glass

Classes begin September 15, 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 Pirokska, Crafttech Manager, at 939-3252.

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.

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.

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. to 4:30 p.m. Teen Center members get in free with their membership card. No skates? No problem! The Youth Center rents roller skates. For more information call 939-6884.

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.

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.

Get fit

From September 18 through October 27, the Gym is offering a special fitness class on Mondays, Wednesdays & Fridays from 4:40 p.m. to 5:30 p.m. Classes are limited in size for personal training. Trainer will assist with instruction on the usage of equipment and monitor your daily fitness progress. Class includes a cardiovascular assessment and a body fat composition analysis. For more information, call 939-2334.

3 on 3 Basketball Tourney

Tournament is October 3, 4 & 5 from 7:00 p.m. to 9:00 p.m. at the NAWS Gym. Join the open division or the 35 and over category. Fees are \$12.00 for military, \$15.00 for DoD and \$18.00 for retired DoD/CR. This is a round robin tourney with a maximum of 4 players per team. Sign-up at the Gym or call 939-0754 for more information.

Outdoor adventure

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.

Triathlon is September 16

The China Lake Triathlon is less than a month away. Both a short course and long course are offered for participants seeking an avenue of participation or wanting to go to the extreme. Participants compete either as a team or individually. Cost for the event is \$5 per individual, \$7 per two-person team or \$9 per three-person team. Each team (or individual competitor) must bring at least one volunteer to help on race day. Registration for the 1995 triathlon is taken at the NAWS Gymnasium. Sign-up deadline is Thursday, September 14. For more information, call Michelle Archuleta at 939-0754.

Teen Center "The Vault"

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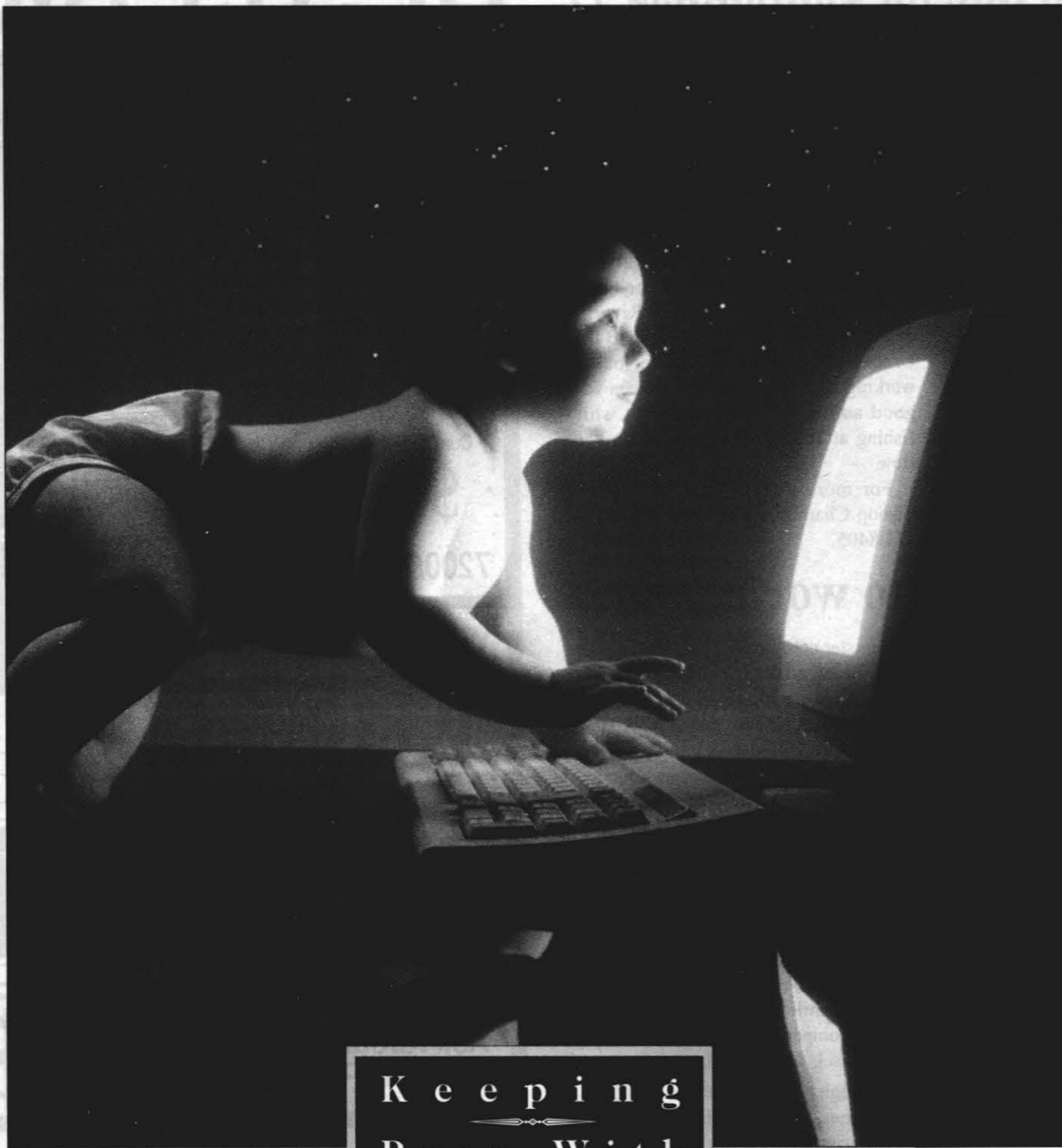
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THOMPSON, from Page 3

"Scotty, I've decided that this is it," Stevenson said sternly. "Today is the last time we are giving you and Linda your plaques and certificates... grips and grins...fond farewells...and fair winds and following seas....If in the future, you ever decide to really retire, we'll be glad to walk you to the gate and shake your hand good-bye."

The CO continued the good-natured kidding saying Thompson had held several positions, first as the "NWC Operations Officer (Code 611)... then as the NAWC/NAWS Operations Officer (Code C871)... the NWTS Operations Officer (Code 561000D) and finally he was also the NAWS Operations Officer (Code 825000D). And he never changed offices!"

Stevenson reiterated some of the accomplishments Hull had mentioned and added that Thompson had "started the CL/PM Shuttle service; was the brains behind the very successful 'little' airshow during China Lake's 50th Anniversary Celebration - an airshow, I might add, that was accomplished safely and without a hitch; and spearheaded replacement of the old chain arresting gear with the much safer E-28 arresting gear."

After wishing the Thompson family the best in a second career, Stevenson said, "Folks, Scotty has asked me to announce that he will fly for food!"

Then saying that Navy spouses are the unsung heroes and a big part of the Navy team, the CO presented a certificate of appreciation to Linda Thompson. A letter of appreciation from George V. Voinovich, governor of Ohio, then went to Thompson, followed by a certificate of appreciation from President Bill Clinton, the Certificate of Retirement, and finally a shadow box chronicling his career was presented on behalf of the Ward Room.

When it was his turn to speak, Thompson thanked everyone for

'I have worked among heroes and admire them greatly and will respect and honor them always.'

-LCdr. Scott Thompson

attending and welcomed them to his "personal contribution to the downsizing of the United States Navy."

Thompson said instead of boring the audience with reminiscences of his career he wanted instead to thank the people that had made his time in the Navy and at China Lake a success.

He had the ushers deliver flowers first to Linda and his daughter, Kellie, and then saying that secretaries were the true power brokerage of the organization roses went to Ruth Taylor, Kim Hu, Mary Seles, Lorraine Savoy, Jeannie Winkler, Jacqui Walters and Laura Hinzo, and he offered a special thanks to Lori Boyd who had baked his retirement cake and had supported the "Aircraft

Department" with cakes and other efforts over the years.

He thanked Cdr. Steve Goad, LCdr. Dave Ganger, LCdr. Rick Martin and CWO2 Larry Boyd - all U.S. Navy retired. He thanked sideboys - Senior Chief Joe Tuerk and Chiefs Fred Bisaro, Kevin Vasquez and Mike Bradley; ushers - Lieutenants Kim Yager, Ken Frieders and Mike Knizewski and CWO4 Dan Cruz; and BT3 Bradley Steven for video-

taping the ceremony.

"To paraphrase Scarlett O'Hara," Thompson

said, "I have often relied upon the greatness of others to accomplish the Air Department's mission."

He said the Navy Commendation Medal he had received belonged to the men and women of the Airops Department and that he would cut it up into equal parts and give each member of the department a piece of it, but that the pieces would be insignificantly small for such a prestigious award.

He thanked the Flight Support Division. "Theirs is a world of heat, jet exhaust, engine intakes and long hours where death is a second of inattention away."

He thanked the air traffic control crew. "A different world of dark rooms

and hushed tones...following a blip on a scope...a momentary lapse and metal collides with metal and someone doesn't come home."

He thanked the ground electronics crew. "Without them the lights don't come on, the radios are dead and the Tacan doesn't work. It makes for a long night for the airwing..."

"From secretary to airman, they have all distinguished themselves... I have worked among (these) heroes and admire them greatly and will respect and honor them always."

With that, he announced he was ready to be retired, Capt. Stevenson did the honors and Thompson and Linda were piped ashore.

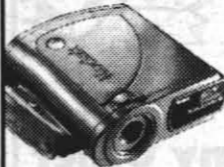
In an interview earlier last week, Thompson said he'd enjoyed his time here and that he'd seen it completely change in the four and a half years he was here.

"The military-civilian mix here is a great program," he said. "The civilians here are very productive. They ought to be in uniform, because that's the way they act; they get the job done and they do it right!"

For now the Thompsons will stay in the area and he has no immediate plans. He says he'd like to get a ride with an airline company, and if one is offered he'd be gone tomorrow, but he expects to be around for awhile.

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Aggressive action will be taken against employees cheating on timecards

By Steve Boster
Public Affairs Office

Fudge hours on your timecard and you may soon be on the outside looking for a new job. Sounds harsh, but a few Navy employees at China Lake and Point Mugu have put their careers at risk and been fired for cheating the government out of thousands of unearned dollars.

Officially it is known as timecard fraud, and the Naval Air Warfare Center

Weapons Division (NAWCWPNS) leadership is determined to stamp it out.

