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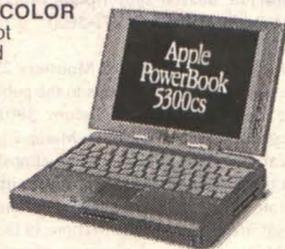
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THE ROCKETEER

THURSDAY, JANUARY 25, 1996

NAVAL AIR WEAPONS STATION, CHINA LAKE

VOL. 52, No. 2



Photo by Terry Pascarella, S&TDD

KICKING OFF the construction effort for the new Child Development Center are (l-r) Deputy Officer in Charge of Construction Cdr. (Sel.) Charles C. Miller, Public Works Officer Capt. Andrew Ritchie, NAVWS Commanding Officer Chuck Stevenson, CDC Manager Debra Oliver, Trevor Ihle and Mike Smith, of Ramtech Building Systems, Inc.

Local team contributes to Mars exploration

By Kathi Ramont
Staff Writer

Sponsored by the NASA/Jet Propulsion Lab (JPL), the Mars Pathfinder Program will attempt to land an environmental probe, or small-scale land rover, on the surface of Mars in 1997. Another goal of this program is to demonstrate a low-cost approach for landing payloads on Mars that could be used for future missions.

Pathfinder's roots go back to the 1980s, to a time when NASA envisioned huge (about one-ton) rovers being sent to Mars for exploration and sampling. But in 1989 NASA's budget began to shrink, and so too did the size of the rovers.

In 1992, JPL demonstrated a "micro-rover" weighing only 15 pounds, and NASA agreed to fund a Mars project using the JPL product. NASA dubbed the venture Mars Pathfinder and the Micro-

rover Flight Experiment (MFEX).

In 1994, JPL tasked a NAWCWPNs team to perform proof-of-concept testing of the retro-rocket system. Most items were to be supplied by JPL as contractor furnished equipment, while the Weapons Division was to provide the test facilities. The JPL program manager, however, soon became impressed with the professionalism and can-do attitude of the team, and eventually the program has expanded to include technical assistance and testing of four other subsystems.

If all goes as planned, a Delta rocket will lift off for Mars in December 1996 carrying the Pathfinder spacecraft and the MFEX. Seven months later the spacecraft will arrive at Mars.

It will go directly from Earth and land at a pre-selected site on Mars without first orbiting the planet. Upon entering the Martian atmosphere, the heat

Please see **PATHFINDER**, Page 18

27,000-sq. ft. complex

China Lake breaks ground on new Child Development Center

By Barry McDonald
Editor

Joining the brass for a groundbreaking ceremony last week was 5-year-old Trevor Ihle. Standing shoulder-to-knee with Child Development Center Manager Debra Oliver, Trevor with his own hard hat and shovel helped Oliver, NAVWS Commanding Officer Chuck Stevenson, Deputy Officer in Charge of Construction Cdr. (Sel.) Charles C. Miller, Public Works Officer Capt. Andrew Ritchie and Mike Smith, of Ramtech Building Systems, Inc., in turning the first dirt on the project that will see the construction of a new single-site Child Development Center (CDC). The ceremony was held on the north side of Nimitz Avenue between Mitscher and Dibb, in the area where some 60 old duplex housing units were demolished last year.

Prior to the ceremony Stevenson welcomed 140 children, their care providers from the CDC and other distinguished guests. He reviewed the history and praised the success of the child care program at China Lake, pointing out that it was the first in DoD to receive accreditation and that in subsequent inspections the China Lake CDC has received no less than an "Outstanding" grade.

The CO also reviewed the history of the Station's efforts to build new child care facilities. There has been an approved Military Construction (MILCON) Project on the shelf for many years, he said, and with MILCON money now going to complete base closures stemming from the Base Realignment and Closure

Please see **CDC**, Page 19

Station is NAVAIR nominee for Installation of Excellence

By Jill Guinn
S&TDD

On January 20, China Lake won the NAVAIR portion of the Commander-In-Chief's Installation of Excellence Award. Or, as XO Cdr. Gregg Howard's excited QuickMail message stated, "We won! We were selected as the NAVAIR winner for the Installation Excellence Award. We will go on to the CNO level!"

Winning the NAVAIR portion is no small feat. The selection criteria are very specific: total quality leadership, awards, Occupational Safety and Health Programs, Equal Employment Opportunities, community relations and participation, and quality of life initiatives.

The reason for applying for the NAVAIR nomination was enthusiastically explained during preparation by CO Capt. Chuck Stevenson, "China Lake is such a great place that we just have to go for it."

Go for it we did and successfully. From this first-round victory China Lake goes on to compete with facilities Navy-wide through the Office of the Chief of Naval Operations. If the Station wins round two, it's on to the commander-in-chief competition.

February is Black History Month
Month is filled with observance events, and training is available

9

Shaping Your Future
Supervisory Network rap sessions scheduled; SF-171 video available

10

Occupational Safety and Health Inspection
Inspector will meet privately with individuals to hear complaints

15

Weather



	January 10 - 16			
	High	Low	Gusts	Humidity
Wed	72	34	12	75-20%
Thurs	70	28	06	66-19%
Fri	71	29	07	—
Sat	71	27	06	—
Sun	73	25	06	—
Mon	78	33	26	—
Tues	71	40	42	83-34%
	January 17 - 23			
Wed	66	48	30	57-15%
Thurs	60	27	30	81-24%
Fri	60	50	39	44-28%
Sat	61	24	15	—
Sun	55	29	23	—
Mon	57	32	14	52-24%
Tues	54	19	19	71-26%

China Lake Calendar

Call the PAO Info Line at 939-0050 for current information on base events Tuesday, February 6

• First line supervisor's "Rap Session" with Capt. Dodd, China Lake, Michelson Lab, Room 1000D, 1-2:30 p.m.

Wednesday, February 7

• First line supervisor's "Rap Session" with Capt. Dodd, Point Mugu, Building 3015, 3rd floor conference room, 9-11 a.m.

Tuesday, February 13

• Ribbon cutting and grand opening ceremony of new Defense Commissary Agency store, Richmond Road, 9:15 a.m.

Saturday, March 2

• Seabee Ball

Saturday, March 23

• Bluejacket of the Year Award Dinner

THE ROCKETEER

RAdm. Dana B. McKinney
NAWCWPNS Commander

Capt. Chuck Stevenson
NAWSCL Commanding Officer

Steven F. Boster
Public Affairs Officer

Barry McDonald
Editor

Kathi Ramont
Staff Writer

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

This deadline also applies to submissions for the NAWCWPNS Announcements contained herein; and the PAO Info Line.

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

Correspondence and material for THE ROCKETEER should be addressed to: Editor, THE ROCKETEER, Commander, Code 75000D, NAWCWPNS, 1 Administration Circle, China Lake, CA 93555-6001; or they may be transmitted by QuickMail to Barry McDonald. (If unable to find this name: under the QuickMail menu select Directory Services, then select CL_HQ zone, NAWSTAFF_MC mailcenter.) Fax information to 939-2796, or call 939-3354.

Information intended for use in PAO Info Line should be sent to Linda Lou Crosby at Code 75000D, to her QuickMail address, or she may be reached at 927-3095.

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

Advertising deadline is noon, the Friday before publication.



Channel 17 moves to MWR

Commanding Officer of the Naval Air Weapons Station China Lake, Capt. Chuck Stevenson, announced recently the move of KNID-TV, Channel 17, to the Morale Welfare and Recreation Department. As of Monday, Jan. 29, requests for information to be displayed on Channel 17 should go to Debra Poindexter of MWR at 939-2602. Questions about programming should also be addressed to Poindexter.

Singletary memorial service Feb. 8

William Reese McArthur Singletary, infant son of William M. and Jennifer F. Singletary, of China Lake, died of Sudden Infant Death Syndrome on Jan. 11 at Ridgecrest Community Hospital. He was born on Oct. 11, 1995. Interment was held in Cross, South Carolina. A memorial service will be held at the All Faith Chapel on Feb. 8 at 6 p.m. A reception will follow in the chapel fellowship hall.

He is survived by his father, William M. Singletary, an aviation structural mechanic with the Naval Weapons Test Squadron, China Lake and mother, Jennifer Singletary, who is employed at the Navy Exchange gas station. He is also survived by a sister, Courtney, and grandparents, Lynne Lewis of Lehigh Acres, Fl., James Lewis of Middleburg, Fl., and Nancy Singletary of Cross, S.C. He was preceded in death by his grandfather, McArthur Singletary of Cross, S.C.

Donations in lieu of flowers may be made through the NWC Credit Union, Account Number 113057.

Policy reminder on the possession of personal weapons aboard NAWs

Last fall Bill Deem, head of the Safety and Physical Security Department, recently released a memorandum regarding personal weapons being brought aboard the Naval Air Weapons Station. The Security and Loss Prevention Manual OPNAVINST 5530.14B, Paragraph 0913 (Control and Accountability of Personal Weapons) requires that all personal weapons brought aboard a naval installation or activity must be registered with the Safety and Physical Security Department. Personal weapons are listed as: pistols/revolvers; crossbows; rifles; shotguns; other instruments designated to expel a potentially lethal projectile, as designated by the commanding officer. In addition to these personal weapons, the Physical Security Manual NAWCWPNS 5510.29 lists air rifles, air pistols, pellet guns, BB guns, CO₂-operated guns, bows and arrows and slingshots and any other items generally recognized as designed to inflict damage at a distance and thus capable of inflicting bodily harm.

All personal weapons must be registered within 72 hours of being brought on station. Registration forms are available at the Law Enforcement Physical Security Division, China Lake Police (CLP) offices.

All personal weapons must be re-registered annually.

When personal weapons are sold, traded or new weapons purchased, or the owner/tenant transfers, retires, moves off station, the registration card on file with CLP must be updated/modified within 72 hours of the transaction.

Personal weapons are not allowed to be kept or stored in barracks, BOQ's or BEQ's.

The Physical Security Manual allows on station residents in family housing units (other than BEQ/BOQ units) to store any personal weapons owned by them in their residences, provided they are registered with CLP or as directed by the head of Safety and Physical Security, and the weapons are stored/maintained in a safe and secure manner within the residence.

Members of the military, including members of tenant activities, who reside in either the BEQ or BOQ and who own personal weapons are required to register their weapons with CLP. These individuals may store their weapons in the CLP armory.

Weapons must not be carried into any restricted area; nor carried concealed (violation of OPNAVINST 5530.14B); nor carried loaded (violation of NAVWPNCENINST 5510.29) any place on station. Not only is carrying a firearm, concealed or loaded, a violation of both the Physical Security and Loss Prevention

Please see WEAPONS, Page 6

Pages From The Past

Jan. 24 & 31, 1986

Matt Anderson, former head, Fuze and Sensors Department, swaps jobs with Carl Schaniel, former head of Ordnance Systems Department. . . . Capt. K. A. Dickerson presented Michelson Lab Awards to Eva Bien, Dr. Douglas Sticht, Dr. Arnold Nielsen and Wayne Doucette. . . . Cy Ebersberger completes 30-year Seabee career. . . . Fran Rugg spotlighted employee of the week. . . . Office of Naval Technology honors Tom Loftess, NWC's Tactical Weaponry Support Technology Program manager.

Jan. 23 & 30, 1976

Dr. William Haseltine receives Navy Meritorious Civilian Service Award. . . . Fund drive launched for construction of building to house Maturango Museum. . . . Ken Lagergen teaches kayak class at center pool. . . . National Prayer Breakfast is Jan. 29. . . . Work on glass recycling pit gets started. . . . Gerald Miller ends NWC career, leaves for department head position at White Oak.

Jan. 21 & 28, 1966

Danish Engineers Weekly cites NOTS pioneer hybrid field work. . . . RAdm. S. R. Brown visits NOTS Pasadena and China Lake. . . . Arnold Voge receives 30-year pin, \$30 Beneficial Suggestion Award and Superior Performance Award. . . . Lt. Gov. Glenn M. Anderson featured speaker at China Lake Community Council. . . . Ryan XV-5A Aircraft to be demonstrated. . . . Indian Wells Valley Council of United Church Women celebrate 10th year. . . . One day course in astronautics at Station Theater.

Jan. 20 & 27, 1956

Annexite Julia Kinard named Miss Federal Secretary, and appears on two television shows. . . . Burroughs High graduate Bill Dodge to co-star with Natalie Wood in Pursuit of the Hunted. . . . Dave Anderson becomes head of the Product Engineering Branch. . . . RAdm C. S. Cooper, deputy and assistant chief of Bureau of Aeronautics, visits Station. . . . Twelfth civil service region officials visit to review Station's Personnel Management Program.

COMMUNITY EVENTS

Catherine Douglas and Debra Veit will present a program of flute and piano music Jan. 27 at the Cerro Coso Community College Lecture Center in Ridgecrest. Selections include pieces by Kuhlau, Ginastera and Chopin. This concert is a benefit for the Desert Community Orchestra. Curtain time is 7:30 p.m., and tickets are \$5 at the door.

Free tax assistance is available under sponsorship of the Senior Citizens Information and Referral Program. This help is available on Mondays and Wednesdays from 9:45 to 11:45 a.m. at the Ridgecrest Senior Center, 125 S. Warner, Jan. 31 through April 15. Help will also be offered at the Ridgecrest Library, 131 E. Las Flores, on Saturdays from 1 to 4 p.m. Feb. 3 through April 13. In Inyokern, assistance is available at the Inyokern Senior Center, 1247 Broadway, each Tuesday and Wednesday from 9:45 to 11:45 a.m. from Jan. 31 to April 10. For more information call 375-4322.

On Feb. 2, 3, 9, 10, 16, 17, 23, 24 and March 1 and 2, the Randsburg Players will present "Wildcat Katie Brown" aka

"Oil's Well That Ends Well." Doors open at 6 p.m. at Farris' Fine Dining at the Heritage Inn. Dinner starts at 6:30 p.m. and the show starts at 7:30. Tickets are \$20 each, but there is an opening night special of \$17 each. For reservations, call Lori at 375-2089. Then pick up tickets at Ridgecrest Cleaners, 1325 N. China Lake Blvd., Ridgecrest.

Dart League sign-ups will be held at Primitime on Feb. 7 at 7 p.m. A general membership meeting will be held at that time. There are several proposed changes to the rules that need to be voted on by the membership. A mixed doubles league starts Feb. 20 and singles league starts Feb. 22.

Cerro Coso Community College is hosting a Financial Aid Workshop for Burroughs High School seniors and their parents on Thursday, Feb. 8, at 7 p.m. in the Burroughs Library. Financial aid applications can be picked up at Burroughs or at Cerro Coso prior to the workshop. For more information on the workshop, contact the college's Financial Aid Office at 375-5001.

Feb. 16 - 19, enjoy the 41st celebration of Whiskey Flat Days in Kernville, Calif. Events include Whiskey Flat grand parade, a rodeo, live band music, frog jumping contest, a costume parade and contest, Whiskerino (beard) contest,

gunfighters, epitaph contest, craft and food booths, children's rides and games, a puppet show, a petting zoo, a pet parade, an Alpha Gyro and small train rides, pony rides and other exciting events designed to offer something for everyone.

Tuesday, Feb. 27, is the third performance date of the IWV Concert Association's 49th season. This program features a "History of the Big Band" by Ridgecrest's own Big Band X-Press. The concert starts at 7:30 p.m. in the NAWs Auditorium, Bennington Plaza, China Lake. Unreserved seating is sold on a space-available basis. Single prices for all concerts are \$12 each for general admission. Season subscription orders can be placed by calling 375-5600.

An exhibit, "Backyard Monsters 2: The World of Insects," opens to the public at the Kern County Museum, 3801 Chester Ave., Bakersfield, on March 23. It features giant robotic insects almost 100 times their normal size, along with 12 interactive displays and one of the largest insect specimen collections in the world. Each contains a system of animated robotics allowing realistic movements, including darting eyes, waving antennae and creeping legs.

A "Flea Market" will offer insect related toys, gifts and souvenirs. Admission prices are \$6 for adults, \$5 for

seniors and groups of 20 or more. \$4 for children 3-12, and children under 3 admitted free. Hours are 8 a.m. to 5 p.m. on weekdays, 10 a.m. to 5 p.m. on Saturdays and holidays, and noon to 5 p.m. on Sundays. Tickets will be available on Feb. 1 and for a fee can be charged by calling (805) 861-BUGS.

The Community Connection for Child Care offers a variety of services designed to assist families who use child care. These services are available to military and DoD families.

This service provides parents with referrals to state licensed and federally certified child care providers. Referrals include information on choosing quality care. Community Connection is open Monday through Friday, from 8 a.m. until 5 p.m. The number is (619) 375-3234.

The "Seniors Helping Seniors" Program is available at the community sites listed below. Call 375-5438 between the hours of 10 a.m. and 2 p.m. and you will be referred to a volunteer advocate. There is no charge.

Contacts are at the Ridgecrest Senior Center, 125 South Warner, 375-5438, on Mondays from 9 a.m. to 12 noon, and at the Inyokern Nutrition Site, 1247 Broadway, 377-4800, on Wednesdays from 9:30 to 11:30 a.m.