While fraud against the government is always a serious offense, when budgets are tight, the cost to the command is even more critical. Capt Roger Hull, NAWCWPNS vice commander, said it has become a source of considerable expense to the command. As a result, more emphasis is being placed on accurate time keeping. "We intend to take extremely aggressive action against employees found engaging in blatant

timecard fraud," said Hull.

In recent cases, several employees were found to have illegally benefited from time card fraud, or assisted others in benefiting, either by altering time sheets or entering intentionally incorrect data into computers. Some of these employees have been terminated from federal service and other cases are under investigation.

Managers at China Lake and Point Mugu say the vast majority of employees are extremely honest and diligent in reporting correct time for pay purposes.

However, the abuses of a few have led to increased oversight and more thorough monitoring of the timecard process. Hull stressed that all supervisors have the responsibility to ensure the time keeping process leads to an accurate reflection of hours worked.

"We do pay attention to time sheets and when fraud, rather than an honest mistake, surfaces, this command is determined to take swift, aggressive action against any employees involved," added Hull.

Intelligram Intelligence Library to begin new column

With the next issue of *The Rocketeer*, the Intelligence Library of the Threat Analysis and Support Division begins a monthly column, "Intelligram." This title is also what they currently call the memos they send out to customers to let them know certain documentation or other information has arrived on a given subject.

The column will be written by Jerry Broaker and Barbara Giesen and will be an update of new items that have come into the library, which is located at the east

end of Wing 5 in Michelson Laboratory.

"It's been a while since we had any publicity on the Intelligence Library, and we know there must be people out there looking for the information we have but don't know we exist," said Broaker. "We want to attract new users and let former users know about some of the new resources we have."

One service at the library personnel may not be aware of is a link to TIDES, the Threat/Intelligence Data Extraction System, which is a PC-based system that combines several databases generated by the government's scientific and technical intelligence centers and other intelligence sources to provide a current, consolidated, configuration-controlled source of threat information.

"While some people may be familiar with the TIDES in the Strike Lab (of the Strike Analysis Branch), in the Building 3 complex," said Giesen, "they may not know that we also have a link right here in Michelson Lab."

The library has the NAWCWPNS message traffic on line and customers can do keyword searches to find messages on a specific topic over the past 12 months.

The business of the library is basically the storing and lending of documents and other information, and imagery of foreign military systems. This includes a good collection of videos from the Office of Naval Intelligence. These items can be checked out of the library, but some have a limited lending period.

Giesen and Broaker encourage researchers and developers to come in and see what they have. If they're looking for something on a particular topic, the librarians will flag the topic and send the individual an Intelligram when new materials on the topic arrive.

The "Intelligram" column will be used for a similar purpose, but for the general readership of *The Rocketeer*. "We have between 10 and 25 new documents arriving every week," said Giesen, "and with the column, we'll be able to let more people know what is available."



SPORTS

Free fishing day on September 23

Budget rocky? Always wanted to try fishing? Try free fishing in Rock Creek Canyon. To lure you into using a lure, the California Department of Fish and Game have declared Saturday, Sept. 23 a free fishing day. Fishing licenses are not required for this one day event.

The Aug. 28 fishing report from the Bishop Chamber of Commerce says fishing at Bishop Creek has been great using jigs, salmon eggs and worms. At South Lake limits are being caught using salmon eggs, worms and all colors of jigs without worms. The hot spots at South Lake are near the Dam, at the rock slide and all of the inlets. Fishing has been only fair overall at Lake Sabrina. But, fishing has been good near the inlets using worms or power bait, and fly fishing has been good morning and

evenings using mosquitoes. Lots of limits have been taken at North Lake with jigs, worms and salmon eggs.

Fly fishing has been good at the Owens River, while fishing with with panther martin lures has been excellent. At Pleasant Valley Reservoir the perch are biting well.

In the Big Pine area crickets and night crawlers are pulling out good sized brown trout from the Owens River. A great place to take the kids is Baker Creek, where Rainbow power bait is working best. Bass fishing has been very good and active at Tinnemaha, while fishing at Taboose Creek has been very slow.

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

Top athletes head to world games

By Master Sgt. Stephen Barrett, USA
American Forces Information Service

In the days of ancient Rome, gladiators fought for pride and honor before Caesar and the thousands gathered at the historic Colosseum. The games often matched soldier against soldier, battling with sword and shield to decide Rome's strongest warriors.

Two thousand years later, warriors from over 100 countries will again battle in Rome's arenas in quest of athletic laurels. From Sept. 4-16, nearly 5,000 military athletes will compete in 16 sports at the inaugural World Military Games.

Sponsored by the Conseil International du Sport Militaire, or CISM, these games provide military athletes the chance to compete against colleagues in international tournaments. By participating, athletes can assess their chances for earning spots on national teams. These spots may lead to a chance at the 1996 Atlanta Summer Olympics.

The United States will send 300 athletes to the festival. These athletes earned slots by competing in armed forces tournaments, CISM qualifying camps and the recently completed 1995 Olympic Festival in Colorado. At stake are medals in events ranging from basketball to boxing, swimming to soccer and cycling to shooting.

John Register of the Army's World Class Athletic Program in Alexandria, Va., said the games help coaches gauge the progress of military athletes working toward Atlanta.

Register commented, "There are many world class athletes in the world who serve in their nation's military, and we may see some of these people in Atlanta. These games will give us an idea of what we have to do to prepare our athletes." He said just participating at CISM games will prompt extremely fierce competition — especially in the boxing, wrestling and track and field arenas.

He specifically mentioned the modern pentathlon, an event consisting of distance running, swimming, rifle accuracy, fencing and equestrian. Register said most U.S. military pentathlon athletes recently competed at the world competition in Basel, Switzerland.

Although these are the first world military games, CISM has been promoting sports competition between national armed forces since 1948. Promoting "Friendship through Sport," CISM began with France, Luxembourg, Belgium, The Netherlands and Denmark as its charter members. The United States joined in 1951.

Today, CISM nations compete in 20 military sports tournaments annually. These competitions have produced Olympic medalists such as Italian skier Alberto Tomba, decathlon gold medalist Robert Zmelik of the Czech Republic and Irish boxer Michael Carruth.

American Olympic medalists with CISM experience include Army wrestler Spc. Rodney Smith, a bronze medalist at the 1992 Summer Olympics in Barcelona, Spain.

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NOMINATIONS from Page 8

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DIALOG, from Page 13

and would not tolerate any of our supervisors who tried to coerce or force anyone to do so. However, any overhead-funded employee who volunteers to do so would, in fact, be making a contribution to our overall cost reduction. You'll hear more about this shortly.

Question: Could you please explain how all this will work in regards to contractors? Would the positions that the contractors occupy be filled with a government employees instead of terminating any government employees? Also if both spouses are working for the government and one is in a category which needs to be downsized, will any effort be made to make sure they are both employed at the same facility?

Hull: Although we have converted a few of our direct-funded billets from contractor to employee execution in the past few months, there is no concerted effort to do so in the business plan we are embarking on now. The reason is that we need to eliminate functions in order to balance the books, meaning that the billets go away entirely. It does not save us anything, in most cases, to convert billets. Another reason is that there are existing regulations which require us to conduct a lengthy study of the economic benefit in order to convert billets in any significant numbers.

Also, because of the wording of many of our contracts, we cannot simply tell the contractors to stop working so we can do the work with our own employees (assuming we had people who were qualified). In some cases, the contractors are paid more or less directly by the program sponsors through what is called "direct cite" funding, and we do not have the option to do the work internally. On your last point, we must treat every employee as an individual, without special consideration for those who are married to other employees. However, given that employees must exert the effort themselves to find new employment, taking advantage of assistance, training and opportunities provided by the command, any effort by spouses to find new employment at the same facility would be supported, but obviously not guaranteed. Please let me know if this does not adequately answer your question.

Question: With the freeze on hiring "off the street," aren't we missing out on

employees for pioneering scientific achievements that are extraordinary and significant in nature and that contain a potential for far-reaching consequence.

The FY95 DoN Procurement Competition Award formally recognizes individuals who have made an outstanding contribution to the effectiveness and advancement of competition in DoN procurement during this fiscal year.

the new young people right out of college, universities with all the new knowledge? Is there anyone looking into the future? I see this age gap widening. In my area alone I am seeing young people leave because of limited advancements.

Hull: We will have a serious problem in a few years because of a five-year gap in the hiring of junior professionals and co-op's. The hiring freeze has prevented us from bringing in fresh talent from universities who would be our future technical and management leaders. Part of the reason for the strong downward pressure on the size of our work force is that we need to make room for hiring young people like this as part of our effort to correct the skills mix problem. If we can reduce the number of people on overhead to an acceptable level, then we will be able to hire some badly needed technical people with experience, and a few junior professionals to begin filling the age gap in our work force.

Question: About two years ago, there was a notice put out by our personnel office concerning the Defense Outplacement Referral Service (DORS). A number of people, including myself, put in applications and had our names added to the DORS database. I haven't heard a thing about the program since then. What happened to the DORS program? Is it alive, dead, or in limbo?

Hull: DORS is a reasonably good idea, but it has been only marginally successful because it isn't mandatory and organizations don't always read it. The non-mandatory nature of the program means it is not used frequently (plus there is limited hiring going on). It is, however, reasonably current. DoD places about 30 people per month through DORS (compared to 800-1000 per month through the Priority Placement Program). We have about 80 people registered, but have not received any inquiries for several months. Since the program's inception three or four NAWCWPNS employees have been placed through DORS. Employees are welcome and encouraged to register for DORS. They should contact the NAWCWPNS Coordinator June Fletcher at (619) 939-2265 or DSN 437-2265 to register. *Editor's Note: Please see the August 10 issue of The Rocketeer for more information on the DORS program.*

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Asbestos-containing safes must be replaced

It has been brought to the attention of the Asbestos Program Office that there may still be a few asbestos-containing file safes lingering in closets or back rooms. Remington Rand file safes contain asbestos inside the walls of the cabinet and need to be disposed of properly.

If you know of, or suspect that a file safe may be a Remington Rand, follow the procedure below. The cost of moving and disposal of these safes after November 30, 1995, will increase to five times the current cost (to roughly \$1500). So it's important this issue be addressed as quickly as possible.



UNSAFES—Safes such as these manufactured by Remington Rand contain asbestos and must be disposed of properly... and quickly as the cost of disposal goes to \$1,500 each after Nov. 30.

Due to hazardous material handling procedures, unauthorized disposal by code personnel is prohibited.

Wendy Merendini may be contacted at 939-0987 for information regarding suitable replacement safes.

To have Remington Rand safes picked up:

- Send a memorandum to Bass Phillips (Code 823240D), with copies to the Asbestos Program Office (823510D), Merendini in Security (741000D) and Code 731000D.

- Request movers to pick up the safe, listing the building and room numbers and deliver it to the Public Works safe storage area south of Building 00996.

- Include a job order number (cost is approximately \$300.00 for moving and disposal), bar code numbers, a phone number and point of contact.

Any questions may be directed to the Asbestos Program Office at 939-2423 or 939-2425.

Wide variety of items on the auction block Sept. 14

Local auction 41-5187 will be conducted by the defense reutilization and marketing office at China Lake on Thursday, Sept. 14. If you cannot attend the auction, you may fax your bid or drop your bid off at the sale site. Faxed bids and dropped off bids will be accepted until 3 p.m. on Sept. 13. Bids received after 3 p.m. will be considered as non-responsive.

The items will be on display for inspection Sept. 11-13 from 7:30 a.m. through 3 p.m. A complete list as well as sales terms and conditions can be seen at the DRMO in Building 1073.

Among the more than 300 items to be offered will be plotters, typewriters, PCs, printers, power supplies, UPS, rotary evaporative coolers, work benches, file cabinets, shelving, 30 gallon snap ring drums, chairs, trucks and much more.

Registration for this sale will begin Sept. 11 and continue until the last item is sold. Mailed bids will not be accepted. Items purchased may be removed on the sale date provided full payment is made. Deposits are not required. Payment must be in cash or a guaranteed instrument, i.e. cashiers check, travelers check or money order. VISA or MasterCard will be accepted. Purchasers will have until Sept. 21 to pay for and remove items.

Because the DRMO is located within the Naval Air Weapons Station's interior security fence line, prospective bidders must stop at the main gate visitors center and obtain a pass before coming aboard. For further details, contact Phyllis at the DRMO Building 1073, (619) 939-2502/2538.

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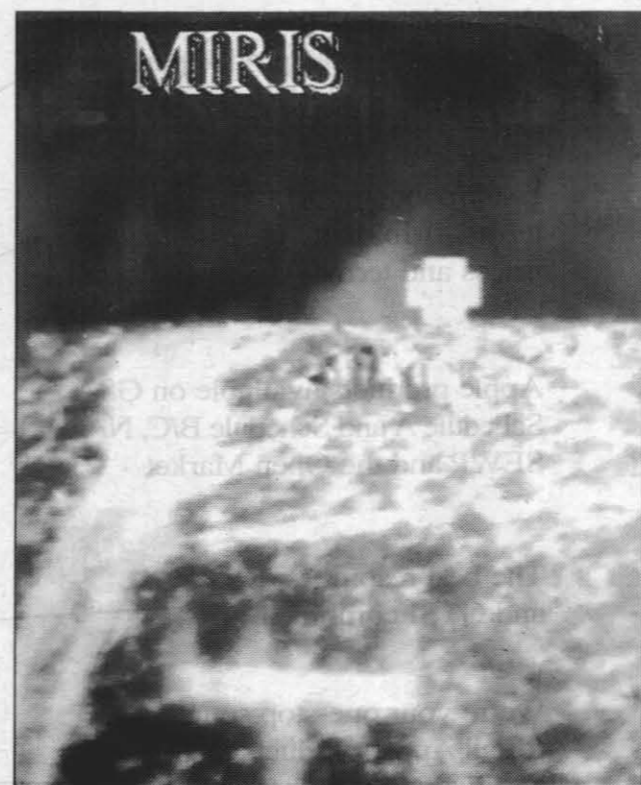
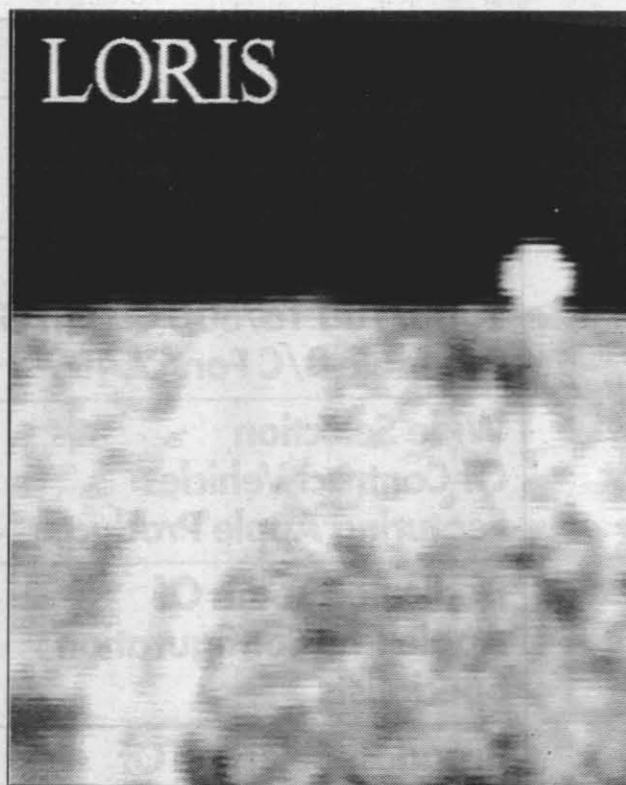
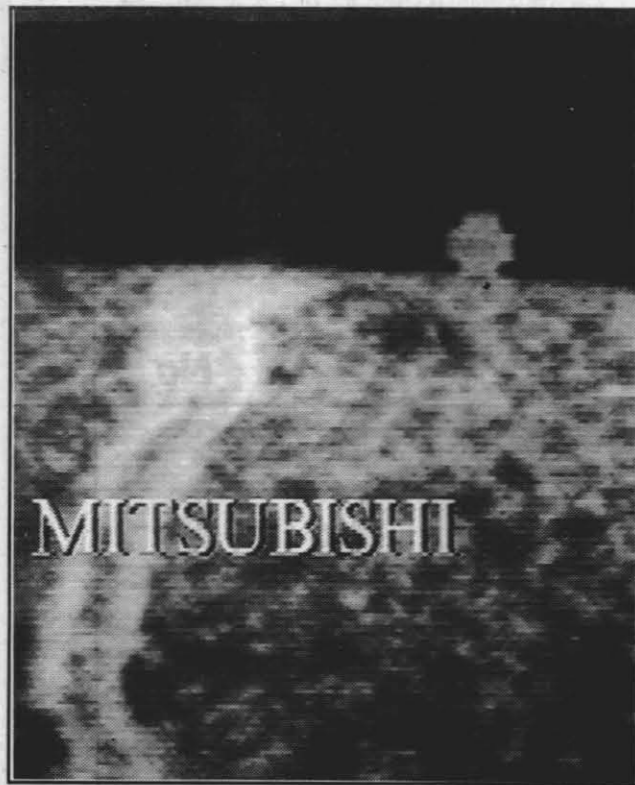
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COMPARED to images from existing IR cameras, the MIRIS image shows a rock formation, a road and part of a power pole that aren't visible in the others.

TECHNICAL HIGHLIGHTS

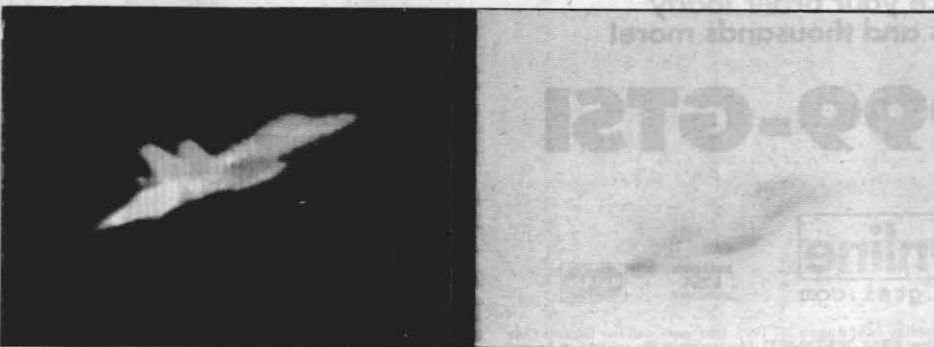
MIRIS from Page 1

that have proven to be so valuable with visible spectrum electronic imaging systems. The much lower thermal turbulence at night makes nighttime IR images potentially superior to all but early morning visible images on primary DoD test ranges."

In listing the advantages of MIRIS, the paper notes that dependence on visible spectrum imagery for the evaluation of test results reduces usable range time and idles test personnel during reduced visibility conditions and that resulting scheduling conflicts delay weapon system development.

"The use of MIRIS can increase effective test time on the nation's ranges," reads the paper. Good quality images may be obtained around the clock and in haze and smog and much of the existing T&E instrumentation that utilizes pedestals or mounts can be augmented with, or converted to MIRIS. These augmented instruments can use the same crews, communication links, data reduction facilities and so on that currently exist....Productivity improvement results from less atmospheric-related range down-time."

Funded by DoD's Central T&E Investment Program, a five-year test technology development and demonstration (TTD&D) effort began at China Lake, in 1990, to



F/A-18 HORNET is easily discernable in the MIRIS image (left) under a reduced-visibility condition, where standard video (right) does not provide an identifiable image. The MIRIS image also shows the exhaust plume and background terrain.

develop a mid-range-IR imaging system that would have geometric image fidelity, image scale stability, short exposure duration of each video field and high image resolution. The result is MIRIS.

MIRIS comprises three main components: a fixed focal-length lens (FFLL); a metric infrared imaging camera (MIRIC), which uses a high-density focal plane array (FPA); and a recording, annotation and IRIG synchronization (RAIS) unit.

The lens is actually a telescope with a 24-inch aperture, a 23X magnification and an f-number of 2.4. The telescope in combination with the camera lens produces a system focal length of 56.6 inches. The system also contains a thermal-uniformity and radiometric-calibration target. The mechanical structure of the telescope, which must hold its large and heavy optical elements in very precise relative position, regardless of the telescope temperature or orientation, will be constructed of carbon composite materials that provide high rigidity and thermal stability with minimal weight. The mounting-base-plate of the FFLL will be compatible with Kineto and similar tracking mounts.