ROCKETEER CLASSIFIEDS

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RENTALS.....	20
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BUSINESSES.....	30
AUTOMOTIVE.....	35
MISC. FOR SALE.....	40
WANTED TO BUY.....	42
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GARAGE SALES.....	50

DEADLINE FOR ALL CLASSIFIED LINE ADS IS 11:00 A.M. THE MONDAY BEFORE PUBLICATION

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JUST GOT TO TOWN. . . the motel doesn't make it. . . haven't found the right house yet. . . Why not let us rent you furniture until you're ready. . . At Loewen's, you can rent living room, bedroom, dining TV, VCR, washer/dryer, dishes, linen, etc. Loewen's, 225 E. Ridgecrest Blvd. 371-1364. (TFN)

WIN THE FAT WAR! Money back guarantee. Safe effective and all herbal. Military, senior, student discounts. Call 377-5070 anytime. (2-22)
DISCOMFORT IN YOUR LOWER BACK? Headaches? Cold Feed? Can't get a full night's sleep? Looking for a great sideline business opportunity that is amazing and unique? I have some products and information that may help you feel better and improve your financial bottom line! Call 375-9528. (TFN)

5 LOST & FOUND

\$ REWARD \$. For lost coat. Dark blue Columbia Sports wear with black nylon elbow patches. Believed to be left at the club on the hill. Christmas present and means a lot. Please call 446-7712. (1-25)

15 SERVICES/SCHOOLS

GUARANTEED TO PASS PCS Inspection. Experienced cleaner, Non-licensed (base housing list). Call Melissa Wood. 377-5470. (TFN)

CERTIFIED HOME DAY Care Provider. I will care for your children, days, nights, or weekends, Parttime or fulltime. Please call Kadi, 446-3004. (TFN)

MADE FOR EACH other. . . our new service department and your electronic repair. . . Free estimates. TV/VCR, Stereo, Computer, etc. Loewen's, 371-1364. (TFN)

20 RENTALS

ATTENTION MILITARY & DOD EMPLOYED. Day care available on base full time and weekends. Food program & licensed provider in a warm, loving environment. Please call anytime. Colleen at 446-7041. (TFN)

FURNITURE FOR RENT. . . You find the apartment and we'll furnish it. Loewen's, 225 E. Ridgecrest Blvd. (TFN)

GREAT NEIGHBORHOOD. 3 BR, 2BA, living room, family room, fireplace, 2-car garage, RV park, 8x16 storage shed, covered patio & large back yard, Gateway School. \$695 + deposit. Available 1-15-96 call 375-3791. (TFN)

IMMACULATE CUSTOM BUILT HOME. 3 bedroom, 2 bath, fireplace, garage, fenced in backyard. Dishwasher, refrigerator, stove, garbage disposal plus inside laundry room with gas/electric washer & dryer hook-up. \$650 month. Available now. Call Skip 377-3170. (1-25)

VACATION RENTAL: Mammoth Area. Beautifully decorated and fully furnished 3 bedroom, 2 bath with 2-car garage, 2600 square feet. Rent daily or weekly. Maid service included. 446-5287. (TFN)

\$350 GREAT 2 BEDROOM, like new. Water paid, no pets. 446-4810. (TFN)
CLEAN 2 & 3 BEDROOMS. Garage, back yard, dishwasher, refrigerator, water/trash paid. From \$400 a month. 371-1144. (TFN)
2 BEDROOM APARTMENT UPSTAIRS. Balcony, refrigerator, range, dishwasher, disposal, garage. \$380 a month plus security. Dave 384-3283. (2-22)

FREE UTILITIES room for rent. \$200 a month. 377-3647. (1-25)
GREAT 3 BEDROOM HOMES. \$625 & \$595, spacious 2 bath and fireplace. 446-4810. (TFN)
2 BEDROOM, 2 BATH, kitchen & bath ceramic

dishwasher, refrigerator, stove, garbage disposal + washer/dryer hookups. Carpeted & blinds, water & trash paid. \$450. Call 375-1120. (1-25)

25 REAL ESTATE

\$53,500 SUPER DUPLEX value, each neat unit, 2BR, great kitchen, new refrigerator, fenced yard, garage. 446-6209, evenings ok. (TFN)

WARM & COZY. 3 bedroom, 1 bath, on double lot with pool. Fireplace insert, trees, completely fenced, \$77,500. Call Dan at: 375-0108. (TFN)

MOBILE HOMES for sale or rent in the nicest park in Ridgecrest. Close to base and shopping, rent \$400 and up plus utilities, sale \$17,000 and up for homes. Arrowhead. 446-2796. (TFN)

2 BEDROOM DUPLEX, super value. \$53,500. Each 2 bedroom upgraded, many extras. 446-6209. (TFN)

RELAX AND ENJOY THIS WONDERFUL FAMILY HOME. (NEW) Green Acres is the place to be! Xeriscape landscaping, 3 bedrooms, 2 baths, RV access, fireplace, family and living rooms + MORE. Assume loan with 8.5% interest. Closing costs negotiable. \$87,999. 384-1084 for appointment. (TFN)

\$0 DOWN - ASSUME VA 8%. (need not be VET) \$89,002 PITI, \$789. Approximately \$2200 closing. 3 bedroom, 2 bath, formal living room, family room, fireplace, pool. 1697 square feet. Ripley Estates. Owner 384-4262. (TFN)

35 AUTOMOTIVE

FOR SALE: 1966 Ford Ranchero. \$900 or best offer. Running or parts car. 446-3917. (TFN)
1984 PORSCHE 944. Excellent condition. Air

conditioning, 5 speed transmission, power windows. Black exterior and interior. \$7,000 OBO, call 446-5188 ask for Gary or leave a message. (TFN)

For A Great Deal on a New or Used Auto or Truck, see Dan Walters at Desert Motors. (Bring in this ad.) (1-25)

1990 PLYMOUTH LASER RS TURBO. 2.0L, 5 speed, 60K miles. Excellent condition. One owner. Garage. AM/FM cassette, power package. 16" alloy wheels. \$7,500, call Mike. 371-2243. (2-22)

40 MISC. FOR SALE

CARR'S CAMPER SHELL, Ranger short bed. \$50.00. Call. 384-1009. (TFN)

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

GREAT STARTER BOAT. NEEDS A LITTLE TLC. 18' Patterson Flat Bottom. V-drive. Two V-drive units. Everything is there, you put it together. 429 Ford. Comes with trailer. \$1,500. Call anytime 384-4663. (TFN)

EXPLORE THE FACT that WalMart and the Wherehouse sell new release CD's for a whole lot more than Loewen's. . . Why pay more? Loewen's, 225 E. Ridgecrest Blvd. (TFN)

31" HANDMADE WOODEN WINDMILLS. Red & White, Blue and White. Can't buy them in stores. Excellent gifts. \$35.00. 446-5662. (TFN)

SUZUKI CAVALCADE 1400CC TOURING BIKE. Garaged, covered, 12.6Original miles and new tire. Like original. 375-5095. (2-22)
1979 TIAGA MOTORHOME, 22' long, 1,400 miles on new 350 engine, sleeps 6, generator, shower, \$7,000. 371-1144. (TFN)

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SINCE 1960!!



1995 AEROSTAR EXT. XLT

4.0L, automatic, dual air conditioning, "Loaded"

Vin#82143
Kelley Blue Book \$17,000

NO BULL PRICE \$16,495*



1995 WINDSTAR GL

V-6, automatic O/D, Am/Fm, power windows & locks, tilt wheel, cruise control, rear A/C, roof rack and more!!

Vin#50732
Kelley Blue Book \$20,455

NO BULL PRICE \$16,900*



1995 CLUB WAGON, 15 PASS.

V-8, auto O/D, tilt wheel, cruise control, power windows, power locks, Am/Fm cassette, rear air conditioning and more!!

Vin#73229
Kelley Blue Book \$21,205

NO BULL PRICE \$19,400*



1995 F-150 SUPERCAB XLT

5.8L v-8, auto O/D, tilt wheel, cruise control, power windows & locks, Am/Fm cassette, camper shell, alloy wheels, air cond. & more!!

Vin#05099
Kelley Blue Book \$21,310

NO BULL PRICE \$18,400*



1994 EXPLORER SPORT 2DR

2WD, V-6, 5 spd, air conditioning, tilt wheel, cruise, power windows & locks, alloy wheels and more!!

Vin#71030
Kelley Blue Book \$17,000

NO BULL PRICE \$14,400*



1993 AEROSTAR XL

V-6, automatic O/D, dual air conditioning, tilt wheel, cruise control, power windows & locks, Am/Fm cassette & more!!

Vin#40755
Kelley Blue Book \$15,545

NO BULL PRICE \$12,400*



1993 RANGER SPLASH

4 cyl, 5-spd, air conditioning, power steering, Am/Fm cassette, sliding rear window, alloy wheel & more!!

Vin#17127
Kelley Blue Book \$13,250

NO BULL PRICE \$9,900*



1994 F-250 REG. CAB XL

5.8L V8, automatic, air conditioning, dual tanks.

Vin#47298
Kelley Blue Book \$18,200

NO BULL PRICE \$15,594*

1994 MAZDA B3000

3.0L V6, automatic transmission, air conditioning, power steering, cassette & more. Under 9,000 miles.

Vin#19896
Kelley Blue Book Over \$14,500

\$12,494*

NO BULL PRICE

1994 GMC 1500 X-TRA CAB

5.7L V-8, auto O/D, air conditioning, tilt wheel, cruise control, power windows & locks, Am/Fm cassette, camper shell & more!!

Vin#55024
Kelley Blue Book \$23,035

\$18,900*

NO BULL PRICE

1992 EXPLORER XLT 4DR

2WD, 4.0L V-6, auto O/D, air, tilt wheel, cruise, power windows & locks, Am/Fm cassette, privacy glass, alloy wheels, roof rack & more!!

Vin#07053
Kelley Blue Book \$20,485

\$14,900*

NO BULL PRICE

1992 TOYOTA 4-RUNNER 4X4

V-6, 5-spd, air cond, tilt wheel, cruise control, power windows & locks, Am/Fm cassette, captains chairs, alloy wheels & more!!

Vin#91739
Kelley Blue Book \$22,230

\$16,900*

NO BULL PRICE

1991 EXPLORER XLT 4X4

4.0L V-6, auto O/D, air cond, tilt wheel, cruise control, power windows & locks, Am/Fm cassette, privacy glass, alloy wheels & more!!

Vin#30369
Kelley Blue Book \$17,470

\$13,900*

NO BULL PRICE

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ROSAMOND



1-805-824-2477
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EVERYTHING IS EASY AT KIEFFE & SONS FORD EVEN OUR PHONE NUMBER!

1-800-BUY-FORD

*All prices plus doc fee, tax & lic. All vehicles subject to prior sale. Prices good through February 8, 1996.

From enlisted to officer

LCdr. Paul Connor reports to China Lake's Branch Medical Clinic as new officer in charge

By Kathi Ramont
Staff Writer

"If you'd told me I'd have more than four years in the Navy when I started," commented LCdr. Paul E. Connor, new officer in charge at the Branch Medical Clinic, "I would have called you a liar. I never thought I'd get from E-1 to E-2. But, here it is 23 years later." Connor reported on board in early November.

A Navy health care administrator, with a sub-specialty as a patient administration officer, Connor has extensive experience in managed care initiatives and medical recruitment. He is a prior Navy enlisted serviceman — a Navy corpsman with 10 years experience, specializing as an independent duty technician and fleet Marine Force corpsman.

"My goal as officer-in-charge of the clinic is to provide the best quality care possible to our clients within the budget and personnel constraints we live under," explained Connor with a slight Texas drawl. He was raised in East Texas, primarily in the city of Hooks. He was born in Texarkana, Ark., but only because the only hospital was on the Arkansas side of Texarkana. He said that in the short time he's been here he's enjoyed his free time by cruising the back roads and has already been to Death Valley and through the canyon to Bakersfield. He enjoys hunting, fishing, Quentin Taranti-

no ("Pulp Fiction")-type movies, country western music and anything to do with his son, Joshua, age 10. During his three-year tour at China Lake, Connor is hoping to spend time outdoors with his new bird dog, Bingo, a German short hair pointer.

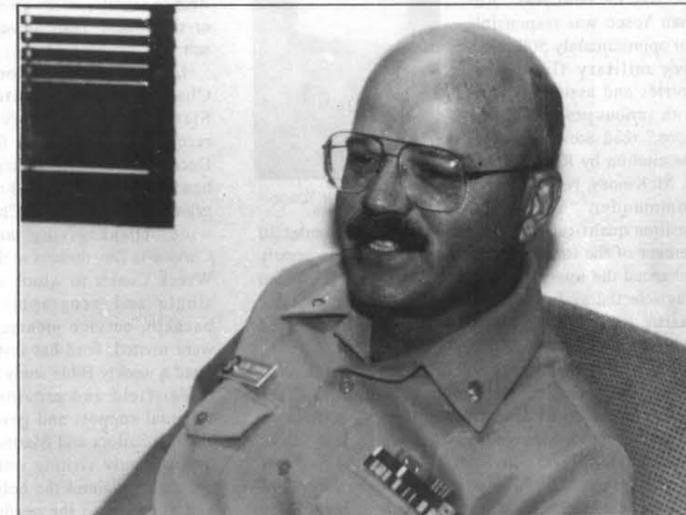
His Navy career started with boot camp and Hospital Corps school in San Diego in 1972. His first duty station was at the Branch Medical Clinic at Naval Air Station, North Island. From 1974 to 1977 he was stationed aboard the USS Chicago ("The most powerful cruiser in the world," says Connor), homeported at North Island. He made two WestPacs and was the petty officer in charge of sick call.

He moved to the Naval Hospital New Orleans in 1977, where his primary duty was that of Master of Arms. In 1978, he moved back to California and attended Independent Duty Technician and Fleet Marine Force schools in San Diego and Camp Pendleton. A tour in Japan at the Naval Hospital in Okinawa, working in primary care as an independent duty technician, came in 1979. After two years he was back in California stationed with the 4th Battalion, 11th Marines at 29 Palms, Calif., again as a technician.

After 10 years, Connor got out of the Navy as a petty officer first class and went back to college.

He received his bachelor's degree in management from the University of

MILITARY NEWS



LCdr. Paul E. Connor, officer in charge, Branch Medical Clinic

Maryland (European Division) in 1985. "I was a dependent husband at that time and living in Spain," he said.

In 1985, back in the states, Connor applied for his Navy commission in the Medical Services Corps, and attended-Officer Indoctrination School in Newport, R.I. He was then stationed at Naval Hospital Corpus Christi, eventually obtaining the position as head, patient administration.

His next station was at the San Francisco Recruiting District in Oakland, Calif., as a medical officer recruiter and officer programs officer from 1989 to 1992.

Before coming to China Lake, he was stationed at the Naval Hospital in Beaufort, S. C., as the director of Managed Care. Connor said that he has plans to continue his education and get a master's degree in health care administration.

Defense Department emphasizes policy on supremacist groups

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

Washington, Dec. 15, 1995 - In the wake of two recent murders in Fayetteville, N.C., defense officials are again emphasizing DoD's policy concerning military personnel participation in supremacist organizations.

There is no place for racial hatred or extremism in the U.S. military, Defense Secretary William Perry said in a press release. He said every service member takes an oath to support and defend the U.S. Constitution against all enemies, foreign and domestic.

"The men and women in the military understand the gravity of this oath," said Perry. "Department of Defense policies state that military personnel may not actively participate in organizations that espouse supremacist causes."

Perry's statement came after Fayetteville police found Nazi flags and supremacist material in the mobile home where they arrested two murder suspects - Army Pfc. James A. Burmeister, 20, and

Malcolm Wright, 22. Both were charged with two counts of first degree murder in the Dec. 7 deaths of Michael James, 36, and Jackie Burden, 27 of Fayetteville.

A third soldier, Spc. Randy Meadows, 21, is charged with two counts of conspiracy to commit murder. Meadows allegedly drove the vehicle that transported Burmeister and Wright.

All three serve with the 82nd Airborne Division at Fort Bragg, N.C. Both Fayetteville police and the Army Criminal Investigation Division at Fort Bragg continue their investigations.

The incident prompted Army Secretary Togo West to form a review board to investigate extremist and supremacist activities within the Army. West appointed Maj. Gen. Larry Jordan, the Army's deputy inspector general, to head the board. Jordan is to report findings to West by March 1, 1996.

After passing condolences to the victims' families during a Pentagon press conference Dec. 12, West echoed Perry's remarks. "Involvement in extremist organizations, whether active or passive, will not be tolerated," said West, who added it

is inconsistent with military service.

"First, it is at war with the basic principles of fairness and dignity that we require to perform as effective units," said West. "Secondly, a unit that is in any way polarized by extremist views or activities is a unit that is not ready. And thirdly, as a slice of America, every unit ... is expected to conform and in many ways reflect the values of American citizens."

West added while mere membership in an organization is not prohibited, membership would have an adverse impact on an individual's promotion potential and career advancement. He also alerted Army leaders to their responsibility toward this issue, saying all officers and NCOs are responsible for counseling soldiers and ensuring they are aware of the policy.

Although service regulations differ in wording, most guidelines on participation in extremist organizations are the same. Service members must reject participation in organizations that: espouse supremacist causes; attempt to create illegal discrimination based on race, creed, color, gender, religion or national origin;

and advocate the use of force or violence or otherwise engage in efforts to deprive individuals of their civil rights.

Additionally, defense instructions prohibit service members from: participating in supremacist or extremist rallies or demonstrations; knowingly attending meetings or activities while on active duty, when in uniform, when in a foreign country or in violation of off-limits restrictions or orders; conducting fund-raising activities; recruiting or training members (including encouraging others to join); organizing or leading a supremacist or extremist group; and distributing extremist or supremacist literature on or off military installations.

Perry said the policies of the Department of Defense clearly prohibit racial intolerance and discrimination in any form. "Equal treatment, respect and trust are values that the men and women in the military take very seriously," said Perry. "These values are fundamental to a just society, and they are fundamental to military effectiveness. Military training stresses these principles, military conduct requires their observance."

Four NAWS Sailors receive Navy/Marine Corps Achievement Medals

Four Navy and Marine Corps Achievement Medals (NMCAMs) were presented at Naval Air Weapons Station quarters on Jan. 16 by Capt. Chuck Stevenson, commanding officer.