A 16-inch aperture proof-of-concept model of the FFLL was designed and constructed at China Lake by the Advanced Optical and Microwave Technology Section (Code 474160D) with support from Dr. Don Decker, section head, and Randle Dewees, head of the optics shop. This prototype lens has been successfully demonstrated on the China Lake ranges.

After failing to receive any acceptable proposals to build the full-up telescope from optics industry contractors, the project team turned again to Decker and Dewees.

"The proposals that came in met most of the requirements, but were very complicated and extravagantly expensive," said Decker, who holds a doctorate in solid state physics and optics. "We took another look at the problem and came up with a very simple design that brought it down

to an affordable range and improved the field robustness all in one swoop. We plan to build the precision into the telescope up front, rather than adjusting it in after it's built. In this way it's a simpler instrument and therefore less costly."

The ability to resolve scene details at long range is measured in units of angular resolution. To satisfactorily perform tasks that are now being done under pristine conditions by visible imaging systems, developers determined their system must reach an angular resolution of 10 microradians — the width of a quarter as viewed from one and a half miles away.

"Angular resolution is determined by the relationship of the lens and the operating wavelength of the imager or focal plane array," explained Dewees. "The longer the

wavelength, the larger the aperture to maintain good angular resolution." The 24-inch aperture (diameter) lens is about the largest that can be accommodated by the Kineto tracking mount, and the corresponding 3-5 micrometer band is the one in which industry has made the greatest strides in FPA development. To achieve the best field of view (FOV) while maintaining the best angular resolution, the size of the 3-5 micrometer FPA used in the MIRIC required a focal length of 56.6 inches.

The FFLL is still under in-house construction and is expected to be completed by the end of the calendar year.

The MIRIC consists of a camera head and a post processor. The camera head uses a unique indium antimonide/silicon hybrid FPA, which is the key developmental item to achieve the needed short, simultaneous exposure, high image rates, high spatial resolution, high temperature resolution and geometric fidelity. It has a 15-degree FOV, with a remotely controllable focus adjustment. The post processor performs offset and gain correction for the FPA and substitutes for uncorrectable pixels. The resulting effect is that of a near-perfect FPA.

A comparison chart in a recent NAWCWPNS Current Technical Events article shows the most significant difference between MIRIS and existing systems in exposure duration and image rate. The MIRIC has a selectable exposure duration from .02 to 16 milliseconds and selectable image rate of 60 or 200 images per second.

"Short, simultaneous exposure is a key element to the purpose of MIRIS," said Caffee. "All other IR cameras

"MIRIS simultaneously exposes the entire image on the array in as little as two hundredths of a millisecond, which allows the high-speed image rates required for this type of test evaluation."

—Les Caffee

EQ PREPAREDNESS from Page 18

the safety of family members, and then check on neighbors. Also look for fires because fires can most readily be extinguished while they are small and the firefighting equipment will probably be needed to meet major industrial conflagrations rather than being able to head for homes.

Telephone lines should be kept clear for emergency calls only.

Turn on battery powered radios and listen for emergency instructions on the radio.

Check utilities to see if there are any gas leaks. If so, turn off the gas at the major house cutoff. Don't drink any tap water until assured that there are not broken lines, and don't flush toilets repeatedly until you are sure that sewer lines aren't broken.

A plan to reunite your family if separated during the quake is important since travel may be difficult or even restricted after a major quake. Also know the location of your nearest fire and police station.

Don't go sightseeing. Streets should be kept clear for emergency vehicles. (Also, aftershocks will happen, and some buildings that withstood the initial shake may succumb to the aftershocks.)

If driving when a quake happens, watch out for falling power lines. A quake severe enough to be felt by a motorist in a moving vehicle is strong enough to be damaging, so pull off to the side of the road and stop. Proceed afterward with caution.

Above all, don't panic. Sensible precautions taken in advance plus the exercise of good sense during the emergency will go a long way toward protecting an individual or family from harm.

First of five-part series

Japanese surrender to end World War II

(Editor's Note: This is the first in a five part series on the end of World War II. The series will conclude with information about the final events of the China Lake World War II Commemorative Community Celebration scheduled for Nov. 9.)

On Sept. 2, 1945, Japan formally surrendered to Supreme Allied Commander General Douglas MacArthur aboard the battleship *USS Missouri* in Tokyo Bay.

With dozens of allied military leaders and hundreds of news media representatives looking on, the Japanese foreign minister signed the instrument of unconditional surrender.

Emperor Hirohito announced Japan's intent to surren-

der in August following the atomic bomb attacks on Japanese cities of Hiroshima and Nagasaki.

This event marked the formal end to a world war that began on Sept. 1, 1939 when Adolf Hitler sent more than a million German troops into Poland. The war in the Pacific started on Dec. 7, 1941, with the bombing of Pearl Harbor and Japanese attacks throughout Asia.

In accepting the surrender, MacArthur, in a radio broadcast following the ceremony, expressed hope that a better world would come from the carnage of the past six years. He said, "We have had our last chance. If we do not devise some greater, more equitable systems, Armageddon will be at our door."

Navy Ball slated for October 14

Employees, retirees, military and civilian invited to 220th B'day bash

China Lake employees, and retirees, both military and civilian, are invited to attend the Navy Birthday Ball celebrating the U.S. Navy's 220th birthday on Oct. 14 in the new Wreck Center (formerly Seafarer Club).

The Naval Air Warfare Center Weapons Division and the Military Affairs Committee of the Ridgecrest Chamber of Commerce have extended the invitation to all area residents.

The night starts with a social hour at 6 p.m., followed by the official welcome at 7 p.m. and dinner at 7:30 p.m. A guest speaker will follow.

Dancing to the live music of "Groove Therapy" starts at 9 p.m.

The cost, per couple is: \$60 for civilians, officers and chief petty officers. Enlisted members in the pay grade of E-6 and below at just \$25 per couple.

Dress for the evening for the military is dinner dress blues (or equivalent) and for civilians, black tie preferred.

Tickets are available from the China Lake Public Affairs Office, Protocol Office, VX-9, Weapons Test Squadron, Ridgecrest Chamber of Commerce Office and Military Affairs Committee members.

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Three large aftershocks trigger thoughts of EQ preparedness

Local residents were reminded once again the morning of Wednesday, Aug. 30, that they live in an active seismic area, when aftershocks of 4.3 and 4.1 magnitudes shook the Indian Wells Valley at roughly 8:30 and 9, respectively. These shocks and another of 4.0 magnitude that evening at 7 were the largest follow-up events to the 5.4 earthquake on Aug. 17.

No damage or injuries were reported as a result of the aftershocks.

As was suspected, owing to the gathering of more data, the original temblor and subsequent aftershocks were not centered on the Little Lake Fault Zone as initially reported.

"We now think the main event and the aftershocks came from what we call the Argus Frontal Fault," said Dr. Frank Monastero. "It is an unnamed fault that lies on the west front of the Argus range but it is buried beneath the surface. We've known it was there from geophysical data gathered in aeromagnetic surveys of the area. But this is the first time we've detected any activity in that zone."

Monastero said there had been other aftershocks since the three on Aug. 30, but said they are now diminishing substantially.

Earthquake preparedness

Recent earthquakes reaffirm that

everyone in the State of California should be prepared for the ground to shake at any time. While there's no way to diminish the shaking, the amount of damage that a quake can do and the potential for injury to people can be drastically reduced by advance preparation.

Many of the following suggestions for earthquake preparations come from the American Red Cross. Of prime importance in preparation for an earthquake is having essential supplies on hand at all times.

Topping any such list is having plenty of water stored. A minimum of five to ten gallons per person is essential. A small bottle of chlorine bleach can be used to disinfect the water.

Non-perishable food that doesn't require extensive preparation should also be stored for family and pets.

Have an alternate cooking source that can be used outdoors.

A first aid kit sufficient to meet household needs is also in order. (Someone should be trained in first aid. Classes are offered frequently by the American Red Cross.) Family immunizations

should be current.

Other important equipment includes a fire extinguisher suitable for all types of household fires, crescent or other wrenches to be used if utilities should be turned off, a battery-powered radio (with extra batteries), and a flashlight in every bedroom (again, with extra batteries).

Since the majority of injuries in earthquakes come from falling objects and breaking glass, quake-proofing a house and yard will cut the number of potential injuries.

First, all flammables should be stored outside, preferably in a metal locker that is adequately ventilated. Fire is a major danger.

High furniture such as shelves or bookcases should be fastened to studs, and heavy objects should be stored on low shelves.

It is important to know where your gas, electric and water main shutoffs are. If in doubt, ask your water, power and gas companies. Water heaters should be fastened to studs; these also provide an additional source of drinking water.

Heavy objects hanging over a bed or sitting area should be removed. Hanging

lamps and hanging potted plants should be attached firmly to studs. If a bed is located by a window, either venetian blinds or heavy drapes can help keep glass shards off a sleeping family member.

Exit paths must be clear.

Older houses that are raised off the ground should be anchor-bolted to a concrete foundation with a maximum spacing of bolts not to exceed six feet apart. Anchor bolts can be retrofitted to houses. If wood studs are used under a house, the studs should be cross-braced.

New fireplaces are required to have reinforcing steel. Older fireplaces that are not reinforced can be tied to roofs.

Mobile homes should be very securely fastened to their piles - or the wheels should be left under them so they will not slip from under their foundations. Earthquake resistant foundations are available.

When a quake actually occurs, individuals should try to protect themselves from falling objects. If inside, they should dive under a table or head for a doorway - anything sturdy enough to protect heads and bodies from falling debris. If outside, watch out for falling walls or power lines.