For his duties while serving as air traffic controller, NAWS China Lake from July 1995 to September 1995, ACAN Robert J. Yosco received the NMCAM. "Airman Yosco was responsible for approximately 500 error-free military flight plan entries and assisting pilots with various pre-flight questions," read Stevenson from the citation by RAdm. Dana B. McKinney, NAWCWPNS commander. "Your rapid position qualification as ground controller in under 30 percent of the total time normally allotted has greatly enhanced the mission capability of your team." Yosco was selected as Junior Sailor of the Quarter for third quarter 1995. In June 1995 his quarters were selected as "Yard of the Month."



ACAN Robert Yosco

Lt. John D. Spencer, Civil Engineer Corps, United States Naval Reserve, was presented with a NMCAM for performance of duties while serving as division officer, Contract Management Division, Public Works Department, Naval Air Station and Naval Support Activity Memphis, Millington, Tenn., from July 1992 to December 1995. Lt. Spencer was the driving force behind the completion of over 250 facility repair and renovation projects, valued at \$1.7 million, which improved quality of life and supported mission

requirements, according to the citation from VAdm. T. W. Wright, chief of Naval Education and Training. "He was highly effective in administering and coordinating the quality assurance work for over \$15 million in facility support contracts despite significant manpower shortages," read Stevenson.



Lt. John Spencer

Lt. Clifford Allan Ford, Chaplain Corps, United States Naval Reserve, received a NMCAM for the period of November and December 1995. According to Stevenson, Ford "spearheaded an innovative and most successful holiday program" at the All Faith Chapel. He organized station-wide Thanksgiving and Christmas Day dinners at the Wreck Center to which all single and geographical bachelor service members were invited. Ford has instituted a weekly Bible study at the airfield and provided spiritual support and guidance to Sailors and Marines by frequently visiting work spaces throughout the holiday season. "His initiative and attention to the needs of all hands has been an extraordinary source of strength for many and has deepened the sense of community at China Lake for all," said Stevenson.



Lt. C. Allan Ford

From RAdm. L. G. Bien, commander, Carrier Group 7, an NMCAM was presented to AK1 Troy G. Cowan. Cowan served as Repairable Asset Branch leading petty officer, Aviation Support Division, Supply Department, on USS Nimitz from October 1991 through September 1995. "He was personally responsible for increasing aviation storeroom validity from 59 to 98 percent through implementation of innovative storeroom procedures," read Stevenson from the citation. This was well above the commander's goal. According to the citation, in addition he was landing zone coordinator for 25 vertical replenishments at sea which contributed significantly to Nimitz and Air Wing Nine readiness.



AK1 Troy Cowan

Recognition
Capt. Stevenson presented a letter of commendation to BU2 Dan D. Rutledge from NAWCWPNS Commander RAdm. Dana B. McKinney. He also presented a letter of commendation to PR2 Jeffrey H. Reece from RAdm. J. O. Ellis, commander Carrier Group Five, Carrier Strike Force Seventh Fleet, Commander Battle Force Seventh Fleet.

Senior Sailor of the Quarter for fourth quarter, 1995 is ET2 Gary C. Schwager.

Junior Sailor of the Quarter for the fourth quarter 1995 is Airman Aron E. C. King.

— Photos by OSCS(SW) Dennis Harden

Support Reserve Unit 0176 holds quarters

At the Naval Air Weapons Station 0176 Reserve Support Unit's quarters held Dec. 10, Capt. Donald L. Cordes, commanding officer, promoted DP1

Karen Estes and AT2 James Liberty to their present rates.

AT2 James Liberty was selected as Sailor of the Quarter for 4th Quarter 1995.

CW03 Sammie Allen was promoted during morning quarters on Jan. 6 by Capt. Cordes.

Twelve NAWS 0176 members received the Naval Reserve Meritorious Service Medal on Jan. 7.

These twelve are: ADCS Ronald Mortimer, second award; ADCS Joseph Beachboard, fourth award; AOC Henry Manns, second award; AMSC Matthew Roberts, third award; AK1 Theresa Cabilario, sixth award; AMH2 Robert Gallagher, third award; AD2 Chris Beck, first award; AT2 John Mallet, first award; AMS2 Francois Clement, first award; AT2 Deborah Weston, third award; AD3 Betty Middleton, first award, and AT3 Barry Woods, first award.



PROMOTED—CW03 Sammie Allen receives new rank from Capt. Donald L. Cordes.

BMC closed on February 7

The Branch Medical Clinic will be closed on Feb. 7 for a Safety Stand Down. However, military sick call will remain from 7 to 7:30 a.m. and from 12:30 to 1:30 p.m. A limited number of same-day appointments will be available for family members and retirees. Normal clinic hours will resume on Feb. 8.

NEX news . . . did you know?

For credit card users, the Navy Exchange Autoport now offers 24-hour gasoline dispensing.

McDonald's hours of operations are 6 a.m. to 10 p.m., seven days a week.

With Valentine's Day just around the corner, keep in mind the Navy Exchange Flower Shop located at Building 18, Richmond Road (across from McDonald's).

The flower shop will deliver flowers within the base premises. Flowers by wire are also available through the Teleflora Company.

For more information, call 446-4698.

All Faith Chapel Services

Equipment for the hearing impaired and nursery are available

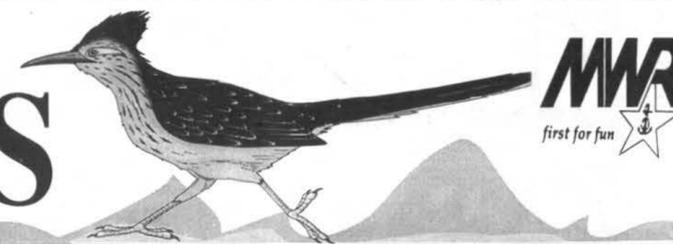
Protestant	Roman Catholic
Sunday Worship Service, Main Chapel 10:30 a.m.	Sunday Mass, Main Chapel 9:00 a.m.
Sunday School, Sept. - May, 1008-10 Blandly & 1903-05 Mitscher 9:00 a.m.	Daily Mass, Blessed Sacrament Chapel 11:35 a.m.
Bible Study (East Wing), Sept. - June, Wednesday 11:30 a.m.	Confessions, Sundays 8:15 - 8:45 a.m.
Men's Prayer Breakfast, East Wing, Thursday 6:00 a.m.	Confessions, Weekdays By appointment
Adult Bible Study, East Wing, Thursday 7:00 p.m.	Religious Education Classes, Sept. - May, Sunday, 1002 Blandly, 1008-10 Blandly & 1903-05 Mitscher 10:30 a.m.
Jewish (446-3613 Messages)	RCIA, St. Ann's School Library 8:15 - 9:45 p.m.
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.	Jumaa Prayer, Friday (1002 Blandly) 12 p.m.



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

Office Hours Monday-Friday, 7:30 a.m. to 4:30 p.m.
939-3506, 939-2773, 939-2873

REC BITS



MWR Management Team, NAWS, China Lake, CA

Now that's entertainment



Comics-R-Us!

Live comics appear at the Wreck Center on February 2 and February 22 at 8:00 p.m. For reservations or details, call 939-8660. Fees: Military-Free, DoD and Community, \$6.00 per person

Super Bowl '96

Be at the Wreck Center at 3:00 p.m. on January 28 for the Super Bowl of all Super Bowl's, Cowboys vs Steelers. Don't stay with the other guys! Watch the game on largest TV in the valley. That's not all. Chance to win an airline ticket or even \$1,000.00 for top QB1 score. Reserve your seat by calling

Wednesday Feast Night

Bring your family for fun, games and a feast at a fraction of the cost from 5:00 p.m. to 8:00 p.m. Dinner includes: Entree, soup and salad bar, dinner rolls and beverage. Reservations recommended. Movie shown at 6:30 p.m.

Thrifty Thursdays

From 5:00 p.m. to 10:00 p.m., Hot Wings are only 10¢ each. Order as many as you dare. Cuz' they are HOT!!! They don't call it "Thrifty" Thursday for nothing.

ITT on the move

Do you need information, amusement theme park tickets, lodging discounts and other recreational information? Visit the Wreck Center Information, Ticket & Tour (ITT) Office. Hours are Monday through Thursday, 10:00 a.m. to midnight, Friday & Saturday from 10:00 a.m. to 1:00 a.m. and Sundays from 9:00 a.m. to 11:00 p.m. For details, call 939-8661.

Hall Lanes strikes

Hey! Active duty military and their family members over 18 are encouraged to go on "strike" every Monday night from 6:00 p.m. to 8:00 p.m. Fees: \$8.00 per person/per week. SOPAC teams and singles/doubles will form from this elimination league. For details or to sign-up, call 939-3252.

Skating exhibition

Skate Oasis, local artistic roller skating club, performs an exhibition on Saturday, January 27 at 6:00 p.m. in the Youth Sports Center. Skaters perform their new competitive skating routines and group routines. Coaches Gary Hauman and Cindy McClintock are performing "don't miss" solos. Tickets are available at the door and from club skaters. For details or fees, call Colleen Goodman, 384-2612 or Sandra Davis,

Let's go mall cruising

Hey teens! Got the mall cruising fever? Travel to Palmdale Antelope Valley Mall on Saturday, February 16. Van leaves Teen Center at 9:00 a.m. and returns approximately at 5:00 p.m. Trip is for 12-17 year olds. Best part is, it's FREE for current card holding members of "The Vault" and only \$2.00 for nonmembers. Vault membership is open to all Military and DoD teens. Space is limited to 14 mall cruisers and they're going fast! Sign-up today by calling "The Vault" at 927-TEEN.

It's hot. It's back. Skating

Youth Sports Gym offers open skating on Fridays from 6:00 to 9:00 p.m. and Saturdays from 10:00 a.m. to noon. For hockey fans, play pickup hockey from 12:30 p.m. to 3:30 p.m. Pads and helmets are mandatory for hockey. Some equipment is available for check-out. Fees for skating and hockey are: Military-50¢, DoD-\$1.50 and Community-\$2.00. Skates are available for only 50¢. For details call 939-7135.

Movies now shown at the Wreck Center • 939-8660

Call 927-Play for current recorded listing/show times.

Splash Flash

Whaleness swim

Mammal wonder swim is the next exciting aquatic event, held at the Indoor Pool on February 3 at 9:00 a.m. Named to celebrate February Humpback Whale Awareness Month, The Whaleness Swim is a 60 minute swim. First, second and third place finishers, for the farthest distance swim in 60 minutes, receive gift certificates.

Warm waters return

For all those cold souls anticipating the opening of the Indoor Pool, wait no more! The indoor pool is open and better than ever. Come and see the new improvements. Schedule is as follows:

Monday-Friday
5:00 a.m. - 7:00 a.m., lap swim
10:00 a.m. - 1:00 p.m., lap swim
3:00 p.m. - 5:00 p.m., IWV swim practice
5:00 p.m. - 7:00 p.m., lap swim
Saturday, Sunday & Holidays
10:00 a.m. - 1:00 p.m., lap swim
1:00 p.m. - 5:00 p.m., recreational swim

Aquacise

Monday through Friday
11:30 a.m. - 12:30 p.m. or 5:30 p.m. - 6:30 p.m.
China Lake Aquatics Masters
Monday, Wednesday & Friday, 11:30 a.m. - 12:30 p.m.
Tuesday & Thursday, 6:30 p.m. - 7:30 p.m.
Saturday, 9:00 a.m. - 10:00 a.m.
Adult Swim Lessons
Tuesday, Thursday & Friday, 7:00 p.m. - 7:30 p.m.
Water Wellness
Monday, Wednesday & Friday, 10:30 a.m. - 11:30 a.m.

Gym Shorts

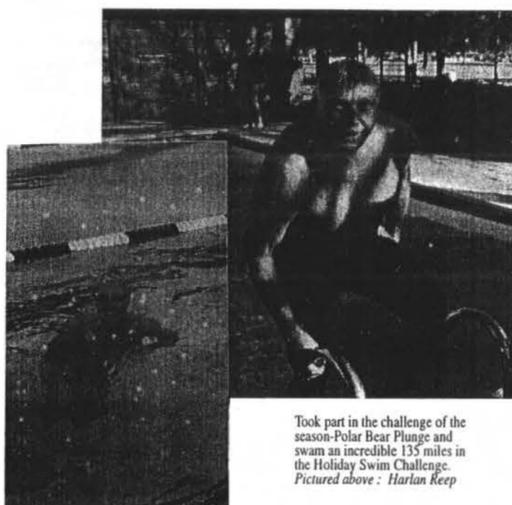
Play ball

Southern Pacific Sports Conference Invitational Men's and Women's Volleyball and Soccer Leagues are forming! Event is open to all active duty military members or customers on active duty for more than 90 days for other than training purposes. Official "Federation Internationale de Football Association (FIFA)" rules apply for soccer. Individual and team awards are given. Deadline for entry is February 2. Spouses may participate in team sports if the number of active duty military members is not enough to meet roster requirements. However, active duty are priority. For more information, contact Dana Alloway at 939-3550.



Let the force be with you

Bring home the "Gold" in the '96 Military Command Challenge. Perhaps friendly, traditional competition between Marines and Sailors is in order. Represent your command in five athletic events over the course of 1996. Events are Racquetball, tennis, basketball, horseshoes or a PRT challenge. Unique fitness quest is for active duty military from February through October and is absolutely free. Show your pride, stamina and command pride. All participants receive ribbons and command champion wins the coveted plaque. For details, call Michelle Archuleta at 939-0754.



Took part in the challenge of the season-Polar Bear Plunge and swam an incredible 135 miles in the Holiday Swim Challenge. Pictured above: Harlan Keep

You just can't keep a great swimmer down. Not even snow! Pictured above: Celesta Brooks

Biathlon is Coming March 30. BEGIN TRAINING NOW!



SPORTS

DoD committee sets dates for 1996 armed forces tournaments

DoD's Armed Forces Sports Committee will hold 15 championship tournaments at six installations in 1996, beginning Jan. 21 with the armed forces boxing tournament at Fort Huachuca, Ariz.

Fort Huachuca is one of four installations entertaining multiple championships in 1996. It will hold the men's and women's armed forces golf championships Sept. 22-28.

Camp Lejeune, N.C., hosts the men's basketball tournament March 10-16, and the men's and women's softball championships Aug. 11-17.

While Lejeune entertains the men's hoop tourney, the women's tournament will take place at Naval Air Station, Memphis, Tenn. The base will also host the men's and women's volleyball championships May 6-11.

Fort Jackson, S.C., will host the men's and women's armed forces bowling

championships April 6-12.

Other sites include Marine Corps Base, Quantico, Va., (wrestling, March 14-17) and Naval Amphibious Base Little Creek, Norfolk, Va. (soccer, Nov. 3-9). Officials have not named a site for the 1996 men's and women's track and field meet, slated May 21-26.

Athletes competing in armed forces events often qualify for international military competitions. The Conseil International du Sport Militaire hosts events annually, including the 1996 men's and women's basketball championships slated April 3-17 at Fort Hood, Texas.

To qualify for armed forces competition, athletes must apply through local sports channels and qualify through service tryouts and tournaments.

Requirements vary by service. For more information on the competition, contact MWR at 939-2305.

Exercise a little caution in winter

By Master Sgt. Stephen Barrett
American Forces Information Service

"Why don't you go and run — we'll send a dog sled team to find you in an hour!"

There are a thousand quips about running in the winter and a like number of excuses for not running at all. Service members will see the snow in the distance, feel the cold winds and immediately head for a warmer environment.

However, starting and maintaining a safe winter running program will keep joggers in shape. Officials with the President's Council on Physical Fitness and Sports said runners using common sense should have no problems.

Preparation begins with clothing. The council advises runners wear layered clothing because layers trap heat. Layers should be water resistant and windproof.

The council strongly advises wearing a wool watch cap or ski cap while running. Officials said runners lose body heat through their heads.

Runners should also wear gloves or mittens to protect fingers and hands. In addition, people exercising outside should wear scarfs over their mouths. This will help prevent respiratory problems. An alternative is to breathe only through the nose.

Hypothermia can result simply from

sweating. When clothes become wet, they lose about 90 percent of their insulating value. The wind hits the clothes, driving cold air straight through to the body. The clothes freeze, providing no protection from the wind and cold.

Frostbite affects exposed or wet skin, especially the ears, nose, cheeks, fingers and toes. Most people associate dehydration with exercising in warm or hot weather. However, it can occur just as easily in cold. Cold air is often dry, and people lose water by breathing and perspiring. To avoid dehydration, the president's council recommends drinking plenty of water or other fluids while exercising.

Wind chill can cause both hypothermia and frostbite. An outdoor thermometer might register 40 degrees Fahrenheit, but the apparent temperature could be subfreezing to a person standing in a breeze.

Officials caution runners to start running wearing lighter clothing than temperatures may seem to warrant.

Finally, know your limits and use common sense. Council members say plan your cold weather routes around sheltered areas. If it's too cold or icy, develop an alternate program that will allow you to continue cardiovascular workouts without endangering your health.

Family Service Center Scene

Classes available

The NAWS Family Service Center is sponsoring a variety of classes. All classes will be held at the Family Service Center, 610 Blandly Ave., unless otherwise stated. These classes are open to all military members and their families. Civilians and contractors are welcome on a "space available" basis.

Jan. 30 — 4:50-5:30 p.m. — **Computer Class for Kids** (3rd through 5th graders). Come and get a little hands-on experience on the Macintosh computer. Try out one of the programs that we have available. Registration required. Call 939-0966 by 4:30 on Jan. 29.

Feb. 6 — Boys Town Common Sense Parenting Class

This is an eight-week program teaching specific skills in parenting. The classes will be from 5:30-7:30 p.m. each Tuesday, starting Feb. 6 and going through March 26. Mandatory requirements for attending are: You can only miss one class; you must do the assigned homework; and you must be an active class participant. Registration is required. Call Cindy at 939-3059 by 12:30 on Feb. 5.

Feb. 7 — 5:15-6:15 p.m. — **Barracks Cooking**. Want to learn some basic cooking or improve your gourmet cooking? If you are interested and live in the

National Prayer Luncheon set Thursday, Feb. 1, at the Wreck Center

By Lou Czerwonka
Men's Prayer Breakfast Moderator

The local 25th National Prayer Luncheon (a spin-off of the National Prayer Breakfast) will be held at 11:30 a.m., Thursday, Feb. 1, at the NAWS Wreck Center. The luncheon provides us with a time for a grateful people to pause and reaffirm the spiritual foundation of

our country. This event is kicked off each year by the National Prayer Breakfast held in the nation's capital. Then as the sun moves ever westward this occasion is observed at military installations clear across this great land.

The guest speaker this year will be Capt. Chuck Stevenson, commanding officer of the NAWS. His speech will be in line with this year's theme: "A

barracks, mark an "X" for this class. This class will be a "whole meal in a crockpot." It will be held at the barracks.

Feb. 7 — 5:15-8 p.m. — **Home Buying and Selling Seminar**. Thinking about buying or selling a house? Get answers to your questions on how much money you will need, what you need to do and how long it takes. This is a two-part seminar — Home Selling 5:15-6:30 p.m. and Home Buying, 6:30-8 p.m. Registration required. Call 939-1018 by 4:30 on Feb. 6.

Financial education resources

Karen Rivers, financial education counselor at the Family Service Center, has resources available for check out for training purposes, or to any military member who would like to become more financially aware. Among the many books available are "Taming the Money Monster," "How to Survive in the Real

World," and "Living Financially Free." She also has books on buying a home and recent car buying guides. There are eight computer programs also available for use.

Rivers said that with income tax refund season upon us, many military personnel will be out looking for cars, and may consider leasing one, unaware that it is locking them into a potentially serious financial problem. She has information on purchasing new and used cars that may save them money.

As a reminder, Rivers says that the Judge Advocate staff is available to assist military personnel with all legal documents and urges them to contact LNI Overton at 939-2203 before signing an agreement or contract of any kind.

For more information of upcoming financial education seminars, call Rivers at 939-1018.

Nation of Many Faces."

An open invitation is extended to all the community to come and join us as we fellowship together and pray for this nation. Tickets for the luncheon will cost \$5.50 per person and may be obtained from the All Faith Chapel office or from the Fish Bible Book Store, 634 South China Lake Blvd., Ridgecrest. For further information, call 939-2873 or 939-2773.

In 1942 breakfast groups were inaugurated in the U. S. Senate and House of Representatives. Since then these groups have continued their weekly meetings.

America, a nation of many faces, stands at a crossroads in time. Please come join your fellow Americans as we take time out to pray to God for guidance in the direction this nation of ours should proceed.

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Super LOTTO
FREE COFFEE FREE 16oz. Soda
with purchase of any large sandwich

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Compare our cigarette prices!
Lowest Liquor Price
Prices subject to change without notice

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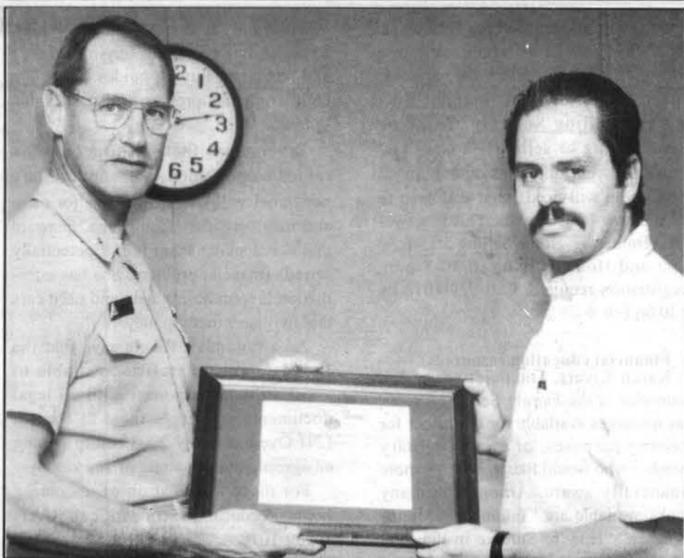
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MEDALS—Mark Henderson, an electronics engineer for the Threat Sensor Support Branch, Code 526100D (above left photo), and David A. Schriener, a scientist for the Technical Oversight Office, Stimulation and Stimulation Division, Code 526000D, each received a Department of the Army Achievement Medal for Civilian Service on Jan. 10 at an awards ceremony at NAVWCWPNS Commander RAdm. Dana B. McKinney's office. According to their nomination letters, the two played key roles in the formation of the Joint Service Impulse Working Group (JSIWG), consisting of members from the Army, Air Force and Navy, and have continuously demonstrated dedication and support to the development and advancement of impulse technology.



WEAPONS from Page 2

Manual and the Physical Security Manual, they are also violations of California Law (California Penal Code sections 12025 and 12031).

Theft or loss of any weapons listed above must be reported to CLP immedi-

ately at 939-3323.

The Law Enforcement Physical Security Division, China Lake Police, Code 824100D, maintains personal weapon registration forms. All personnel who reside on station and own personal

weapons as listed above are required to pick-up a registration form, complete and return it to CLP offices as soon as possible.

By registering personal weapons with the station, residents will not only be in

compliance with both NAVWP-NCENINST 5510.29 and OPNAVINST 5530.14B, but should the theft or loss of one of a weapon occur, a record of its description, make, model and serial number will be on file.

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THE ROCKETEER

CDC from Page 1

process, the CDC project was continually being pushed into later years. Then a public-private venture program was attempted, wherein a contractor would build and run the facility, but that, too, never got off the ground.

Alonzie Scott, China Lake's MWR director, while still new in his position, went to Washington and requested assistance from the Bureau of Personnel (BuPers). He argued that it didn't make sense to continually rehab five separate World War II era buildings every time codes changed. BuPers agreed to the tune of a \$1.4-million grant to build the 27,000-square-foot modular building. The contract has five (lease) option years after construction with a buyout/purchase option.

Stevenson praised Scott for his efforts and those of Public Works, NAVAIR and BuPers for pulling together the construction project management in record time — six months. From PW he thanked Cdr. (Sel.) Miller, Mike Thorpe, Vickie Wintjen, Chris Beasley, Roger Goddett, Tom Kozaan and Ron Gilchrist; from BuPers, Carolee Callen; and from MWR, Oliver, Linda Eberhart, Ronnie Holmes, Shirley Heckathorn, Jo Lish and Tanya Turner.

Earlier in the day, members of MWR, PW, command, Ramtech, the construction contractor, and Miller Structures, the company that builds the modules, held a design review conference on the new center. Bill Edmister, of Ramtech out of Dallas, Texas, gave a brief overview of the project.

The center will house 26 classrooms — six for infants, five for pre-toddlers, 10 for toddlers and five for pre-schoolers. The plans call for three covered, open-air courtyards, three major playground areas, a central administrative and reception area, and a full commercial kitchen. The courtyards and play-

grounds are cooled in the summer with fog mister systems. The building itself has refrigeration-type air conditioning and gas heat.

The entire project area, some six acres, will be fenced and landscaped with indigenous rock and plants and concrete walkways. New playground equipment is included in the package, but some existing items are being moved into the new playgrounds.

Edmister stressed that while the building is modular, it won't appear to

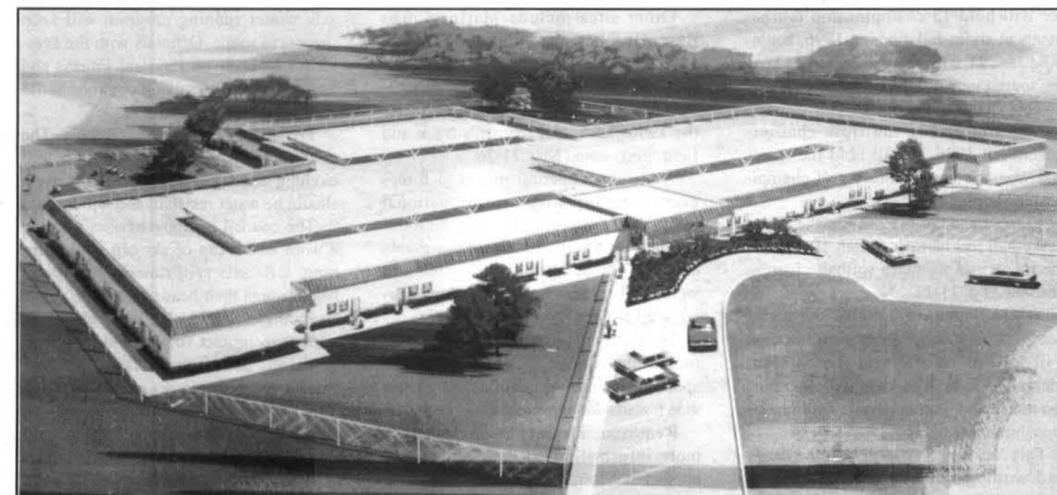
be. In the final product, all of the plumbing is under ground, the modules are installed on permanent concrete foundations, and exterior walls are stuccoed, making the seams between modules invisible.

Safety features include a fire sprinkler system installed in the drop ceiling and each classroom has two doors — one opening directly outdoors as a fire escape.

The new center has the capacity to bring the number of assigned military

members waiting for child care to zero and allows China Lake to meet the Navy's goal of providing child care for 100 percent of assigned military desiring care. Due to the inherent efficiency of the new facility this will be done without increasing the administrative staff, although as the numbers of children increase, the care provider staff is required by law to increase at a specific ratio per age group.

The new facility is scheduled to be open for business early this summer.



ARTIST'S RENDERING of new Child Development Center shows more lawn area than will actually be planted. The six-acre site will be completely fenced, and landscaping will include indigenous rock and plants with several lawn areas. Courtyards and playgrounds will be cooled in the summer with fog mister systems.

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PATHFINDER from Page 1

shield will slow down the Pathfinder from 17,000 mph to 900 mph. At this time a large parachute will be deployed to stabilize and decelerate the Pathfinder to 155 mph.

While descending under the parachute, the bottom half of the Pathfinder capsule will be lowered beneath the upper half via a tether. The upper half contains retro-rockets that will reduce the descent rate to zero. The lower half contains the land rover, which

is encapsulated inside a series of shock attenuation airbags, and a ground sensing altimeter system.

At 40 feet above the surface, the altimeter will transmit a firing signal via the tether to the retro-rockets. When the descent rate reduces to zero, the encapsulated land rover will separate and free fall to the ground. When the land rover system comes to a halt, the airbags will be deflated and retracted, and the rover will begin exploring the surface of Mars.

NAWCWPNS team members were presented with a Mars Pathfinder Program award from JPL at a ceremony Jan. 10 in NAWCWPNS Commander RAdm. Dana B. McKinney's conference room.

"The team has successfully developed rocket motor firing circuits and altimeter sensor integration networks after the JPL-furnished systems failed," said Bill Martin, NAWCWPNS project manager. "All electronic control and data acquisition systems are now being designed and

MARS Pathfinder Program Award winners (left to right) Charles Gray, Bob White, Elsa Hennings, Mary Johnson, Mike Herr, Bill Martin, project manager (holding award); Jim Woolley, Jack Ingle and PR3 Rick Buster are shown at their Jan. 10 award ceremony with NAWCWPNS Commander RAdm. Dana B. McKinney. Not shown, Warren Ingram, Jim Buckley and Sam Davis. The team was originally tasked to perform proof-of-concept testing of the retro-rocket system, but the JPL program manager, impressed with the team's professionalism, eventually asked for technical assistance and testing of four other subsystems.

Photo by Tim Tyson, S&TDD

furnished by the NAWCWPNS team for the tests being conducted here."

They also developed the test vehicles, multiple parachute systems and testing techniques required to simulate the proper environmental conditions to evaluate the various subsystems. And, they developed a unique low-cost method to safely suspend the live rocket motor system under the delivery helicopter.

With the planned trajectory of the Mars Pathfinder, the launch date is critical and cannot be delayed. "As with all development programs, the Mars Pathfinder Program has encountered unforeseen difficulties," commented Cal Kato, head of the Systems Development Division. "However, all members of the team have unselfishly put in extra hours after work, holidays and weekends to keep this program successful and on schedule."

(Editor's note: A more detailed article on Pathfinder ran in the April 20, 1995, issue of The Rocketeer.)

Physical fitness facility opens...

EASY RIDERS—At an opening day ceremony of the Physical Fitness Facility (bike path) last Friday near Lauritsen Gate, a group of bicycle riders, including Capt. Chuck Stevenson, NAVWS commanding officer; Capt. Andy Ritchie, public works officer; Loy Vincent, MWR fitness instructor; AOAN Homer Lambert; Airman Shane Easter; AK3 Brian Nelson and AME2 Kenneth Dampier, broke through a banner on their way to a healthier lifestyle. Holding the banner were Tom Maloney and Steve Blanche from the Public Works Department. Stevenson said the goal is to let everyone living on Station have the option of riding safely to work or school on well-maintained, well-lighted bike paths. The 3.5-mile path was constructed by Mertz Construction of Ridgecrest at a cost of \$273,000.



Visiting NMCRS instructor to provide information and overview training

Did you know that during 1995 more than 250 Sailors and Marines received financial assistance from the local Navy-Marine Corps Relief Office? More than \$56,000 in the form of grants and interest-free loans was provided to Sailors and Marines during times of unexpected need.

Learn more about this valuable resource when Susan Cobb, a field representative from the Navy-Marine Corps Relief Society Headquarters, visits China Lake on Feb. 5.

While here, Cobb will teach an NMCRS Information Course designed to inform the military community about

the numerous programs and services offered by the local auxiliary. NMCRS policies and procedures will be discussed as well as budgeting techniques, military pay and allowances and opportunities for volunteering.

The course will be offered Feb. 5-8 from 8:30 a.m. to 12:30 p.m., at Room G

in the Family Service Center. Spouses, retirees, active duty personnel and civilians are all encouraged to attend.

Although there is no obligation to volunteer, those who do will be heartily welcomed to carry on the tradition of helping the "Navy and Marine Corps take care of their own."

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Photo by Kathi Ramont

HAPPY CAMPERS—By close of business Jan. 3, 242 people from NAVWCWPNS China Lake had officially turned in their retirement termination sheets. Shown here are Joan Johnson, Connie Baca and Diana Hayes on their last stop at the payroll office.

Bureau announces Savings Bond rates for November 1995 through April 1996

The Bureau of the Public Debt has announced the market-based rates for U.S. Savings Bonds for November 1995 through April 1996.

The 4.75 percent short-term rate is 85 percent of the average of six-month Treasury security yields for August through October 1995. A new rate is announced each May 1 and Nov. 1. Series EE bonds issued on or after May 1, 1995, earn the short-term rates for semi-annual interest accrual periods beginning on or after each announcement date for the first five years.

The 5.16 percent long-term rate is 85 percent of the average of five-year Treasury security yields for May through October 1995. Series EE bonds issued on or after May 1, 1995, earn long-term rates from five years through 17 years. Since none of the bonds issued under the new rate structure have been outstanding for five years, the long-term rate in this announcement will not be used and is provided only for reference.

The average five-year Treasury securities yield applicable for earning periods beginning in November 1995 through April 1996 period is 6.08 percent. In general, the market-based

variable investment yield is 85 percent of the average five-year Treasury security yields for the applicable six-month periods. Series EE bonds issued before May 1, 1995, along with Series E bonds and saving notes that have been outstanding for five years or longer and have not reached final maturity continue to earn market-based variable yields or their guaranteed minimum yields, whichever produces the greater value.

Series H and HH bonds issued or entering an extended maturity period since Mar. 1, 1993, pay interest semi-annually at a fixed rate of 4 percent per annum.

Series E bonds issued November 1955 and prior have reached final maturity and no longer earn interest. Bonds issued from December 1955 through April 1956 stop earning interest Dec. 1, 1995, through April 1966, or forty years from the issue date. For the first time, Series E bonds that have an interest earning life of 30 years are reaching final maturity. Bonds with issue dates of December 1965 through April 1955 will stop earning interest Dec. 1, 1995 through Apr. 1, 1996, respectively.

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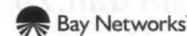
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STAKE Act aimed at young smokers

As part of California's ongoing effort to reduce the number of youth smoking and stop sales of tobacco to children, the Stop Tobacco Access to Kids Enforcement (STAKE) Act was signed into law in 1994, with implementation beginning this year. Recent data from the California Department of Health Services (CDHS) indicates that nine out of ten Californians want communities to strongly enforce laws prohibiting sales to minors and the STAKE Act does exactly that. Specifically, it establishes statewide enforcement of the law prohibiting tobacco sales to children under 18 years of age.

The law not only prohibits the sale of tobacco products to minors, but also requires retail sellers to check the identification of anyone buying tobacco who appears underage and to post warning signs at every point of sale. A toll free number, 1-800-5 ASK-4-ID, is for community members to report witnessing a sale of tobacco to an underage customer and for retailers to obtain free educational materials about preventing tobacco sales to minors.

As part of the STAKE Act, A.B. 686 was signed into law this fall. A.B. 686 prohibits the sale of tobacco products from all vending machines, starting Jan. 1. Only businesses holding an on-sale public premise liquor license,

such as taverns and barrooms, will be permitted to have a cigarette vending machine.

To assure that there is widespread knowledge of the STAKE Act, the CDHS has disseminated over 30,000 educational packets to tobacco retailers throughout the state. The STAKE Act also mandates random compliance checks by CDHS investigators, assisted by teens, to verify that retailers are not selling tobacco products to minors. Civil penalties for selling tobacco to minors begin at \$200 - \$300 for the first violation and increase with each subsequent violation within a five-year period. Penalties will be assessed only if a business sells tobacco to a minor. No penalties will be assessed based solely on a call to the toll-free number.