Those who are home should check on Please see next page

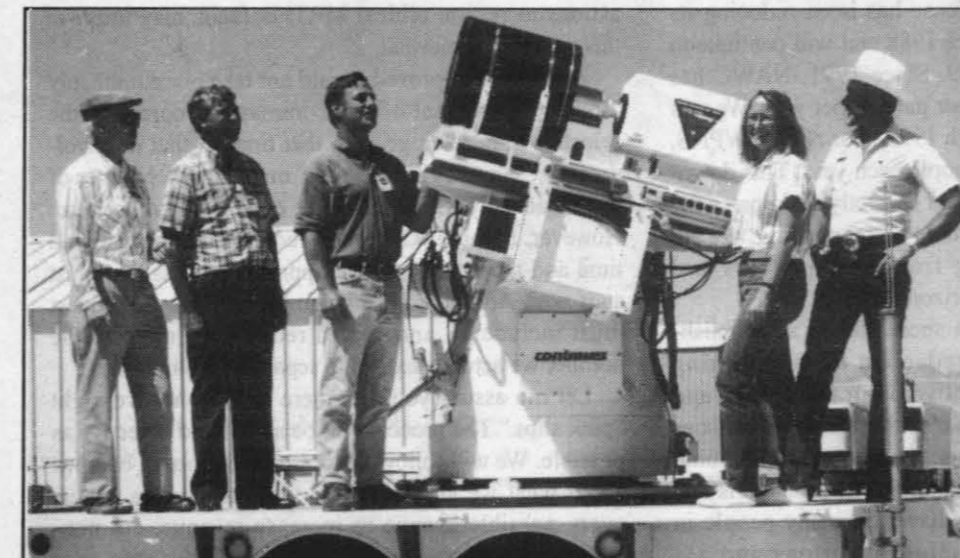
Topping any such list is having plenty of water stored. A minimum of five to ten gallons per person is essential.

either had a long exposure time or non-simultaneous exposure making the resultant images unsuitable for analysis of high speed test events. MIRIS simultaneously exposes the entire image on the array in as little as two hundredths of a millisecond, which allows the high-speed image rates required for this type of test evaluation."

A competitive, best value contract to produce the cameras was awarded to Amber Engineering of Goleta, Calif., in 1991.

"A program funding interruption in 1992 was handled smoothly with help and advice from the procurement team of Ann Niessan, Alice Martin and Mary Jacobs," Caffee explained. "Excellent support has also been provided by Patricia Sweet, the current contact specialist."

Three cameras have been delivered under the contract, and they meet or exceed all MIRIS specifications.



DEVELOPMENT team inspecting MIRIS configuration on a Kineto tracking mount includes (l-r) Pat Keller, Don Decker, Randy Dewees, Shirley Essam and Les Caffee. Phil Martin was not available for the photo.

The RAIS was designed to complement the MIRIS and to integrate the MIRIS components as a system. It is being built at China Lake with Shirley Essam developing the recorder software and Phil Martin developing the hardware. Both are members of the Metric and TSPI System Design Section (Code 522300D). RAIS functions include digitally recording the MIRIS's digital image output, image exposure time, camera parameters (gain, offset, exposure duration, and so on), and other supplementary data related one-to-one with each image. The RAIS also provides a signal to synchronize the MIRIS to IRIG or Global Positioning System timing, as selected by the user, and consolidates the operator control and display.

Digital recording is superior to analog recording in terms of signal-to-noise ratio (grayscale resolution), spatial resolution, spatial registration and data-copying capability. Most potential users of MIRIS felt digital recording would best suit their needs. Analog recording, however, can record much longer periods and must be used for some tests. When 60 frames per second are sufficient for a user's needs, the MIRIS can output a standard RS-170 analog video signal and use standard video annotation and recording equipment. But even at 60 images per second,

many tests will require all of the MIRIS's spatial and grayscale resolution, which can only be recorded digitally. Analog and digital recording can be used simultaneously to supplement each other.

The RAIS is expected to be completed by the end of the fiscal year.

The Rolling Airframe Missile upgrade, the 25-mm Projectile project and the BAN 4 tests at White Sands Missile Range have already made use of a MIRIS combined with the prototype telescope and supported by personnel from the Photo and Video Section, Code 522200D. Projects that have expressed an interest for future support include BMDO, AV-8B and F/A-18 Night attack. Other activities interested in MIRIS are White Sands Missile Range, NAWCWPNS Point Mugu, Vandenberg AFB, Nellis AFB, Edwards AFB, Yuma Proving Grounds and NASA. There has also been some interest from the private sector.

The project office is currently working with NAWCAD, Lakehurst examining the potential benefits of installing MIRIS aboard aircraft carriers. "Since the MIRIS camera can 'see' the exhaust plume of landing aircraft in real time, this gives the landing safety officer a visual picture of what the pilot is doing in terms of thrust on descent," said Caffee. "While they already have visual spectrum cameras, they can't see the heat plume, so this would give them real time information to pass on to the pilot."

A videotape that shows an example of an F/A-18 in flight graphically displays what Caffee was explaining, in that the viewer can distinctly see a difference in the thrust between the two engines. That tape, which shows additional capabilities and advantages of the MIRIS will be aired on KNID, Navy Channel 17 on Benchmark Cable at 6:50 p.m., Monday through Thursday, next week.

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VSIP/VERA from Page 1

offer VSIP to that number of people. However, we still won't be able to offer VSIP to everyone who wants it because we need to reduce our overhead while maintaining our direct work force. One hundred and twenty-seven individuals are already scheduled to leave by January 3. Unfortunately, these people are already out of the budget, so we still need to find people, in the right areas, who want to retire or resign."

Separation pay is used to encourage certain employees to voluntarily resign or retire and is made in a lump-sum cash payment. The severance pay formula is used to compute the amount of the payment, but in no case can it exceed \$25,000. Only employees in designated surplus skill categories will be offered voluntary separation incentives.

If you occupy a position subject to a dual compensation waiver, are covered by a written service agreement resulting from PCS, or serve as a member of the Senior Executive Service or equivalent, separation pay cannot be offered at this time. In addition, you cannot get a separation incentive if you have already accepted a position with another federal agency.

DoD employees who have not been issued a RIF separation notice may be eligible for separation pay. If you accept an offer of VSIP, you must agree to separate voluntarily (by resignation or retirement). The voluntary nature of the action eliminates any entitlement you may have to severance pay or unemployment compensation. It also means that you cannot be reemployed by any other federal activity for five years after separation. If you accept another federal job in that five years, then you must pay back all of the separation incentive. That includes the taxes taken from your \$25,000. So, even if you received only \$16,000 after taxes, you would have to pay back all \$25,000. Finally, it means you will not be eligible to register in the DoD Priority Placement Program (see August 24 issue of *The Rocketeer* for information on this program).

DoD employees who have been issued a RIF separation notice cannot receive voluntary separation pay (you may be eligible for severance pay, unemployment compensation, and other benefits instead). However, DoD will offer separation pay to employees at other DoD locations to create a vacancy for you. To reduce moving costs, these offers are first made to DoD employees within your commuting area.

DoD has authority to offer VSIP until September 30, 1999. When asked whether VSIP will be offered to NAWCWPNS employees in future years, Quashnock stated "We just don't know. In the past, we have used VSIP when we needed to, to meet our end-strength or reduce our overhead. Right now, our rebalancing plan will take us to the end of FY97. After this VSIP, we don't have any plans to offer VSIP again but that could always change."

The information, on outplacement programs, in the last three issues of *The Rocketeer* is just a starting point. The personnel management advisors at the Human Resources Department are ready to give more detailed information and assistance to help make informed decisions about the future and to help ease any transition pains.

The Commander's Desktop

By RADM. Dana B. McKinney
NAWCWPNS Commander

Perspective on work force reduction

A local news story has reported that the NAWC Weapons Division is planning a series of personnel actions to reduce the size of the work force. I would like share with you my perspective on this situation.

The Department of Defense has been reducing its total strength each year since 1988 and will continue to do so at least through 1999. Since 1991, NAWC has reduced its work force by four percent per year. We will continue that process through 1999. For NAWCWPNS, that equates to about 320 people each year. This downsizing has been necessary and correctly anticipates the reduction in workload we are now experiencing. We are seeing less work coming from our sponsors and reduced new work on the horizon.

Until now, we have been successful in accomplishing our total work force reduction by using hiring freezes, attrition and incentive programs (VSIP and VERA). The problem is that while we have met our total end strength, we have too many people in some skill areas and not enough in others. The problem is further complicated in that we have too many people in overhead (revenue-consuming) positions and not enough people in direct (revenue-producing) positions.

As a result of these imbalances, we experienced an \$11M loss at the end of FY94. At the end of this year, we anticipate an \$18M loss. If we continue on this track, the amount will grow exponentially. That is, of course, an unacceptable way to manage the taxpayers' money. We have been tasked to eliminate the deficit by the end of FY97.

We recently developed a Business Plan which will allow us to rebalance our work force and eliminate our financial deficit. The plan includes requests for many types of personnel actions, including, if necessary, an involuntary separation program, (reduction-in-force or RIF). The plan has been briefed to the Commander, NAVAIR. The requested VSIP/VERA actions contained in the plan have already been approved. The requested RIF action contained in the plan must be approved by the Assistant Secretary of the Navy (Manpower and Reserve Affairs). I must stress that a RIF has not been approved. A RIF will not occur without that approval.

We need to reduce our work force by as many as 700 positions (largely overhead) by mid-1996. About 130 of those 700 are people who have been approved for

VSIP/VERA in January 1996. The remaining 570 will need to separate through additional VSIP/VERA, outplacement, normal attrition, inplacement or migration (reclassification and job shifts within the Command), and, after all other means are exhausted, RIF. Recent actions to restore critical MRTFB funds may improve this situation somewhat.

Any RIF, if approved, would not take place until July 1996. It is the goal of the Command to complete the selective drawdown prior to that time so that no involuntary separations are required, meaning the number of people actually RIFed should be quite small, if not zero. However, because RIF action requires the longest lead time and the most stringent approval process, we must start now. Additionally, the number of RIFs we request must include all anticipated reductions, not just the number we actually expect to separate involuntarily.

Let me assure you that there will be no overnight "pink slips." The process will be as fair and objective as possible. We will follow the prescribed process, be open about what we are doing and will continue to pursue every possible avenue to increase revenue, cut non-labor costs, improve our efficiency and reduce our rates to our customers.

In order to tailor our work force and our infrastructure to the needs of our customers, we must constantly make adjustments in our capacity and structure. Our goal will be to do this in the future in a manner which does not require the drastic measures outlined above.

These are difficult actions in an organization whose products are as important to the Fleet and other customers as those of the Weapons Division and whose work force is as talented and dedicated as ours. No one has "screwed up" here and no one is being punished. The decision to request this course of action was not taken lightly. It follows several years of declining revenue and a predictable deterioration of our skills mix that inevitably resulted from non-selective attrition and hiring freezes.