According to B.A. Jinadu, M.D., M.P.H., Director of Public Health for the Kern County Department of Public Health, "more than 280 children in California light their first cigarette each day. In fact, the average age that current adult smokers began smoking on a daily basis is 14.5 years of age."

The state has taken a proactive step towards breaking the cycle of youth tobacco use, but it will only be successful with the support of local health officials, law enforcement, parents and other community members.



Photo by Susan Read

FREE FLIGHT WINNERS—Carol Schwartz (middle) and Jeannie Winkler (right), are shown in the Navy balloon basket with balloon captain, Lt. Kim Yager, as they prepare to lift off from the Administration Building front lawn on Jan. 11. Combined Federal Campaign keyworkers wishing to take a free flight in the balloon threw their names into a hat, and Schwartz and Winkler were the winners. In addition to Schwartz and Winkler, Susan Read won the early morning opportunity to fly with Yager and Lt. Richard Manski over the north ranges of China Lake.

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Black History Month African-American Women: Yesterday, Today and Tomorrow

Schedule of Events

February 2 - Soulful Celebration
Please join us for an evening of food, socializing and merriment to celebrate Black History Month. Arts and crafts, fashions, religious books and sounds and beauty supplies will be available for purchase from African-American Women Entrepreneurs of Ridgcrest. This event is open to the public and everyone is invited to attend.

Heritage Inn Ready Room and Bridge Room
1050 N. Norma St., Ridgcrest
6-10 p.m.

Sponsored By: NAWCWPNs Black Employment Program Committee
Points of Contact: Will Carey, 939-7880, or Catherine Rogers, 939-8125

February 3 - Gospel Concert
Featuring Bakersfield Community Choir and Linda Bowling
Victory Baptist Church
242 W. Panamint Ave., Ridgcrest
6 p.m.

Point of Contact: Rev. E. Benjamin Thomas, Pastor

February 10 - 100 Black Men's Breakfast
Senior Citizens Center,
125 S. Warner St., Ridgcrest
8-10 a.m.

Points of Contact: Rev. A. Cleveland, 375-5448, Will Carey, 375-5950, Norman Alexander, 375-5397

February 18 - Black History Program
Point of Contact: Rev. A. Cleveland, 375-5448

February 23 - Job Fair
Cerro Coso Community College
9:30 a.m.
NAACP and CSC

Point of Contact: Odessa Newman-Staples, 375-8295

Training Opportunities

February 5 - 6: Leadership Skills for Non-Supervisors (8 a.m.-4 p.m.)
Room 107, Training Center, Lorna Riley

This two-day, in-depth workshop provides practical strategies to assist non-supervisors in identifying and developing leadership capabilities in a changing work environment.

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

February 7 and 21: Film Festival (8-11:30 a.m. and 1-4:30 p.m.)

Room 107, Training Center. Films will be shown in consecutive order — Training Credit Available

"Dr. Martin Luther King Jr.: A Historical Perspective" — Approximately one hour. Offers a one-of-a-kind examination of Dr. King's extraordinary life. Using rare and largely unseen film footage and photographs, writer/director Tom Friedman explores how Dr. King's idea, thoughts and causes evolved in the face of the rapidly changing climate of the Civil Rights Movement.

"Bill Cosby on Prejudice" — Approximately 25 minutes. In makeup that is a cross between the mask of an African storyteller and a harlequin comic, Bill Cosby tackles racial, religious, age and sex prejudices.

"Heritage in Black" — Approximately 26 minutes. Contributions of African Americans to the development of U.S.A.

February 14: Survival Strategies for Aspiring Managers (8 a.m.-4 p.m.)
Room 211, Training Center, Cedric Knight

This is a one day seminar designed to help minority group members who aspire to move into leadership positions. Leadership concepts and personal mastery of one's own strengths and weaknesses will be addressed. Class size is limited to 20

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

February 28 - 29: Career Transition Workshop (8 a.m.-4 p.m., 16 hours)
Room 205, Training Center

The Career Transition Workshop introduces the participants to job change strategies used by successful people. Participants will identify their personality type, values, skills, interests and accomplishments and will analyze their current jobs and career aspirations. With this information, the participants will develop a career action plan, study the latest job search strategies and techniques and become more skilled at networking, resume/SF-171 preparation, personal marketing and interviewing.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Sue Murray, Code 733000D (C622). For more information, call 939-2349.

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Shaping Your Future

By Kathi Ramont
Rocketeer Staff Writer

Supervisory Network — Rap sessions Feb. 6 and 7

Ed Romero and Mitzi Fortune are members of the Business Recovery Team's (BRT) Communications Subgroup. Romero is coordinator of the Supervisory Network at the Naval Air Warfare Center Weapons Division, which provides tools for supervisors and managers to become leaders and was created for first-line supervisors to enhance communications, build trust in the work force and support self-improvement opportunities. "Since the Supervisory Network started at Point Mugu in March 1991, we have had 35 successful working sessions," said Romero. "It was born out of a quality enhancement team effort started by Mark Schallheim. I took over coordinator duties in May 1994 because Mark noticed I had a lot of energy. Actually, this is part of the collateral duties for the senior executive development program."

Romero is head of the Targets and Mechanical Engineering Branch in the Support Equipment Department. He has been at Point Mugu since 1986 and has worked as an engineer, a test engineer, a project engineer and he completed a tour

at the Naval Air Systems Command in Washington, D.C. He has worked on various weapon systems including HARM, Shrike, Sidewinder and Harpoon. He holds a bachelor of science degree in mechanical engineering and a masters in management from the Naval Postgraduate School.

According to Romero, the network's function is to provide a forum to further supervisors' knowledge and understanding of personnel issues, develop and foster a team rapport among supervisors, guide, advise and provide leadership to probationary supervisors and enhance the professional image and leadership qualities of supervisors. Other core members of the network at Point Mugu include Peggy Dolan, Marilyn Newstrom, Tim Gurrola, Glatha Hemme, George Pohoski, Tom Carr, Julie Streets, Doris-Ross Prewitt, Mark Schallheim and Steve Mendonca.

At the China Lake NAWCWPNS site, Mitzi Fortune, a section head in the Guidance and Control Systems Division, is working a comparable program which includes the White Sands supervisors.

Fortune said that the network is also a collateral duty for her that takes up 30 to 40 percent of her time. Her section does evaluation and integration support and production and development support of

RF guidance systems. She has a bachelor of science degree in electronics engineering.

Currently, there are 737 supervisors on a special network e-mail distribution list — 300 at Point Mugu, 422 at China Lake and 15 at White Sands. Romero and Fortune also send out flyers of working sessions to all supervisors about a week ahead of time.

At times, upper management and the Human Resources Department have used the network to pass on relevant information. "We are planning a 'rap' session with Capt. Jack Dodd, NAWCWPNS vice commander, on Wednesday, Feb. 7 at Point Mugu from 9 to 11 a.m. in Building 3015, third floor conference room," said Romero. "Our informal setting provides an opportunity for supervisors to discuss, ask

questions and engage in issue resolution for current organizational topics. In the past we have provided recommendations to the introductory supervisory training class, and we have had sessions with top NAWCWPNS leadership including RAdm. Dana McKinney, Capt. Roger Hull, George Smith, Steve Mendonca, Gerry Schiefer and Gerald Wroat."

A similar rap session with Dodd will be held at China Lake on Tuesday, Feb. 6 from 1 to 2:30 p.m. in the Michelson Lab, Room 1000D.

Fortune said that before the two sites

joined forces, she was a member-of-a quality steering group in the Intercept Weapon's Department. "We had 16 to 20 branch heads who got together as a group once a month," said Fortune. "It was really interesting because even though it started out as a gripe session, once we started to work the problems, it helped us make positive changes in the department. And by networking through the division we found out who had work and who needed work. We also had a clearer picture of the policies coming down from the division and department heads. We had power — we had an impact. A lot of information goes back and forth between the supervisors this way."

Romero and Fortune play a vital role on the BRT. "We are the conduit for supervisors to ask questions. To get their issues to the BRT and be informed of on-going actions associated with the BRT," explained Romero. "Also, this has enabled us to start the same type of network sessions at China Lake with Mitzi as we've been running at Point Mugu. She has done some outstanding work by creating the Part-Time Talent Pool and Available Work databases."

Instructions on accessing these two databases for Macintosh and DOS/Windows appeared in the Nov. 30, 1995, issue of *The Rocketeer*.

"This information is for everyone looking for work, or workers, in the Weapons Division," said Fortune. "It covers all positions and any work needing to be done, not just technical jobs. Recently we filled an office manager position."

Fortune said that before the two sites



Mitzi Fortune



Ed Romero

Check out new SF-171 video

A video presentation of the workshop, "Updating Your SF-171/OF-612," by Rosalie Sommer, of the Human Resources Department is now available for employees to check out from the Employee Development Division located in the Training Center, Room 100, at the China Lake site, or Building 20 at Point Mugu.

Topics covered in the video include an overview of the three types of appli-

cations used in applying for a job—assistance in completing your application, tips on conducting a self-assessment and several worksheets.

At China Lake the CTCRC is located in the Training Center, Room 106, and at Point Mugu it is located in Building 20.

For further information, call 939-2349 at the China Lake site, or call 989-3982 at the Point Mugu site.

Tech Library News 'n' Tools

By Deanna Holloway
Technical Information Specialist

Valuable information is at your fingertips

The Technical Library now offers databases on CD-ROM available for access at your own desktop computer. Selections from the CD-ROM collection allow easy, flexible data search and retrieval to anyone at NAWCWPNS. Each CD-ROM is unique and the instructions are clear. You may print items from these invaluable information sources.

Current CD-ROM titles now available from your workstation: Aerospace Database, Books in Print; CIA World Fact Book; Ei Chemdisk 1994 to June 1995; Ei COMPENDEX; Ei MECHDISK; Ei PAGEONE; Federal Personnel Regulations; Fedlog Supply Catalog; Flight Reservation Viewer; Index to Military Periodicals; Jane's

Fighting Ships, Boats, and Planes; Joint Electronic Library; Military FullTEXT; National Technical Information Services; OPM/HRO Federal Jobs; Phone Book; Thomas Register; and World Weather. Titles will continue to be added to this list.

Remote access instructions for accessing Technical Library CD-ROMS from a MAC or PC are fairly simple once the necessary preparation is complete. The instructions can be found on the Technical Library File Server in Apple Talk Zone — "CL MAINSITE." If you have any questions or suggestions, call 939-3380/3389, fax 939-2431, or Quick Mail to "Technical Library." The Technical Library is open Monday-Thursday, 7:30 a.m. to 4:40 p.m.

Kern County treasurer and tax collector now available on the Internet

Phil Franey, Kern County treasurer and tax collector, has announced that his office is now on the Internet at <http://chiba.netxn.com/~kcttc> to obtain information on taxpayer services as well as financial and administrative services. Electronic mail capability is also available.

Franey states that his office experiences tremendous

telephone congestion during the busy tax seasons and hopes that the Internet access will provide another means of communication for the public.

"In this age of computer technology and the Information Superhighway, it just made good business sense to develop a Treasurer-Tax Collector Internet website

where the public can acquire the information they need and utilize the e-mail capabilities for quick response," Franey stated.

Although his office has no method for tax collection on the Internet at this time, Franey is exploring the possibility for future applications.

Occupational safety and health inspection scheduled for China Lake January 29 to February 1

By Dena Christison
Safety Specialist

Under the direction of the naval inspector general, an Occupational Safety and Health Oversight Inspection of the NAWC/NAWCWPNS China Lake will be conducted Jan. 29 to Feb. 1.

The inspection team headed by W. H. Fink Jr. will be located in Building 00465, Conference Room "B." Per SECNAVINST 5430.57 (series), the naval inspector general provides an alternative to the chain of command for receipt of complaints from Navy military personnel and serves the secretary of the navy as the official to whom Navy civilian employees may, without fear of reprisal, provide facts

concerning alleged violation of civil service rules.

Station personnel wishing to meet privately with the chief inspector on Jan. 30 between 1 and 2 p.m. to present alleged violation of occupational safety and health program requirements should first make an appointment by calling the Safety Office at 939-2315 prior to Jan. 29.

Personnel should bring copies of any supporting documentary information.

Alleged violations in the process of grievance or formal appeal, or matters related to OWCP handling of workers compensation, environmental differential pay, or past disagreements with supervisors will not be entertained by the chief inspector.

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Note 1 applies.

No. 473-019-RP6, Model Maker, WG-4714-14 (Two Vacancies), Airframe, Ordnance, and Propulsion Division, Code 473250D—Area of Consideration: China Lake. **Opening Date:** 1-25-96. **Closing Date:** 2-1-96. **Selecting Official:** Gordon Fawkes, 927-2702. **HRD Contact:** Julie Rodriguez, 939-2693. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** This position is located in the Ordnance Support Section, Propulsion Branch, Airframe, Ordnance, and Propulsion Division. Incumbent is responsible for working with scientists and engineers and is responsible for fabrication of specialized ordnance development and formulations equipment. Responsible for design and fabrication of specialized ordnance-testing fixtures, test stands, facility modifications, and electronic items, such as chassis, panels, and cabinets. These are one-of-a-kind items for which there is no precedent established. The work involves the use of all hand and power metal-working equipment and all types of metal, plastic, and welding material. Craftsmen in this area work independently, plan work sequences, and schedule priority of jobs to meet testing schedules. **Quality-Ranking Factors:** Ability to do the work of the position without more than normal supervision; ability to do the theoretical, precise, and/or artistic work of two or more trades; knowledge of pertinent metals; ability to use shop drawings; ability to use hand tools for machine shop; and skill in measurement and layout. Must be able to meet physical demands as identified in the job description. Incumbent must be able to obtain and maintain a Secret clearance. Full performance level is at the WG-15 level. **Note:** Applicants must submit a supplemental for Model Maker, WG-4714-14, which may be obtained in the Human Resources Department, Room 100.

Note 1 applies.

No. 473-020-RP6, Mechanical Engineering Technician, DT-0802-2/3 (Multiple Vacancies), Airframe, Ordnance, and Propulsion Division, Code 473250D—Area of Consideration: China Lake. **Opening Date:** 1-25-96. **Closing Date:** 2-1-96. **Selecting Official:** Gordon Fawkes, 927-2702. **Human Resources Contact:** Julie Rodriguez, 939-2693. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** This position is located in the Ordnance Support Section, Propulsion

EMPLOYMENT OPPORTUNITY

No. NMC 12-18-1, Industrial Hygienist, GS-690-5/7 Target 12, Naval Medical Clinic Head, Industrial Hygiene Division, China Lake—Area of Consideration: Career and career condition Southern California. **Opening Date:** 12-22-95. **Closing Date:** Open until-filled (first cutoff 1-8-96). **Summary of Duties:** This position is located in the Industrial Hygiene Service of the Head, Industrial Hygiene Division, Naval Medical Clinic, China Lake. The incumbent's responsibilities include inspecting industrial areas to determine if the correct standards and guidelines are applied to occupational health in the workplace; using a variety of scientific equipment to determine the extent or severity of exposure to hazardous conditions; minimizing or eliminating worker exposure by designing or assisting in the design of engineering controls; and controlling the preparation of all technical documents and instructions associated with the industrial hygiene program. **Summary of Qualification Requirements. (A) Degree:** industrial hygiene, or a branch of engineering, physical science, or life science that included 12 semester hours in chemistry, including organic chemistry, and 18 additional semester hours of courses in any combination of chemistry, physics, engineering, health physics, environmental health, biostatistics, biology, physiology, toxicology, epidemiology, or industrial hygiene. Courses in the history or teaching of chemistry are not acceptable. **(B) Combination of education and experience—at least 12 semester hours of course work in chemistry, including organic chemistry, and 18 additional semester hours as specified in "A," plus appropriate experience or additional education. Evaluation of Education:** All science or engineering courses offered in fulfillment of the above requirements must be acceptable for credit toward the completion of a standard 4-year professional curriculum leading to a bachelor's degree in science or engineering at an accredited college or university. **Evaluation of Experience:** Qualifying experience may have been obtained in field, laboratory, engineering, or other environment if the work provided a means of obtaining a professional knowledge of the theory and application of the principles of industrial hygiene and closely related sciences such as physics and engineering controls. Such work must have involved experience in all of the following areas: the acquisition of quantitative and qualitative data; the measurement of exposures for a variety of chemical, physical, and biological stresses; the analysis of the data acquired and the prediction of probable effects of exposures on the health and well-being of workers; and the selection and recommendation of appropriate controls, including management, medical, engineering, education or training, and personal protective equipment. **Time-in-Grade Requirements: GS-05:** GS applicants must have held the GS-04 grade level for 52 weeks. **GS-07:** GS applicants must have held the GS-05 grade level for 52 weeks. **Job Elements:** *(1) Knowledge of industrial hygiene sampling procedures and techniques, (2) knowledge of occupational safety and health regulatory requirements, (3) ability to make industrial hygiene investigations and make recommendations, and (4) ability to communicate orally and in writing. **Quality-Ranking Factor:** *This element will be used as the quality-ranking factor if there are less than 10 qualified applicants. **Note:** (1) This position may be filled at the GS-05 or GS-07 levels only. If the position is filled at the GS-05 or 07 level, promotion to the full performance level may be made without further competition. Promotion is not guaranteed. (2) Permanent change of duty station will be paid.