I realize that this is an unpleasant issue to contemplate and I wish it could be avoided. However, the reality is that we must take aggressive action to ensure the continued viability of the Weapons Division in these times of severe budget constraints. I pledge my total support in making this process as painless as possible for all concerned.

Haaland presents R & E Excellence Awards
Kapeles, Chun, Kong and Muessig honored by 4.0 competency leader

By Kathi Ramont
Staff Writer

By contributing outstanding achievements that clearly support, through evidence of contribution through customer satisfaction, reports, papers presented, publications, or local, national or international recognition, significant ideas for improving products, services or processes, four Naval Air Warfare Center Weapons Division employees recently received Research and Engineering Excellence Awards from Sterling Haaland, head of the Research and Engineering Group. This award recognizes competency employees, civilian and military, for specific outstanding achievement that clearly supports the Research and Engineering competency and NAWCWPNS initiatives, goals and objectives in the various group disciplines that contribute to the mission of NAWCWPNS.

John Kapeles

As head of the Solid Propulsion Section of the Airframe, Ordnance and Propulsion Division, John Kapeles received his award in recognition of his contributions in advancing the level of missile propulsion technology available to the U. S. Navy. As a collateral duty, he has led the Reduced Signature Rocket Project since 1988. Haaland presented the award and said, "Your expertise in solid rocket design, and the leadership you provided to the development team



John Kapeles

have brought credit upon NAWCWPNS, and has enhanced our ability to maintain the war fighting superiority of the fleet."

Peggy Chun and Jerome Kong

Chun and Kong, also of the Solid Propulsion Section, received awards for recognition of their contributions in advancing missile propulsion and control technologies available to meet the needs of the Navy. Haaland commented, "Your technical expertise and leadership, demonstrated in the execution of the Multi-Mission Propulsion Technology Advanced Technology Demonstration, has contributed significantly to the advancement of the state of the art in air-to-air and surface-to-air missile technology."

Paul Homer, head of the Weapons/Target Department nominated Chun and Kong for their awards explaining that on April 27, MMPT CTV-3 was successfully flight tested on the China Lake range. The core of the MMPT is demonstration of three pulse motor technology for energy management, and integral aero-thrust vector control for improved maneuverability. Advanced composite case, composite aero-control surfaces, and a laser arm-fire device are also incorporated in the design. An eight inch Tail-Control Sparrow airframe, and a China Lake designed autopilot and telemetry, were utilized to conduct the



Jerome Kong, Peggy Chun and Sterling Haaland

flight demonstration. As the only current Navy 6.3 effort for kinematics advancement of missile technology, the MMPT flights were the first successful demonstration on hard bulkhead pulse motors, the first flight test utilizing independently controlled aero/thrust vector control, the first supersonic flight with composite aero control surfaces, and the first non-roll controlled vertical launch pitchover.

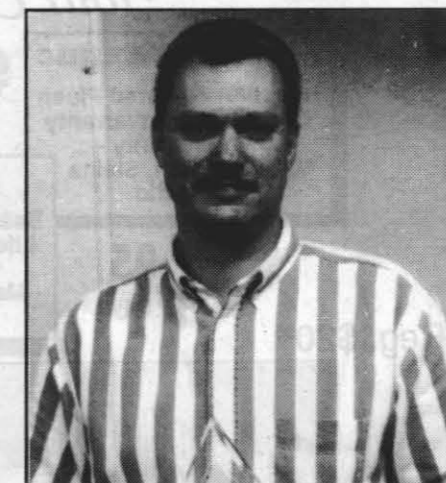
"Kong and Chun's leadership, management skills and technical expertise, in the best tradition of NAWCWPNS, have been critical to the success of this effort," said Homer. "They successfully coordinated technical efforts of five center departments and two supporting contractors. They maintained the essential transition customer support, and successfully executed a flight demonstration program within the constrained budget provided."

Paul R. Muessig

Haaland presented Dr. Muessig with his award at the Survivability Division office and congratulated him on his contributions to the Research and Engineering Group. Muessig was nominated for his award by Tim Horton, head of the Survivability Division for his achievements in the development of model and simulation verification, validation and accreditation processes and their appli-

cation to system acquisition programs. According to Horton, credible model and simulations are required by acquisition programs for defense acquisition board reviews in support of system design trade-off decisions to support cost and operational effectiveness analyses, and in support of both developmental and operational test and evaluation. "The decision to accredit a model for these purposes must be based on sound information," Horton said. "And Dr. Muessig is developing the process and providing that information to acquisition customers."

As the technical director of the Susceptibility Model Assessment and Range Test (SMART) project, Muessig has been key to the development of standardized model and simulation validation and configuration management processes. Programs currently being supported by Muessig, utilizing SMART products and their standardized verification and validation formats are the Ballistic Missile Defense Organization, the Joint Advanced Strike Technology program, the Tomahawk mission planning system and the Army's Comanche helicopter program. Horton continued, "Muessig has also been instrumental in developing support from the Defense Model and Simulation Office for long-term continuation of the SMART verification and validation process and its application to support of acquisition programs."



Dr. Paul R. Muessig

Get your low-cost blood analysis appointment now by VAX or telephone

Naval Air Warfare Center Weapons Division is providing an opportunity for employees at the Naval Air Weapons Station, China Lake to have a low cost blood analysis at the work site. 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.

Sept. 12, IOB, Building 32544, Conference Room A, 7-8 a.m.

Sept. 13, CLPL Cafeteria Conference Room, 6:50-8:30 a.m. (walk-ins from 8:30-8:45 a.m.)

Sept. 14, Michelson Lab, "1000A" Conference Room, 6:45-8:30 a.m. (walk-ins from 8:30-8:45 a.m.)

Sept. 15, Michelson Lab, "1000A" Conference Room, 6:45-8:30 a.m. (walk-ins from 8:30-8:45 a.m.)

Sept. 19, ECR, QuickMail Bret for appointment, 7:15-8:15 a.m.

Sept. 20, Armatage Field: NAF-80, Building 20192, 6:50-8:30 a.m. (walk-ins from 8:30-8:45 a.m.)

Sept. 21, Training Center, Room 115, 6:45-8:30 a.m. (walk-ins 8:30-8:45 a.m.)

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The class must be prepaid at the Office of Instruction, Cerro Coso College. The Financial Management Workshop is presented at the nominal fee of \$49 per individual. (may be accompanied by spouse or guest)

Restoration Advisory Board will meet at Kerr McGee September 13

Members of the Naval Air Weapons Station Restoration Advisory Board (RAB) will meet from 6:30 to 9:30 p.m. on Wednesday, Sept. 13, in Ridgecrest at the Kerr McGee Center. The public is invited to attend.

Discussion of NAWCS China Lake's proposed removal action to clean up the China Lake/Salt Wells Propulsion laboratories' evaporation ponds and settling sumps will be the main focus of the meeting.

The RAB is part of the Installation Restoration Program, which was initiated by the Department of Defense to identify and evaluate environmental contamination that might be present as a result of past operations and waste disposal practices.

Under the IRP, the China Lake/Salt Wells Propulsion laboratories' evaporation ponds and settling sumps are known as Site 49.

A report, entitled "Site 49 Engineering Evaluation/Cost Analysis (EE/CA)," examines the pros and cons of a variety of removal action alternatives, including the one preferred by NAWCS China Lake.

In accordance with the California Environmental Quality Act, the California Environmental Protection Agency, Department of Toxic Substances Control, prepared an Initial Study that analyzed environmental impacts that may be caused by the preferred alternative.

The DTSC has proposed a negative declaration based on the initial study and its determination that this project is not likely to produce any significant negative impacts to the environment.

These reports are now available for public review at the Information Repositories located at the Ridgecrest Branch of the Kern County Library, 131 East Las Flores Ave.; and the San Bernardino County Public Health Office, 13207 Market Street, Trona, CA.

The public is invited to review these reports and submit their comments to Naval Air Weapons Station, Attn: Peggy Shoaf, Environmental Public Involvement, Code 750000D, 1 Administration Circle, China Lake, CA 93555-6001; or to Lance McMahan, California Environmental protection Agency, Department of Toxic Substances Control, 101512 Croydon Way, Suite 3, Sacramento, CA 95827. The public comment period closes Sept. 25.

The Restoration Advisory Board, consisting of community and regulatory agency members, provides a forum through which local communities, installations and regulatory agencies work together to discuss and exchange information about the cleanup program.

Meetings are open to the public and held on the second Wednesday of every month at the Kerr McGee Center. Meeting minutes are available for review at the Information Repositories.

Video Listings

KNID

(Note: In recognition of the 50th Anniversary Celebration of the China Lake Pilot Plant, Saturday, Oct. 14, Navy Channel 17 is featuring China Lake historical videos at 5:55 p.m., Monday through Thursday, for the next month. For information about the CLPP's 50th, call 939-6689 or 375-7897.)

- Monday - Thursday, Sept. 11 - 14
5:30 p.m.: Navy News
5:55 p.m.: China Lake historical videos: NOTS Newsreels
6:35 p.m.: China Lake historical video: Life at the End of the Road
6:50 p.m.: The MIRIS System
7:00 p.m.: Disaster Preparedness:Midwest Flood Video

- Monday - Thursday, Sept. 18 - 21
5:30 p.m.: Navy News
5:55 p.m.: China Lake historical video: Secret City Part I. (Part II airs at 5:55 p.m. the week of Sept. 25.)

For an update on a recent China Lake success story, watch "The MIRIS System," Monday through Thursday next week at 6:50 p.m., and read the article in this issue of The Rocketeer.

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Questions and answers Vice Commander continues open dialog with NAWCWPNs employees

Question:

Is it possible to conduct a mock RIF prior to offering VSIP/VERA to employees? This will enable managers to offer some insight to their employees. Clearly, individuals that are likely to be adversely affected by a RIF may think twice about the VSIP/VERA option.