Branch, Airframe, Ordnance, and Propulsion Division. Incumbent is responsible for planning and conducting of plans for fabrication of specialized ordnance development and formulations equipment. This includes independent analysis and solution; analysis of drawing and specifications; evaluation of test data; preparation of plans for fabrication of specialized ordnance tools, jigs, fixtures, and molds; and preparation of cost estimates. Responsible for implementing an aggressive safety program. **Quality-Ranking Factors:** Knowledge of fabrication and installation of specialized ordnance development and formulations equipment; knowledge of project planning and evaluation; and knowledge of testing procedures, and basic math, algebra, and trigonometry; Ability to work with minimal supervision; ability to work as a team member or team leader; and ability to provide and implement solutions to verbally defined problems on short notice. Incumbent must be able to obtain and maintain a Secret clearance. Full performance is at the DT-3 level.

Note 1 applies.

CURRENT APPOINTABLE PERSONS IN SOUTHERN CALIFORNIA

No. NARS-05-AA6, (1) Resources Assistant, GS-303-06/07, Navy Representative, Western-Pacific P.O. Box 92007, Woorway Postal Center Los Angeles, CA 90000-2007 Code NARS—Area of Consideration: Current appointable persons in Southern California. **Opening Date:** 1-25-96. **Closing Date:** 2-26-96. **Selecting Official:** LTCOL

J.S. Mendelson, (310) 297-1162 (DSN 833-1247). **HRD Contact:** Ana I. Anderson (Annie), (805) 989-3241 (DSN 351-3241). **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** At the target level, the incumbent serves as liaison between the Navy Representative (NAVREP) and dignitaries in all phases of aviation. When emergencies occur, determines whether to contact the NAVREP or take action in his absence. Reviews airspace dockets in suspense to ensure that the Navy operations are not jeopardized by delays in the absence of the NAVREP. Authorized to prepare and sign correspondence for the supervisor, ensuring that any technical or policy statement is in accordance with that of the NAVREP. Initiates travel arrangements, briefs the supervisor, and provides a type itinerary including alternate flights. Prepares the annual budget for the approval of the NAVREP and maintains forms administrative duties for the NAVREP, which include schedule control, making appointments for conferences, and arranging for representation by subordinate as necessary. **Quality-Ranking Factors:** Knowledge of grammar and correspondence rules and formats as related to clerical and administrative functions. **Notes 1 and 5 apply.**

SOUTHERN CALIFORNIA/CURRENT APPOINTABLE DOD EMPLOYEES

No. 8360-95-SE6, (1) Supervisory MWR Programs Manager, DA-1101-01, Shore Station Management, Naval Air Weapons

Station, Morale, Welfare and Recreation Department, Recreation Division, Code 836300E—Area of Consideration: Current appointable DOD employees within Southern California. **Opening Date:** 1-11-96. **Closing Date:** 2-8-96. **Selecting Official:** John Gerard, 989-7509. **HRD Contact:** Susan Ellis, 989-3319. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent manages and operates a diverse overall MWR program at San Nicolas Island. Develops, manages, maintains, plans, implements, and administers a diverse recreation program including athletics, aquatics, golf, theater, information/tickets/tours, and similar activities. Applies existing guidelines and develops own supplements and procedures for use by staff to evaluate patrons' needs and interests. Evaluates sports programs to meet participants' interests and needs in a variety of major and mini-team and individual sports. Promotes, organizes, and directs intermural, intramural, and all-star sports programs to coincide with scheduled higher level tournaments for the same sports. Plans, develops, organizes, implements, supervises, and evaluates youth and family recreation programs that encompass a comprehensive program of social, cultural, athletic, and recreational activities. **Quality-Ranking Factors:** Knowledge of the philosophy, principles, methods, and techniques of diversified recreation programs, which enable incumbent to initiate, develop, and administer a variety of participants' recreation interests and needs.



NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

AUTOMATED FORMS HELP

The Office Systems Branch (Code 725200D/E) personnel are available to assist you with your forms needs and/or problems.

To obtain more information, contact Hale Herold or Dava Maples at 939-2524/2521/2455 (DSN 437-2524/2521/2455) (voice mail).

AUTOMATED PC FORMS AVAILABLE

The Office Systems Branch (Code 725200D) has some automated PC forms available on the FS0024A fileservers for PC users. If you have forms that need to be automated, requirements and standards are contained in SECNAVINST 5213.10D.

To obtain more information, contact Dava Maples at 939-2524/2521/2455 (DSN 437-2524/2455).

SINGLE FINANCIAL SYSTEM PROJECT BRIEFINGS

During the first 2 weeks of February, the Single Financial System (SFS) Project Office will provide briefings to update the latest and greatest information relating to the new financial system for Weapons Division personnel.

At China Lake the briefings will be held Friday, 2 February in Mich Lab, Room 1000D from 0930 to 1130 and from 1300 to 1500.

At Point Mugu the briefings will be held Thursday, 8 February in Bldg. 3015 auditorium from 0930 to 1130 a.m. and 1300 to 1500.

The focus of this month's briefing will be new Comptroller processes. Representatives from the Comptrollers Department will discuss the products and status of various comptroller teams covering funding, execution, adjustments and corrections, information sharing, and reports. A Comptroller Corporate Team will provide definitions for new terms in NIFMAS that replace/modify terms from the residual systems.

A Comptroller Corporate Team will provide definitions for new terms in NIFMAS that replace/modify terms from the residual systems.

Frequently asked questions that are researched by the SFS Help Desk will be discussed and clarified. Other topics include a production status and schedule, upcoming training plans, and a Financial Reports Operations Group update.

These briefings are intended to cover changes in business practices as a result of the new financial system implementation. We encourage you to attend.

Note: This is a date change from 18-19 January.

NOTICE TO EMPLOYEES WHO SUSTAIN WORK-RELATED INJURIES

If you sustain a work-related injury or occupational disease, you may be entitled to benefits under the Federal Employees' Compensation Act.

When you are injured you should: (1) Notify your supervisor immediately and obtain authorization for medical care. (2) Report to the Human Resources Department for completion of the required notice of injury forms. (3) Obtain forms or further information from the following personnel:

China Lake: Kitty Reeve at 939-8364 or Vicki Hernandez at 939-2537

Point Mugu: Anna Flanagan at 989-3256 or Mary Wedel at 989-3304

White Sands: Dave Martinez at 678-5942

FASTPAC 4.0 FOR WINDOWS

The FastPAC for Windows Program has been updated and is available on the HRD Public Server. (Macintosh FastPAC users should ignore this message.) To set up the program on your local PC hard drive, follow these instructions:

1. Type LOGIN PM62PUB_NFS/FASTPAC
2. Locate the R:\directory using Windows File Manager
3. Double-click the file called SETUP.EXE
4. Follow on-screen instructions

Note: If message "System.MDA file not created" appears following setup, install a second time. It will install faster, and the appropriate file will be created.

Direct questions concerning this program to John Allen at 989-3237 (DSN 351-3237).

FY96 NAWCWPNS COURSES—WINDOWS AND MAC
The FY96 NAWCWPNS Course Schedule is now available electronically to both Windows and Macintosh users.

Macintosh

1. Select Appletalk Zone PM HRD in the Chooser. Click on Appletalk.
2. Select PM62PUB_NFS
3. Name: CLASSMAC (No password)
4. "PUB" will now be on the desktop. Double-click the icon.
5. Find the CLASSMAC folder and open it.
6. Double-click the CLASSES application program.

Windows

1. Log in to the PM62PUB_NFS server.
2. Name: CLASSWIN (No password)
3. Locate the R:\CLASSWIN directory using Windows File Manager.
4. Double-click the file called CLASSES.EXE

Macintosh and Windows Users

Once the program file has been double-clicked, the FY96 NAWCWPNS Course Schedule Program screen will

appear. Buttons are available on this screen that allow users to

Navigate

- Move to the top record
- Move to the previous record
- Move to the next record
- Move to the last record

Locate

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

Print

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

Close

Quits the program.

Direct questions concerning this program to Jim Diderich at (805) 989-3994 (DSN 351-3994) or John Allen at (805) 989-3237 (DSN 351-3237).

TSP RATES OF RETURN

TSP Rates of Return were:	C Fund	F Fund	G Fund
December 1995:	1.92%	1.39%	0.50%
Last 12 months:	37.41%	18.31%	7.03%

TSP OPEN SEASON IS HERE

OPEN SEASON: TSP Open Season will continue through 31 January. The TSP Open Season is your chance to start or change your contributions to your TSP account. During the Open Season you can also change the way your future payroll contributions are invested in the three TSP funds.

INTERFUND TRANSFERS: An interfund transfer changes the balances of your TSP account that are invested in the three TSP funds. An interfund transfer affects only money already in your account; it does not affect the way your future payroll contributions are invested. You can make an interfund transfer in any month you wish, without an annual limit. Interfund transfers can be made by using the THRIFTLINE, telephone (504) 255-8777. For more information on using the THRIFTLINE, at China Lake call John Powers at 939-2574, and at Point Mugu call Peggy Topham at 989-3323. Ask for a copy of the fact sheet using the ThriftLine.

CHINA LAKE GENERAL ANNOUNCEMENTS

FINANCIAL COUNSELING FOR EMPLOYEES

Each year, thousands of people are confronted with overwhelming money problems. It all starts when it's time to pay bills. You take out your checkbook, look at the balance, and add up what you owe. You realize you don't have enough money to pay all the bills, so you begin with the priorities. Who gets paid first? Who can wait? The fact is, everybody wants their money. If you can't do something about it, you're in trouble. Trouble can spill over into your work and family life. Your receive late payment notices, letters from attorneys, and unpleasant telephone calls.

The Employee Assistance Program has arranged for a

representative from the Consumer Credit Counselors of Kern County, a non-profit community service agency from Bakersfield, to come to the Naval Air Warfare Center to offer counseling. Your financial situation will be reviewed free of charge by a trained counselor.

You can call the Employee Assistance Program Office at 939-2018 to arrange for an appointment.

MAMMOGRAPHY SCREENING

The Wellness Program (Code 731000D) will sponsor a mammography screening for NAWC/NAWS China Lake employees and their spouses. Valley Technological Services (VTS) will have their mobile mammography unit

in front of the Administration Building on 30 January. The cost of the x-ray exam is \$65. Participants must be at least 35 years old to participate unless referred by a physician. VTS is accredited by the American College of Radiology.

To schedule an appointment, call (800) 458-3385.

XEROX COPIER MAINTENANCE CONTRACT

The Information Management Department's Acquisition Support Branch (Code 721200E) has a consolidated contract for maintenance and repair of Xerox (only) copiers for the Point Mugu and China Lake sites. The copier MUST BE ON THE CONTRACT for on-call service.

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 351-1785). 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).

This is NOT A MANDATORY contract, but was initiated to provide primary or alternative service support. For service, call the Xerox Trouble Desk at (800) 822-2979 with copier serial number, Contract Number (N68936-96-F-W001), copier point of contact, and copier location. Period of performance is through 30 September 1996. An administrative fee of 6.4% will be added to the monthly charge.

Code 721200E is currently in the process of modifying the contract to include any new additions to the contract. It is anticipated that this modification will be effective 1 April 1996. Requests to be included in this modification must be submitted NO LATER THAN 13 February 1996.

To add a copier to the contract, contact Jim Reynolds at Point Mugu, Code 721200E, DSN 351-3626 or (805) 989-3626. The alternate contact is Linda Dailey at China Lake, Code 721200D, DSN 437-7283 or (619) 939-7283.

VIDEO LECTURE SERIES ARRANGED BY IEEE

The China Lake Section of IEEE is introducing a video lecture series in 1996 to replace the long-running video conference program, which was abruptly canceled by IEEE headquarters last year. This new video lecture program will feature short (approximately 1-hour) commercial video lectures purchased by the local section of IEEE and, possibly, other partnership organizations. This program will be free and open to all interested persons. The first of this year's lectures is described below:

Lecture #1: Mapping the Internet: Yesterday, Today, and Tomorrow, by: Gordon Bell
Wednesday, 31 January, Training Center, Room 203 from 1130 to 1230

Video Lecture Description: Gordon Bell, 1991 winner of the National Medal of Technology and Internet pioneer, reviews the past, present, and future of the technical structure of the Internet. He firmly believes that the phone and cable companies are on the wrong track, trying to kill each other to market video-on-demand. In this video lecture, Mr. Bell discusses the need for change in both industries so they can work together toward giving the public powerful, fast home Internet access for electronic commerce. POTS (Plain Old Telephone Service), even at ISDN (Integrated Services Digital Network) speed, is not fast enough. This video was produced in 1995 and is approximately 50 minutes long. One hour of training credit will be provided to those NAWC employees who attend the viewing and sign the attendance roster. For additional information on this lecture series, contact Bob McGahern at 939-1443 or via Quick Mail.

FELLOWSHIP PROGRAM NOMINATIONS

The deadline for submitting China Lake nominations for the NAWCWPNS Fellow Program is 7 February. Nominations are being accepted by the China Lake Fellow Selection Committee for the 1996 NAWCWPNS Fellow Program. All technical China Lake employees are eligible

RETIREMENTS AND FAREWELLS, CHINA LAKE

HERMAN HOFFMAN

Herman Hoffman, Test Planning Branch, Land Range Office, Pacific Ranges and Facilities Department (Code 529210D), is retiring after 38 years of federal service. A retirement luncheon will be held in his honor at Texas Cattle Company on 29 January at 1115. For reservations, presentations, or gift donations, contact Sue Donnally at 939-6809 or Ruth Malik at 939-6035.

BENJAMIN Y. S. LEE

Benjamin Y. S. Lee is retiring after 44-1/2 years of federal service, 41 of which were served at China Lake. A farewell dinner will be held in his honor at the Carriage Inn on 1 February. Dancing music will be funded by Ben Lee and provided by John Perrige. A Polynesian buffet will be served at 1830, and Polynesian attire is requested (no neckties!). The cost is \$13 per person (tip not included), which must be pre-paid. For tickets, gift contributions, and/or presentations (bequests in your will because he will probably outlive us all), or information, contact Linda Peltz at 939-7392 or come to Bldg. 13040.

VIVIAN ESTRADA ANTHONY "TONY" ESTRADA

Vivian Estrada, Sidewinder Project Office, and Tony Estrada, Sparrow Project Office, are retiring after 59 years of combined federal service. A retirement dinner will be held in their honor at the Carriage Inn on 2 February. A no-host social hour will start at 1730. Dinner will begin at 1830, with presentations at 2000. Dinner will be a western barbeque buffet for \$15 per person. Tickets must be purchased by 29 January. For tickets, presentations, or gift donations, contact the Sidewinder Project Office at 939-3643 (Michelson Lab,

for the Fellow Designation, whether they are engineer, scientist, mathematician, or other technologist engaged in research, development, test and evaluation; production process development; quality control; or other technical activities. Managers or supervisors are not usually eligible for this award unless they can show that they have continued to make a significant technical contribution in their work area. Anyone can nominate a candidate for the Fellow Program by submitting the necessary documentation, which should include the nominee's name, educational background, accomplishments, patents, publications, and technical input (China Lake/national/international). Nominations should be submitted to the nominee's division Technical Staff Selection Committee. If no such committee exists, nominations can be made directly to the Fellow Selection Committee member representing your division

Room 1079) or the Sparrow Project Office at 939-3242 (Michelson Lab, Room 205B).

COLIN "DAN" RYAN

Dan Ryan, Metric Video, Land Range Real-Time Data Branch (Code 525400D), Pacific Ranges and Facilities Department, has retired after more than 33 years of federal service. A retirement luncheon will be held in his honor at Texas Cattle Company on 5 February at 1115. For reservations, presentations, or gift donations, contact Cathy Riggs at 939-6925 or Daris Moorehead at 939-6952 by 1 February.

ELIZABETH "LIZ" BABCOCK BYRON BUTLER

Elizabeth "Liz" Babcock and Byron Butler, former Technical Information Department, are retiring after a combined 60 years of federal service. A farewell party will be held in their honor at Farris' at the Heritage on 8 February. Hors d'oeuvres will be served at 1530, and presentations will begin at 1830. A no-host bar will be available. For reservations or presentations, contact Cindy Lemon at 939-3658 or Rose Lathrop at 939-3428 by 1 February.

DICK KISTLER

Dick Kistler is retiring after 33 years of government service at China Lake. A retirement party will be held in his honor at the Carriage Inn on 8 February. Social hour begins at 1730, with dinner at 1830 and presentations following. Dinner will be a western barbeque buffet for \$16 per person. For reservations, donations, or presentations, contact Cathey O'Connell at 939-3802 or Doris Laffoon at 939-8623 by 2 February.

via the nominee's division head.

China Lake Fellow Selection Committee representatives are Ken Grant (Code, 41LB00D), Alex Shlanta (Codes 420000D and 4J0000D), John Knecht (Code 455530D), Barrie Riddoch (Code 471320D), Dave Burdick (Code 472E00D), George Hennings (Code 473330D), Merle Elson (Code 474180D), John Rogerson (Code 528210D), and George Mills (Code 543300D). These people will solicit and receive nominations and are available to answer questions about the Fellow Program. For more information on the program or the desired format for nominations, contact one of the above representatives or Bill Webster (Chair of the China Lake Fellow Selection Committee) at 939-1074 or Dick Klabunde (Co-Chair) at 939-8227.

POINT MUGU GENERAL ANNOUNCEMENTS

HUMAN RESOURCES DEPARTMENT CHANGES HOURS OF OPERATION AND LOCATION OF VACANCY ANNOUNCEMENTS

Effective 2 January, the Human Resources Department will be closed for lunch from 1130 to 1230. In addition, vacancy announcements will no longer be posted in Bldg. 211. All vacancy announcements are now posted in the Career Transition Center, currently located in Bldg. 20.

NEW EMPLOYEE DEVELOPMENT DIVISION PHONE NUMBER

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

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

Getting help when you have a problem can be a problem. Do you know that there is someone you can talk to if

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

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

The exclusive labor representative for the bargaining unit employees of NAWCWPNS Point Mugu is the National Association of Government Employees (NAGE). The local R12-33 President is Louis W. Rogers, located in Trailer 10097; he can be reached at 989-1374.

EMPLOYEE COMMUTE OPTIONS PROGRAM
To participate in the Employee Commute Options Program, use alternate means of transportation (any mode of transportation other than a single-occupancy vehicle) to commute.

Eligibility Requirements:

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

Rideshare Hotline:

For rideshare hotline information, contact the Employee Transportation Coordinator, Bill Guzman at 989-1360.

conduct a training session that achieves the learning objectives of your program; and demonstrate increased skill, confidence, and rapport when interacting with your class.

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

CONTRACTING OFFICER'S TECHNICAL REPRESENTATIVE (COR) (20 hrs.)

19-21 March; Tuesday-Thursday, Trailer 10076, Point Mugu.

COR training is designed to provide NAVSUP-approved instruction in the duties and responsibilities of a Contracting Officer's Representative. Emphasis is placed on pre- and post-award COR functions. Students are encouraged to bring a copy of their contract or solicitation. In order to assess the student's comprehension, an examination will be given the last day. Students must attain a score of 80% to pass. Successful completion is required for nomination and subsequent appointment of CORs.

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

NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY96 SEMINARS

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

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

COURSE TITLE	COURSE DATES	DEADLINE DATE TO 733000D
Contemporary Management Issues and Practices	12-23 Aug 96	20 May 96
The Washington Arena	16-20 Sept 96	5 Jul 96
Managing Individual and Organizational Change	6-9 Aug 96	20 May 96
The Politics of National Security	26-31 Aug 96	7 Jun 96
NEW - Creating the High-Performance Workplace	26-30 Aug 96	7 Jun 96
Issues in DOD/Public Policy Series: The Information Highway	1 May 96	16 Feb 96
NEW - Managing Critical Resources	5 days-TBD based on demand	

CIVILIAN PERSONNEL DIVISION NEWS

APPLICATION PROCEDURES

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

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

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

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

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

AREA OF CONSIDERATION INFORMATION

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

NOTES

- If selection is made below the full-performance level, the selectee may be promoted to the next higher level(s) without further competition provided the following conditions are met: (1) OPM requirements are met, (2) management determines the incumbent is performing at the higher grade level, and (3) there is work at the higher grade level to justify the promotion. **PROMOTION IS NOT GUARANTEED.**
- First-time supervisors and managers are required to serve a probationary period of 12 months. Those who do not satisfactorily complete the probationary period will be returned to positions of no lower grade and pay than their former position.
- Drug Testing Designated Position.** An applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. (Exception: If the position change is for 30 days or less or the applicant currently occupies a DOD testing designated position (TDP), no applicant test is authorized.) The selection is contingent upon a negative drug test result and, thereafter, the selectee will be subject to drug testing on a random basis as the incumbent of a TDP. Further, all DON employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident or unsafe practice. All individuals will have the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test result will be provided to the selecting official and servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current DON employee will also be provided to the employing activity/command.
- This is a DAWIA (Defense Acquisition Workforce Improvement Act) Designated Position. P.L. 101-510 requires that all applications for DAWIA designated positions which are advertised be evaluated utilizing a quality ranking factor (QRF) to determine the best qualified candidates. A supplemental narrative addressing the DAWIA QRF is highly recommended. Applicants wishing more information on the DAWIA mandatory requirements and/or definitions of DAWIA career fields may contact the DAWIA representative within their Competency.
NOTE: Applicants selected for Critical Acquisition Positions will be required to sign a Tenure Agreement to remain in that position for at least a three-year period.
- Merit Promotion Positions for Point Mugu Site Vacancies.** Applicants must meet all eligibility requirements (including, when applicable, time-in-grade and qualification requirements) within 30 calendar days of the closing date of the announcement.

GENERAL INFORMATION

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

All vacancies are subject to restrictions imposed by the DOD Priority Placement Program (PPP). Incumbent must hold or be able to obtain the appropriate security clearance.

As of 1 August 1992, mandatory direct deposit/electronic funds transfer (DD/EFT) became the standard payment within DOD for pay of certain civilian personnel. Newly hired civilian personnel and employees (not currently enrolled) who are selected for competitive promotion, reassignment, transfer, etc., will be required to enroll in DD/EFT within 60 days. An asterisk (*) preceding an announcement number indicates a modification has been made to the vacancy advertisement; please note indicated changes.

CHINA LAKE SITE ONLY

No. 474-015-RP6, Senior/Executive Officer Manager, DG-303-3/4, Research and Technology Division, Code 474000D—Area of Consideration: China Lake. **Opening Date:** 1-25-96. **Closing Date:** 2-1-96. **Selecting Official:** Dr. Ronald Derr, 939-2246. **HRD Contact:** Julie Rodriguez, 939-2693. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Position is located in the Weapons and Technology Division, Weapons/Targets Department. Incumbent provides secretarial and administrative support to the Head of the Research and Technology Division and involves interaction with all levels of management and personnel. The incumbent will perform a wide range of duties including reviewing and composing outgoing correspondence and non-technical reports; managing Division Head's calendar and setting up conferences; performing receptionist and telephone duties; and reviewing and distributing incoming mail. **Quality-Ranking Factors:** Knowledge of and proficiency with the Macintosh computer; skill in applying administrative policies and procedures; ability to compose correspondence and/or to prepare non-technical reports; and ability to interface effectively with personnel at all organizational levels. Incumbent must be able to obtain and maintain a Secret clearance. Promotion potential to DG-4, but not guaranteed. **Note 1 applies.**

No. 473-018-RP6, Office Manager, DG-303-2, Airframe Branch, Code 473100D—Area of Consideration: China Lake. **Opening Date:** 1-25-96. **Closing Date:** 2-1-96. **Selecting Official:** Bill Sutherland, 939-6564. **HRD Contact:** Julie Rodriguez, 939-2693. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Position is located in the Airframe Branch, Ordnance and Propulsion Division, Weapons/Targets Department. Incumbent provides secretarial and administrative support to the Branch Head and administrative staff including composition and preparation of correspondence, travel arrangement and

Competency Level 2 offices. New employees will be contacted and approved by their Level 2 Competency offices.

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

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

Deadline: 21 February
To enroll or ask questions, call Sue Murray at 939-2349 (DSN 437-2349).

LEADERSHIP SKILLS FOR NON-SUPERVISORS (16 hrs.)

28-29 February; Wednesday-Thursday, 0800-1600; CECOS, Room 290, Point Mugu. By: TBD

This 2-day in-depth workshop provides practical strategies to assist non-supervisors in identifying and developing leadership capabilities in a changing work environment.

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

CAREER TRANSITION WORKSHOP (16 hrs.)

28-29 February; Wednesday-Thursday, 0800-1600; Training Center, Room 205, China Lake.

This workshop introduces the participants to job change strategies used by successful people. Participants will identify their personality type, values, skills, interests, and accomplishments and will analyze their current jobs and career aspirations. With this information, the participants will develop a career action plan, study the latest job search strategies and techniques, and become more skilled at networking, resume/SF-171 preparation, personal marketing, and interviewing.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Sue Murray, Code 733000D (C622). For further information, call 939-2349 (DSN 437-2349).

RESPONSIBLE EMPOWERMENT (16 hrs.)

6-7 March; Wednesday-Thursday, 0800-1600; Location TBD, Point Mugu. By: Roger Kirkham

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

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

SKILLS FOR CONFLICT RESOLUTION (8 hrs.)

6-7 March; Wednesday-Thursday, 0800-1600; Training Center, China Lake. By: Marion Lapan

This course is designed to assist supervisors and others in effective handling of conflict situations on the job, as well as in all interpersonal relationships. Skills will be presented in communicating under pressure, particularly with aggressive and manipulative behavior, and negotiating disagreements on a win-win basis.

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

INTERMEDIATE SYSTEMS ACQUISITION COURSE (80 hrs.)

11-22 March; Monday-Friday, 0730-1600; Training Center, China Lake.

23 Sep-4 October; Monday-Friday, 0730-1600; Training Center, Point Mugu.

By: Acquisition Management Institute (AMI)

Note 1: This course may be taken to fulfill the ACQ 201 DAWIA course for level II employees who are in career fields with this requirement or employees requiring this course for

certification in a subsidiary career field. Employees taking this course to meet a DAWIA training requirement must also have acquisition experience, education, and/or additional training in order to use the Fulfillment Program for meeting the ACQ 201 requirement. ACQ 201 course competencies listed in the Fulfillment Guide should be referred to. (This guide is available in hard copy from department offices or via internet address for DAU documents: <http://www.acq.osd.mil/dau/daudocs.html>)

Note 2: Due to the intensity of the course, outside reading will be required.

The Intermediate Systems Acquisition Course (ISAC) is an integrated course in systems acquisition management. This 2-week course provides a comprehensive overview of the DOD systems acquisition management, technical, and business processes. The course goal is to immerse the students in each process, acquaint them with the specialized terminology, familiarize them with the roles of the primary acquisition players, and demonstrate how it all fits together. The course is structured around three major theme areas, each with a series of supporting topical coverage. The major themes are Acquisition Management Policy and Integration, Technical Management, and Business Management.

China Lake Deadline: 26 February
Point Mugu Deadline: 1 April

To enroll at China Lake, submit an On-Board Training Request (NAWCWPNS 12410/2) to Pat Oliver, Code 733000D. For further information, call 939-2468 (DSN 437-2468).

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

EMPLOYEE ASSISTANCE RESOURCES

Employee Assistance Resources

Worried about your job future? Do you want to take charge of your career in these uncertain times? Many resources are currently available to employees at China Lake and Point Mugu. Check the chart below and call the number listed for more information and assistance.

What Are You Looking For?	Where Can You Find It?	Who Do You Call?
Career Counseling Interests Values Personality Type Knowledge, Skills, Abilities	NAWCWPNS Employee Development Division Community Colleges Career Centers	939-2359 (CL); 989-3984 (PM)
Job Information Job Bulletin Boards Government and Private Industry Jobs	Career Transition and Resource Centers (CTRC) Transition Assistance Management	939-2359 (CL); 989-3982 (PM) 927-1555 (CL); 989-1022 (PM)
Job Search Techniques Networking Applications: SF-171/OF-612/ Resumes Interviewing Skills Job Market Information Defense Outplacement Referral System (DORS)	Career Transition and Resource Centers (CTRC) Transition Assistance Management Program (TAMP) California Employment Development Division (EDD) DORS Program Manager	939-2359 (CL); 989-3982 (PM) 927-1555 (CL); 989-1022 (PM) 446-2593 (CL); 988-2243 (PM) 939-2265
Retirement Counseling Benefits	Personnel Management Advisors and Assistants	939-2264/2265 (CL) 939-3311 (PM)
Financial Counseling	Employee Relations Retirement Experts	939-2574 (CL); 989-3323 (PM)
Stress and Personal Counseling	Transition Assistance Management Program (TAMP) Consumer Credit Counseling	927-1555 (CL); 989-1022 (PM) 939-2574 (CL); 989-7708 (PM)
Training	Civilian Employee Assistance Programs (CEAP)	939-2574 (CL); 989-7708 (PM)
	NAWCWPNS Employee Development Divisions	939-2359 (CL); 989-3982 (PM)
	Job Training Policy Council (JTPC)	446-2593 (CL); 981-8764 (PM)

TAGUCHI METHODS (16 hrs.)

11-12 March; Monday-Tuesday, 0800-1600; Training Center, China Lake. By: University of Massachusetts

Note: Meets SEDP Statistics/Taguchi requirements.

Taguchi methods and similar DoE methodologies such as Yates algorithms have shown their beneficial use in many companies and on different design and manufacturing applications. They are used as tools to increase the engineers' knowledge of the product design and manufacturing process.

This course is designed for the practicing engineers and technicians and assumes no prior knowledge of these methods. Examples and case studies are used to illustrate these techniques and all are drawn from the instructor's many years of personal experiences in industry and academia. Participants should be able to acquire new skills enabling them to successfully conclude a project to improve manufacturing and new product quality and reduce process variability.

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

TOTAL QUALITY LEADERSHIP (TQL) SEMINAR (8 hrs.)

13 March; Wednesday, 0800-1600; Training Center, China Lake. By: OCPM

This 1-day awareness course is designed to provide participants with a basic overview of TQL as a management philosophy. This course will assist participants in identifying needs for specialized training and organizational analysis activities. At the end of this course, participants should be able to identify the DON implementation approach to TQL, discuss TQL terms and

concepts, identify basic approaches to quality improvement, define the roles of the Process Action Team members, and explain the concept of variation and its role in continuous process improvement.

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

CREATIVE THINKING AND PROBLEM SOLVING (16 hrs.)

13-14 March; Wednesday-Thursday, 0800-1600; Training Center, China Lake. By: Dr. Teri Mahaney

Note: Meets SEDP creative thinking/problem solving requirement.

Learn the current theories of how your brain "thinks," and experience your unique thinking style. Learn and practice several creative problem-solving exercises to stimulate your thinking process and develop usable skills in everyday working and living. This course will provide a balance of theory and practice that develops competency in right-brain thinking and left-brain analysis.

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

TRAIN THE TRAINER (24 hrs.)

19-21 March; Tuesday-Thursday, Country Inn, Port Hueneme. By: Kathleen Terry

This course is designed for individuals with limited training experience, or supervisors, managers, or technical experts who may be asked to pass on their expertise to others within the organization. This program assists new trainers in designing and presenting training to others. At the end of this training, participants will be able to develop a training plan geared to the needs of the adult learner; effectively



HUMAN RESOURCES DEPARTMENT INFORMATION

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

LABOR/EMPLOYEE RELATIONS TEAM NEWS

LEAVE DONORS NEEDED

The employees listed below have been approved as leave recipients under the Leave Transfer Program. These employees have exhausted annual and sick leave because of personal or medical emergencies and anticipate being in a leave-without-pay status for at least 24 hours. Employees who wish to help a leave recipient may donate annual leave to the employee by submitting a **completed OP Form 630-A (Request to Donate Annual Leave to Recipient)** and a copy of current Leave and Earnings Statement. OP-Form 630-A is available at Administration Offices at Point Mugu and Telmard at China Lake. Completed forms for Point Mugu may be mailed to Estela Padilla, Code 731000E; forms for China Lake may be mailed to Leora Fields, Code 731000D. For additional information, call Estela Padilla at (805) 989-3222, or Leora Fields at (619) 939-2018.

CHINA LAKE

Kathleen Bangs, Code 475100D

Kathleen is recovering from ankle surgery.

Eva Nolan, Code 418100D

Eva is caring for her adopted newborn baby.

Maivan Ly, Code 525600D

Maivan is on maternity leave.

Susie Park, Code 4J2100D

Susie is recovering from complications after surgery.

Cynthia Bradley, Code 455140D

Cynthia has complications of pregnancy.

Sandy Watson, Code 335000D

Sandy is taking care of her diabetic husband.

Arthur Owens, Code 471250D

Arthur is recovering from major orthopedic surgery to his left leg and knee.

Leslie Folden, Code 826400D

Leslie is currently hospitalized.

Victoria Wintjen, Code 823220D

Victoria is recovering from surgery and is being treated for a brain tumor.

Jerry Chisholm, Code 823600D

Jerry is recovering from surgery.

Nadine Foley, Code 732000D

Nadine is suffering from vision problems.

Abelina Shanholtz, Code 725200D

Abbey has a medical problem.

Tracy Plunk, Code 823250D

Tracy is recovering from surgery.

Barbara Anderson, Code 763200D

Barbara has a medical problem.

Ginny Collins, Code 332300D

Ginny is recovering from reconstructive ankle surgery.

Jeanie Salyer, Code 734000D

Jeanie is undergoing peritoneal dialysis while awaiting a kidney transplant.

POINT MUGU

Nida Gonzalez, Code 833100E

Nida is under a doctor's care.

Maria Martinez, Code 454930E

Maria is on maternity leave.

Allison McKowen, Code 523320E

Allison is recovering from back surgery.

George Sanborn, Code 833710E

George is recovering from surgery.

Connie Deleonarios, Code 838100E

Connie is recovering from back surgery.

Mary Ellen Santellen, Code 835110E

Mary Ellen is undergoing post arthroscopy manipulation of the left knee.

Anita Retome, Code 453300E

Anita is caring for her daughter, who needs medical attention.

Rosie, Villegas, Code 522L10E

Rosie is recovering from major surgery.

Melody Dates, Code 454000E

Melody is recovering from surgery and will be unable to work for 6 weeks.

Lydia Villaral, Code 724200E

Lydia is under a doctor's care.

Francis Amaro, Code 454930E

Francis is on maternity leave.

Lynn Pham, Code 330000E

Lynn is on maternity leave.

Richard Holt, Code 532220E

Richard is under a doctor's care.

Robert Schuller, Code 486300E

Robert is recovering from major surgery.

Mikki Edsall, Code 454930E

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

Alberto Santana, Code NAVSOC

Alberto is caring for his newborn son, who has a severe bacterial infection.

Brenda Davis, Code 731000E

Brenda has lupus erythematosus.

Sierra Linda Burdette, Code 210000E

Sierra's 12-year old son has undergone surgery

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.

EMPLOYEE DEVELOPMENT DIVISION NEWS

NETWARE SERVICE AND SUPPORT (40 hrs.)

29 January-2 February; Monday-Friday, 0800-1600; 2901 Ventura Road, Oxnard (Point Mugu). By: Computerfocus, Jeffrey Wales, Phd

Intended Audience: Technical support personnel responsible for diagnosing and resolving problems with Novell Networks and CNE candidates.

Prerequisites: A solid background in DOS and NetWare is essential to obtain maximum benefit from this course.