Hull:

If our request for a RIF is approved, we will conduct a mock RIF very soon after that approval is received (within a month or so). This formal process serves several purposes, one of which you mentioned: (1) It will give people a fairly good idea of how they would have been affected had an actual RIF been conducted at that time. (2) It will provide an opportunity for the adversely affected people to register for the Priority Placement Program, or "stopper list." (3) It will help people make the decision whether or not to accept a VSIP/VERA. (4) It will give managers and supervisors an opportunity to see how their work force would have been affected so they can begin to make plans for adjustments in their organization structure and manning prior to an actual RIF. (5) It provides, well in advance, a good idea of the effects of "bumping and retreating" on the initial list of targeted positions; it would show who might actually leave the organization during a formal RIF or the other associated work force reduction methods which we would employ.

The short answer to your question is, "Yes." It's a good idea and we will do it if the formal RIF is approved.

Question:

Below is a suggestion I am submitting to you for the management at NAWCWPNs to consider in solving its financial crisis. Instead of running a reduction-in-force action within the next year or so, why not consider furloughing? Back in 1985 I was working for another federal agency and they were experiencing grave financial problems, too. In their efforts to avoid a RIF, they were considering furloughing their personnel. A furlough places personnel in a

leave without pay status to save overhead funds. So here is my suggestion:

There are approximately 8,000 civilian personnel at NAWCWPNs. 49.2% of those personnel expend overhead.

From information I have received from Corporate Budget, the average grade of a person at NAWCWPNs is a GS-12/step 3. The GS-12 step 3 rate per hour (with acceleration) is \$31.49 (in FY96 budgeted dollars).

If NAWCWPNs experiences a continued deficit, the AOR could reach up to \$24M by the end of FY95. So, to recoup a \$24M loss, one of two scenarios could unfold.

1. Furlough all 3,936 overhead personnel every other Friday (the 8-hour day) for 25 pay periods in FY96. This would result in a loss of 25 days (one day's pay per person per pay period) of overhead time spread over 1 year — saving the \$24M. This pain could be easier to bear than a RIF to everyone.

2. Furlough all 8,000 NAWCWPNs personnel every other Friday (the 8-hour day) for 12 pay periods in FY96. This would result in 12 days (one day's pay per person per pay period) loss of production on all direct programs and overhead. Although the center would experience a loss of 12 days when projecting delivery times to a sponsor it could also be recouped via overtime during non-furlough days. I think this is a fairly small price to pay in comparison to a RIF.

This is not going to solve your obvious problem with 49% of your work force being overhead, but it would buy the management at NAWCWPNs some extra time required to plan other strategies in order to avoid a reduction-in-force action.

Hull:

You have really done some homework! I'd like to address your suggestion by explaining what is really a two-part problem. Not only do we have a deficit that we need to reduce to zero, we have a work force that is not entirely matched to the quantity and mix of direct and

overhead work that we foresee in the next few years.

There are several ways we could correct the deficit in the short term, including the first method you suggested. The problem is that it would have to be a permanent change. As soon as people started to work full time again, the deficit would begin to build.

The other problem is that it would be very difficult for the organization to function with all of our overhead people off for even one day, much less every other Friday. It requires a large number of them for us just to open the gates.

Additionally, a furlough amounts to an involuntary pay cut across the board. Even though we are looking at separations for only about 6-7 percent of our work force, a blanket furlough would negatively affect a much larger number of employees, many of whom cannot afford even a small decrease in pay.

You say that 49.8 percent of our employees expend overhead. The fact is that virtually every employee charges to overhead at some time or another. It would be difficult to decide which employees to furlough, and even tougher to figure out when they would accomplish the overhead tasks, like training, that would otherwise have been done on the days they were furloughed.

The last issue is that we have been directed to eliminate our deficit by the end of FY97. Anything we do to delay the necessary corrective action makes it that much more difficult to accomplish. As an example, although we have not been given approval for a RIF, and are not sure we will get approval, any delay in the execution of this type of reduction would mean that the requirement will increase. Every day that we delay in executing the plan means that two more employees would have to be added to the list, just because of the delay, and not because of the budget deficit we are trying to correct.

That is why it is essential that we move as quickly as possible in implementing this plan, and that we do every-

thing possible to avoid involuntary separations by encouraging people to accept VSIP/VERA's and assisting the affected personnel as much as we can through outplacement. We must correct our skills mix imbalance, and we must eliminate those functions that we can no longer afford.

Furloughs might help a little, but we must take the other actions that are part of the Business Plan if we are going to be successful in rebalancing the work force and getting ourselves back on a positive footing with competitive rates for our customers.

Your second method, furloughs for everyone, including direct employees, would further reduce our revenue and make our problem worse instead of better.

I really appreciate the thought you have put into this issue. Any other suggestions you might have for reducing overhead expenses or increasing our revenue would be welcome.

Question:

Has anyone suggested that employees take voluntary leave without pay (particularly on non-flex Fridays) to alleviate the situation? I realize that it probably isn't totally legal to request employees to take voluntary leave without pay, but it could possibly be presented in a similar manner to the donation of annual leave for sick leave. I often take leave without pay on non-flex Fridays and enjoy the time off without missing the extra money all that much. Just a thought.

Hull:

Shortly, we will begin a comprehensive effort in support of all of our employees and with the goal of achieving a recovery from this budget deficit as quickly and painlessly as possible. Part of that effort will be a number of initiatives which could help reduce costs command-wide.

Your suggestion is one of many ways we could do that. We certainly can't require anyone to take leave without pay,

Please see DIALOG, Page 22

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RIDGECREST AUTO CENTER

ALL NAWCWPNS SITES

No. 471-004-KB5, Security Assistant, DG-086-3, Weapons/Targets Integration Division, Code 471DC0D—Area of Consideration: NAWCWPNS. **Opening Date:** 9-7-95. **Closing Date:** 9-21-95. **Selecting Official:** Linda Murray, (619) 939-3500. **HRD Contact:** Kay Behrmann, (619) 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as the Secret Control Officer (SCO) for the Weapons/Targets Integration Division. Responsible for all receipting, faxing, mailing, distribution, copying, destruction, transferring, downgrading, and declassifying of Secret material in accordance with OPNAVINST 5510.1H, NAVWPNCENINST 5510.29, and DOD 5200.1R. Directs and coordinates the annual Secret material inventory. Maintains a current database of the division's secret document holdings. Maintains the secure fax for the division's use. Coordinates alternate SCO's workload. Responsible for writing desk procedures for this position to be used throughout the division. Incumbent is also alternate security coordinator for Divisions 471 and 417. This includes acting as a liaison between the Information Security Branch and the division offices and being responsible for all aspects of information security including procedures, courier cards, briefings, training, inspections, and surveys. Is the focal point for public and foreign release of internally generated Unclassified/Classified materials. Maintains all division combinations for classified containers. Processes Foreign Export Licenses and Freedom of Information Act requests. Acts as the STU III coordinator for the division. Acts as alternate to the division Information Systems Security Coordinator (ISSC). **Quality-Ranking Factors:** Knowledge of Secret document handling and security procedures; ability to research, comprehend, and apply security regulatory information; ability to maintain an automated database on a Macintosh system; and a working knowledge of Filemaker Pro and Microsoft Word software for the Macintosh. Must be able to obtain and maintain a Secret clearance. Promotion potential to DG-3.

No. 74-006-SP5, Computer Specialist, DA/DP-0344-3, Code 742100D, Deputy ISSM for Tempest—Area of Consideration: NAWCWPNS. **Opening Date:** 9-7-95. **Closing Date:** 09-21-95. **Selecting Official:** Bill Shaner, (619) 939-2658. **HRD Contact:** Sharon Page, (619) 939-8105. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent works with the Information System Security Coordinators (ISSCs), managers, and local command assisting the Information Systems Security Manager (ISSM) in designing and implementing training programs to certify new ISSCs for computer security basics. Incumbent will develop and present to management written and oral briefs and recommendations and act as primary point of contact for Tempest training and implementation. Incumbent will conduct computer security walk-throughs with the ISSM and Network Security Manager (NSM); coordinating with other security disciplines to ensure that our customers' electronic data are protected, and assist NSM in identifying, protecting and accrediting networks. Incumbent will act as TEMPEST Control Officer (TCO) for NAWCWPNS, China Lake, providing TEMPEST security training and guidance, advising customers on TEMPEST requirements for classified processing, and

inspecting all phases of Protected Distribution Systems (PDS) construction and installation. Incumbent will assist Communication Security (COMSEC) office. **Quality-Ranking Factor:** Knowledge of GRASP program terminology and procedures; knowledge of TEMPEST program and requirements for classified processing; knowledge of accepted management practices necessary to manage, administer, and coordinate the safeguarding of information and materials from unauthorized disclosure, espionage, or sabotage; ability to communicate, both orally and in writing, with all levels of personnel; and knowledge of computer technology and how to apply principles of computer security. Promotion potential to DP-3, but not guaranteed. **Notes 1 and 3 apply.**

No. 82-050-DWE5, (1) Supervisory Program Analyst, DP-343-4, Code 82D000D, Command Staff, Naval Air Weapons Station (NAWS), Shore Station Management Competency, China Lake—Area of Consideration: NAWCWPNS. **Opening Date:** 9-7-95. **Closing Date:** 9-21-95. **Selecting Official:** CAPT Charles A. Stevenson. **HRD Contact:** Diana Eggleton, (619) 939-8111. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent is the NAWS Executive Director and functions as the principal civilian deputy to the Commanding Officer. He/she manages and directs administrative activities within the organization, including the personnel and financial resource allocation and policy development, and assists in formulation and implementation of command policies and directives. Incumbent is the Base Operating Support (BOS) Funds Manager and point of contact for all tenant matters including Inter-service Support Agreements, Memoranda of Understanding, and Letters of Agreement. In addition, the incumbent provides continuity of corporate leadership in NAWS and provides shore station management (SSM) liaison and support to the headquarters competency leader and to SSM leaders and their staffs at other NAVAIR sites. **Quality-Ranking Factors (QRFs):** **Technical QRF:** Knowledge of shore station management functions at the local activity level; BOS Program requirements and management; A-11 and non-appropriated budget development and execution; the Government Service

non-appropriated military and Demonstration Project classification, pay, and performance programs; appropriated and non-appropriated contracting requirements and execution; and military manpower system and military personnel administrative programs. **Supervisory QRF:** Ability to apply military and civilian affirmative-action principles, implement military and civilian EEO practices, motivate and influence others, and communicate both orally and in writing. **Note 2 applies.**

DOD Wide

No. 82-048-DE5, Supervisory Recreation Specialist, DA-0188-1/2, Morale, Welfare & Recreation Department, Code 826000D—Area of Consideration: DOD. **Opening Date:** 9-7-95. **Closing Date:** 9-20-95. **Selecting Official:** Alonzie Scott, (619) 939-2010. **HRD Contact:** Becky Reed, (619) 939-2371. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** Incumbent is responsible for planning, developing, organizing, implementing, and evaluating base-wide community recreation programs for adults and youth. Supervises, directly and through subordinate supervisors, a staff of professional, technical, and skilled employees. Responsible for ITT Operation, Craftech, young adult programs, youth programs, and the Single Sailor Program. Reviews/analyzes monthly financial operations to ensure integrity of financial transactions and management. Prepares a non-appropriated-and appropriated-fund operating budget request. Directs the proper accounting and disbursements of non-appropriated funds. Resolves complaints from patrons and solicits feedback to improve quality of service provided. **Quality-Ranking Factors (QRFs):** **Technical QRF:** Knowledge of policies, goals, regulations, and procedures for the administration of adult and youth recreation programs, arts and crafts, and non-appropriated and appropriated personnel management and budget administration. (2) **Supervisory QRF:** Ability to apply affirmative action principles, implement EEO practices, motivate and influence others, and communicate orally and in writing. **Note 1 applies.**

MWR JOB OPPORTUNITIES

***No. NF-189-02, Recreation Assistant (Multiple Positions), \$6.17-\$11 per hour.** NAWS, China Lake, Morale, Welfare, and Recreation (MWR) Department is looking for people who love working with people, enjoy observing people who cherish the fruits of their labor, look for ways to keep improving and offering more than what their customer expects, and seek teamwork and organization success at "The Wreck Center," a new multi-purpose recreation and entertainment program designed for adults 18 years or older. Must be able to apply mature judgement and exercise control over a group of people and follow detailed instructions and directives. Position will require irregular working hours. For additional information, call (619) 939-0882. To apply send or deliver an SF-171 for to NAF Personnel Office at Bldg. 21, China Lake, CA. Application for the "Castaway Crew" to operate "The Wreck Center" will be accepted for the next 30 days. **Note:** These are not civil service positions.

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

NEED A FEW HOURS TO MAKE YOUR 40-HOUR TRAINING REQUIREMENT?

The Employee Development Division is presenting video-based training to help those employees who need a few more hours to reach the 40-hour requirement. For the schedule of training available, see page 6B.

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 NAWCWPNS, 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.

CHINA LAKE GENERAL ANNOUNCEMENTS

SOFTWARE ESTIMATION LICENSE AVAILABLE

NAWCWPNS has been given the right to a five-user license from Galorath Associates to use their SEER-Software Estimating Model tool, which includes a life-cycle management model, to analyze software development costs. The total cost is \$10,000, or \$2,000 per user. The license is good for 1 year. We need one or two more users willing to "buy" into the SEER tool.

Some SEER tool features are

1. Includes a size-estimating module
2. Is available in Macintosh and PC versions
3. Knowledge base includes an all-DOD database
4. Works with object-oriented designs, when reusing code, when using C++ or ADA, and with incremental software development
5. Is user-friendly, provides an intuitive layout, and has very good error/help messages
6. Organizes projects into a series of work breakdown structures, and staffing constraints can be factored into the estimate

For more information, contact Dinah Beres at 939-1392.

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.

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.

RETIREMENTS AND FAREWELLS

KATHY "KAT" PERKINS

Kathy "Kat" Perkins has left China Lake 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 13 September at 1700. For donations and/or reservations, contact Linda Wilson at 939-7322 or Diane Richardson at 939-7325. Reservations are requested by 11 September.

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 from 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.

MARC L. MOULTON

Marc L. Moulton, Navigation and Data Link Section, Systems Integration Branch retired on 1 September after 28 years of service at China Lake. A retirement party will be held in his honor at the Seafarer Club on 29 September at 1900 at a cost of \$8 per person for heavy hors d'oeuvres. Dancing will begin at 2100. For reservations, gift donations, or presentations, call Marlene Altieri at 939-1129 or 939-3982 by 26 September.

NEED A FEW HOURS TO MAKE YOUR 40-HOUR TRAINING REQUIREMENT?

The Employee Development Division is presenting the following video-based training to help those employees who need a few more hours to reach the 40-hour requirement. Enrollment will be on a first-come first-seated basis.

For more information at China Lake, call Tammy Berry at 939-2451. For more information at Point Mugu, call Adela Ramirez at 989-3992.

China Lake - Training Center, Room 203

11 September, Monday

- 0800 The Kerzner Approach To Project Management Excellence
1000 Power Talking Skills

12 September, Tuesday

- 0800 Quality Learning Series Management by Fact: Are You Making Things Better or Worse
1000 Team of Champions

14 September, Thursday

- 0800 How To Get Results With People
1000 Dynamic Self-Discipline

18 September, Monday

- 0800 Quality Learning Series: Developing a High-Performance Culture: Managing The Moment of Truth
1000 Guide to Everyday Negotiating, With Roger Dawson

19 September, Tuesday

- 0800 Quality Learning Series: Paradigm Hunting, How To Explore The Future More Effectively: Joel Barker
1000 Even Eagles Need a Push

20 September, Wednesday

- 0800 Empowering Organization
1000 What's So Funny About Work?

Point Mugu - Trailer 10076 (Behind Bldg. 50)

11 September, Monday

- 0800 Quality Learning Series: Developing a High-Performance Culture: Managing The Moment of Truth
1000 Guide to Everyday Negotiating With Roger Dawson

12 September, Tuesday

- 0800 Quality Learning Series: Paradigm Hunting, How To Explore The Future More Effectively: Joel Barker
1000 Even Eagles Need a Push

13 September, Wednesday

- 0800 Empowering Organization
1000 What's So Funny About Work?

14 September, Thursday

- 0800 How To Get Results with People
1000 Dynamic Self-Discipline

18 September, Monday

- 0800 The Kerzner Approach to Project Management Excellence
1000 Power Talking Skills

19 September, Tuesday

- 0800 Quality Learning Series: Management by Fact: Are You Making Things Better or Worse
1000 Team of Champions

CIVILIAN PERSONNEL DIVISION NEWS

MERIT PROMOTIONS

CHINA LAKE SITE ONLY

No. 41-013-RF5, Administrative Officer, DA-341-2/3, F/A-18 Section, Systems Development and Integration Branch, Carrier Based Tactical Aircraft Division, Systems Engineering Department, Code 411210D—Area of Consideration: China Lake. Opening Date: 9-7-95. Closing Date: 9-21-95. Selecting Official: Libby Chan, 939-9883. HRD Contact: Robert Fitzpatrick, 939-8117. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent will provide administrative support for the F/A-18 WSSA IPT. Incumbent will perform a full range of administrative duties including personnel management, contract management (including ADP acquisition), security, and financial support. Quality-Ranking Factor: Knowledge of Macintosh-based database systems, including Excel, Filemaker Pro, and 4th Dimension; knowledge of NAWCWPNS financial accounting system, procedures, and terminology; knowledge of personnel policies and procedures; knowledge of the procurement processes,

including the Federal Information Procurement Regulations; ability to communicate orally and in writing; and ability to meet the mandatory DAWIA requirements for training, experience, and education for level II of the Business, Cost Estimating, and Financial Management Acquisition Career Field within 18 months of entering position. Incumbent must be able to obtain and maintain a Secret clearance. Previous applicants need not apply. Notes 1 and 4 apply.

No. 41-014-RF5, Administrative Assistant, DA-341-1, F/A-18 Section, Systems Engineering Department, Code 411210D—Area of Consideration: China Lake. Opening Date: 9-7-95. Closing Date: 9-21-95. Selecting Official: Libby Chan, 939-9883. HRD Contact: Robert Fitzpatrick, 939-8117. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent will provide security and administrative support to the program manager for a segment of the F/A-18 program. Duties will include funds management through monitoring and reporting of status, development and maintenance of an action item database for Contractor Data Requirements Lists,

documentation, and tasking, development and maintenance of a System Trouble Report/System Anomaly Report database, and development of administrative policies and procedures for this segment of the program. Quality-Ranking Factor(s): Knowledge of Center financial procedures; knowledge of Navy and DOD security policies, procedures, and requirements in the areas of physical, personnel, information, communications, and/or operational security; ability to update and retrieve financial and MIS data from automated databases using the following software: 4th Dimension, VAX VMS, Excel, Filemaker Pro; ability to meet the mandatory DAWIA Financial Management Career Field within 18 months of entering the position. Must be able to obtain and maintain a Top Secret clearance. Promotion potential to DA-3. Notes 1,3, and 4 apply.

No. 473-013-RP5, Senior Office Manager, DG-303-3, Airframe, Ordnance, and Propulsion Division, Code 473A00D—Area of Consideration: China Lake. Opening Date: 9-7-95. Closing Date: 9-21-95. Selecting Official: R.W. Doucette, 939-7359. HRD Contact: Julie Rodriguez, 939-2693. Permanent

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.

RAHAM RADIATION HAZARD METERS (4 hrs.)

11 September; Monday, 0800-1200; Bldg. 323, Room 160, Point Mugu. By: General Microwave Corp.

This course will present everything you want to know about safeguarding your workplace against non-ionizing radiation. The ASI-E Field Safety recommendations are introduced as a basic approach to making a plant survey. RAHAM Radiation Hazard Meters and the Radiation Hazard Measuring System product line will be discussed and demonstrated by the presenters.

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).

TURNING STRESS INTO HIGH PERFORMANCE (8 hrs.)

12 September; Tuesday, 0730-1600; Training Center, China Lake. By Bob Huey

This course will provide all participants with three keys to mastering stress: (1) tolerance (quick relief), (2) solutions (workable plans), and (3) stamina (extra energy). The class will be a workshop setting where students work on their real-life issues. Stressful events and stressful people will be identified and solutions defined. To enroll or ask questions, call Pat Oliver at 939-2468 (DSN 437-2468).

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 989-3980 (DSN 351-3980).

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 Marcy Acosta, Code 733000E (P622). For further information, call 989-3992 (DSN 351-3992).

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

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.

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.

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 NAWC 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.