This hands-on laboratory course focuses on the prevention, diagnosis, and resolution of hardware-related problems encountered when working with the NetWare network operating systems. The skills taught are valuable when optimizing and maintaining many of Novell's products. The materials are designed to provide a reference that participants can continue to use on the job. Topics to be covered include troubleshooting the network: concepts, models, and guidelines; using research tools in troubleshooting; working with adapter cards and cabling; troubleshooting network storage devices, DOS workstations, and network printing; and network optimization and disaster recovery.

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

BASIC NAVAL WRITING AND OFFICIAL

NAVAL CORRESPONDENCE (24 hrs.)

29-31 January; Monday-Wednesday, 0800-1600; Trailer 10076, Point Mugu. By: LaNelle Thompson

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

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

Note: Bring your copy of SECNAVINST 5216.5C (Correspondence Manual) to this class. If you do not have a manual available, you will be provided one in class.

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

HIGH-PERFORMANCE MANAGEMENT— POSITIVE USES OF STRESS (8 hrs.)

30 January; Tuesday, 0730-1630; Training Center, China Lake. By: Bob Huey.

This course teaches simple and effective techniques on how to be empowered by stress

instead of overpowered by it. You will learn to identify your key stressors induced by events and people; learn to better tolerate the problems induced by events and people; and learn and practice techniques to discover solutions to these problems. Stamina techniques and knowledge for restful sleep, relaxation, exercise, diet, and freedom from harmful drugs will be reviewed.

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

NAVY SYSTEMS ACQUISITION (32 hrs.)

30 January-2 February; Tuesday-Friday, 0800-1600; Training Center, China Lake. By: Allen Cahill, Acquisition Management Institute (AMI)

Note: This is a SEDP required course.

This class provides the participants with a comprehensive understanding of how DON conducts systems acquisition. Its purpose is the preparation/upgrading of military officers and civilian personnel for assignments in all aspects of Navy Systems Acquisition. The participants are introduced to the system acquisition environment in the DOD and DON. Building on that fundamental knowledge, DON system policy and procedures are discussed specifically. The course focuses on the unique way in which the DON is organized to conduct systems acquisition. Case studies allow the participants to continually reinforce the course learning objectives by applying concepts, principles, and

procedures described during classroom lecture/discussion sessions.

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

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

TRI-COMMAND CULTURAL AWARENESS TRAINING FOR BLACK HISTORY MONTH— 1001 BLACK INVENTIONS (1.5 hrs.)

28 February; Wednesday, 1400-1530; Needham Theater, CBC, Port Hueneme.

TEAM SKILLS (16 hrs.)

30-31 January; Tuesday-Wednesday, 0800-1600; CECOS, Room 290, Point Mugu. By: Luisa Deal

This workshop will present a framework for understanding the basic underlying concepts of building and maintaining teamwork and what it takes to be an effective team member. It focuses on practical strategies and techniques that bring more cohesive focus to a team's mission and how its members work together to accomplish the mission.

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

RISK MANAGEMENT (16 hrs.)
5-6 February; Monday-Tuesday, 0800-1600; Training Center, China Lake. By: AMI
Note: This is a SEDP required course.
The overall objective of this course is to develop an understanding and application of risk management techniques in Navy systems acquisition. Specific objectives are to

1. Identify program risks and develop plans to manage those risks.
2. Understand industry participation in risk management processes.
3. Understand how contractors identify risks and develop plans to manage those risks as part of proposal preparation.
4. Demonstrate use of an early structured risk assessment and analysis process.
5. Establish a series of "risk-assessment events," where the effectiveness of risk reduction conducted to date are reviewed.
6. Understand that risk assessment includes the contractor's managerial, developmental, and manufacturing capabilities and processes.
7. Establish a clearly defined set of evaluation criteria for assigning risk ratings (low, moderate, high).

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

WEAPON SYSTEMS COST ANALYSIS (8 hrs.)
7 February; Wednesday, 0800-1630; Training Center, China Lake.

14 February, Wednesday, 0800-1630; Management Information Center, Bldg. 36, Point Mugu.

By: NAWCWPNS Instructor
Prerequisite: Navy Systems Acquisition desirable.

Note: This is a SEDP required course.
Topics to be discussed include definition of weapon systems cost analysis; life-cycle cost estimating—the concept, applications, cost analysis techniques; design, cost, and schedule; and the system life-cycle; RDT&E, production, and operations and support.

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

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

CUSTOMER SERVICE WORKSHOP (8 hrs.)
8 February, Thursday, 0800-1600; Trailer 10076, Point Mugu. By: Suzanne Hard

The objectives of this course are to learn the following: the role of customer service and your role in it; how to identify who the customer is and what their needs are; what it takes to be effective with the public; how organizations that place service first rise above the others; how to create a climate of excellence; how to give positive feedback and information; how to manage time more effectively in order to avoid stress and tension; how to support a quality service program; how to build employee commitment to the service program; and how to develop specific strategies for continuing the program's success.

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

BASIC SUPERVISION (40 hrs.)
12-16 February; Monday-Friday, 0800-1600; Training Center, Room 107, China Lake. By: Teri Mahaney

Learn the basics of effective supervision and how to accomplish more with and through people. Learn your own leadership, motivation, and communication styles and how they affect your supervisory style. Practice delegating, drafting performance appraisals, and giving feedback, both positive and negative.

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

MICROSOFT ACCESS: BASIC POWER USER TECHNIQUES INCLUDING MACROS (16 hrs.)
12-13 February; 0800-1600; Bldg. 6, Conference Room, Point Mugu. By: Softbite International

Prerequisite: Familiarity with concepts and terms, creating a form, customizing your form, and creating a query.

This 2-day seminar (lecture/seminar) is designed as an introduction to programming object-oriented applications using the macro language. The Microsoft Access table, query, form, and report objects are discussed independently to provide a solid programming foundation. A majority of the class time is dedicated to working with Access objects and macros to exploit the power of object-oriented programming and discussing the tricks and traps involved in building an Access application. Topics include Table Design and Normalization, Tables, Relationships, Queries, Forms, Testing Expressions, the Event Model, Macros, Running Macros From Forms, Reports, Query by Form, Building a Customer Menu Bar, and Command Line Options.

Note: This series of seminars is technical and fast paced; therefore, the more experience you have with Microsoft Access prior to attending this class, the more you will benefit.

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).

DIGITAL SIGNAL PROCESSING (40 hrs.)
12-16 February; Monday-Friday, 0800-1600; Training Center, China Lake. By: Quintech Corp., Byron Edde

This course presents signal processing and the design and integration of signal processing techniques into systems. It is intended for engineers, scientists, mathematicians, and other technical personnel who need information on how signal processes work and how they are applied in systems such as radar, sonar, imaging, and test instrumentation. This course presents the mathematical basis of signal processes, signal processing algorithms and software techniques, and the architecture of modern signal processing hardware. The mathematics and implementations of digital signal processes using integer and floating-point arithmetic will be studied in detail. The use of standard off-the-shelf processors, as well as special-purpose hardware, will be studied.

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

PREVENTING AND RESOLVING EEO COMPLAINTS (8 hrs.)

13 February; Tuesday, 0800-1600; Channel Islands Motel. By: OCPM

This 1-day course is designed to provide supervisors and managers with a working knowledge of the discrimination complaint process. The primary emphasis will be on prevention of complaints, and the secondary emphasis will be on resolving complaints. The goal is to provide participants with necessary knowledge to reduce the number of EEO complaints that arise in the workplace by increasing supervisory awareness of potential pitfalls and encouraging the informal resolution of discrimination complaints at the lowest possible level.

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

SYSTEMS ANALYSIS (8 hrs.)
13 February; Tuesday, 0800-1600; Training Center, China Lake.

15 February; Thursday, 0800-1600; BEQ, Bldg. 6, Point Mugu.

By: Dr. Frank Reed, Consultant

Note: This is a SEDP required course.
This 1-day seminar is designed to make the program manager aware of the classical tools of systems analysis. Without going into mathematical detail, the modeling efforts suitable for different types of system analysis problems will be discussed. Methods by which the program manager and systems analyst

SAFETY TRAINING AT POINT MUGU

Point Mugu is offering the following Safety Training courses. All classes will be held at Bldg. 340, Safety Office. To enroll, call 989-8767.

Date	Course Title	Hours
13 February	Safety, New Employee Orientation	0830-0930
14 February	Safety, New Supervisory Training	0800-1000
14 February	Safety, New Employee Orientation	1300-1500
15 February	Electrical Safety	0800-1100 & 1300-1600
20 February	Explosive Safety	0730-1130
12 March	Safety, New Employee Orientation	0830-1030
13 March	IH Safety	0800-1000 & 1300-1500
14 March	Crane and Rigging Safety	0800-1100
14 March	Material Handling & Forklift	1300-1500
20 March	Hazardous Communication Training	0900-1000
27 March	General Safety (Eye, Hand, Foot Safety)	0800-1000
27 March	General Safety (Ladder, Power Tools, Welding Safety)	1300-1500

AMERICAN SIGN LANGUAGE (ASL) SPRING SERIES

BEGINNING SIGN LANGUAGE

22 January-22 May; Monday and Wednesday, 1030-1130; China Lake INTERMEDIATE/ADVANCED (At instructor's discretion)

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

Note: There will be a 2-week winter vacation break.

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

WAYS TO PRACTICE SIGNING DURING YOUR "OFF TIME"

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

CSUN SPRING REGISTRATION AT CHINA LAKE

California State University, Northridge (CSUN) offers master's degree programs in electrical engineering and mechanical engineering via its Continuing Education Television Network (CETN) (microwave link). The schedule of the courses being offered in the spring, along with course descriptions and registration forms, may be obtained in Room 105 of the Training Center, 0830-1130 and 1230-1600, Monday through Thursday. Classes for the semester begin 30 January and end 26 May. Book order forms will be available at registration. Employees taking one of the courses must sign a statement at the time of registration, promising to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained. For information, contact Cecil Webb at 939-0878.

CSUC SPRING COURSES

Following are courses being offered this spring for the California State University, Chico (CSUC) Computer Science Program (bachelor's and master's degrees). To obtain course descriptions or book order forms for these courses, come to Room 105 of the Training Center, 0830-1130 and 1230-1500, Monday through Thursday. Classes for the semester begin 30 January and end 23 May, except for CSCI152, which begins 3 January and ends 24 April. With the exception of CSCI152, the courses are held Tuesday and Thursday at the Training Center and are received via satellite. CSCI152 is held at the Training Center on Mondays and Wednesdays and is on videotape, with a lab on Tuesdays. Registration for CSCI152 will be held at the first class meeting. **Note:** Registration for all other CSUC courses listed below will be held at the week of 8-11 January in Room 105, 0830-1130 and 1230-1600. Employees taking one of the courses below must sign a statement at the time of registration, promising to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained. All courses are three semester units.

CSCI152	Operating Systems Programming	1130-1245; Lab 1700-1800
CSCI397C-22	Advanced Topics In Computer Network	0800-0915
CSCI397C-21	Multimedia Programming and Design	0930-1045
CSCI227	Discrete Simulation Systems	1100-1215
CSCI351	Language Theory	1230-1345
CSCI323	Theory of Artificial Intelligence	1400-1515
CSCI397C-23	Object-Oriented Programming and Implementations	1530-1645

To obtain more information, contact Cecil Webb at 939-0878. Also, note Cerro Coso Community College spring schedule for Linear Algebra.

together can arrive at a modeling effort whose assumptions and limitations are understood and whose results guide program development will be discussed. In addition to classical systems analysis, the effect of software development on system design will be covered. The importance of supportive or complementary systems on system design will be presented.

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

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

NAVY WRITING SKILLS (16 hrs.)

13-14 February; Tuesday-Wednesday, 0800-1600; Trailer 10076, Point Mugu. By: Natalie Reid

This course provides the foundation for the writing standards specified in Chapter 1 of the Correspondence Manual and gives participants an understanding of those standards. Participants will develop skills in applying the standards in a variety of ways, from simplifying language, writing concisely, and editing for brevity, to using the active voice and editing for grammatical accuracy and clarity.

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

FILES IMPROVEMENT AND RECORDS DISPOSITION (8 hrs.)

13-14 February; Tuesday & Wednesday, 0800-1130; Training Center, Room 203, China Lake. By: Pam Williams

This class is designed to help recordkeepers understand and apply basic rules related to filing. Topics covered are standard filing procedures; eliminating needless filing; cross-referencing; indexing; and using filing aids such as color codes, labels, file guides, and recommended file folders. Use of the Navy Standard Subject Identification Code and microfilming, identification of record material, disposal of records, and the federal Records Centers for storage will be discussed.

Deadline: 7 February
To enroll or ask questions, call Sue Murray at 939-2349 (DSN 437-2349).

SURVIVAL STRATEGIES FOR ASPIRING MANAGERS (8 hrs.)

14 February; Wednesday, 0800-1600; Training Center, China Lake. By: Cedrick Knight

This seminar is designed to help members of minority groups who aspire and move into leadership positions. Leadership concepts and personal mastery of ones own strength and weaknesses will be addressed.

Class size is limited to 20.
To enroll or ask questions, call Lori Ryser at 939-2686 (DSN 437-2686).

MTF EDITOR 4.0 (3 hrs.)

14 February; Wednesday, 0830-1130 and 1300-1600, Bldg. 351, Computer Lab, Point Mugu

This 3-hour hands-on course is presented in the latest version of the MTF Editor for message preparation. A handbook is provided.

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

TEST AND EVALUATION IN THE ACQUISITION PROCESS (24 hrs.)

14-16 February; Monday-Wednesday, CESOS, Bldg. 1444, Room 292, Port Hueneme. By: Stan Boyd, Acquisition Management Institute (AMI)

Note: Meets test and evaluation management SEDP requirement.

This test and evaluation (T&E) course emphasizes the current policies and procedures used by DOD in imposing T&E requirements on all systems acquisitions. The course focuses, in particular, on how to manage the T&E process within systems acquisition. Links between the systems engineering process, risk management,

ant T&E are established. DOD directives, instructions, and military standards will provide overall guidance, while appropriate U.S. Navy regulations, guides, and instructions will provide much of the detail for specific lessons and course highlights. The Defense Systems Management College (DSMC) has developed a T&E management guide that will be used as the primary course text. It provides an excellent, readily available, and well organized source of information for individuals studying the T&E process. Extracts from other DSMC guides will be used to supplement course material.

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).

UPDATING YOUR SF-171/OF-612 AND RESUME (2 hrs.)

15 February; Thursday, 0900-1100; Trailer 10076, Point Mugu. By: Staff

Preparation of an exceptional SF-171, new OF-612, and resume will be discussed. These documents will be viewed as part of a personal marketing strategy. The focus will be on organizing your career in writing, selecting and presenting career events clearly and concisely, and cataloging your skills and accomplishments. Resume tips and formats will also be discussed.

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).

RETIREMENT PLANNING FOR YOUNGER EMPLOYEES (8 hrs.)

20 February; Tuesday, 0800-1630; Conference Center, China Lake. By: Labor/Employee Relations, Code 731000D

This seminar consists of several lectures which discuss the facts affecting retirement, such as those relating to Civil Service Retirement System and FERS, Thrift Savings Plan, Health Insurance, Life Insurance, Social Security, Income Tax and Financial Planning, Estates, Trusts, and Wills. This course includes pertinent topics from the Pre-Retirement Seminar, with emphasis on what to look for in planning for retirement. This course is recommended for employees beyond 2 years of employment and those within more than 5 years of retirement.

Deadline: 13 February
To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2), to Sue Murray, Code 733000D. For further information, call 939-2349 (DSN 437-2349).

HOW TO MANAGE ANGER, CONFLICT, AND EMOTION (3 hrs.)

22 February; Thursday, 0800-1100; Trailer 10076, Point Mugu. By: Dr. Priscilla Partridge de Garcia

This course will teach participants what anger is and how to express it. You will also learn how to deal with this powerful, intimate, and destructive emotion. Participants will learn to develop alternative ways to express their emotions in a constructive way and avoid conflict.

Note: Questions regarding course content may be addressed to Betty Miller at 939-0880 (DSN 437-0080).

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

SYSTEMS ENGINEERING (40 hrs.)

26 February-1 March; Monday-Friday, 0730-1630; Training Center, China Lake. By: Robert Olson, Code 41E000D

Note: This is a required SEDP course.

This course provides an overview of systems engineering, addressing what a system is, why systems engineering is needed in the development and change of complex systems, the DOD acquisition system, the basic elements of the systems engineering process (in general and as the process is implemented within the DOD acquisition system), the engineering speciality area interfacing with systems engineering, and how systems engineering must interface with the engineering specialties to form an effective interdisciplinary technical team. Included are discussions on need definition, identification, and

OFFICE OF CIVILIAN PERSONNEL MANAGEMENT WESTERN REGION

The following courses are available to all NAWCWPNS employees. For more information, call the San Diego OCPM staff at (619) 532-3880, ext. 430 (DSN 522-3880, ext. 430) or FAX (619) 532-3886.

San Diego, CA	
6-7 Mar	Pay Setting Workshop
18-21 Mar	Civilian Personnel Management Field Institute (CPMFI)
18-21 Mar	Downsizing/Reduction in Force Workshop
25-29 Mar	Basic Instructor Training
8-12 Apr	Introduction to Staffing and Placement
16-19 Apr	DCPDS Introduction to CATS
17-18 Apr	CO/XO Symposium on Civilian Personnel and EEO
22-24 Apr	Planning for Outplacement and Retraining
Oxnard, CA	
18 Apr	EEO for Mid-Level Managers

CAREER TRANSITION AND RESOURCE CENTERS

The Career Transition and Resource Center (CTRC) at Point Mugu has recently reopened, and business is brisk. The center is located in Building 20, adjacent to the Employee Development Division offices, and is open from 0700 to 1700. Besides learning resources such as software tutorials, video/audio tapes, and books, the CTCRC houses the latest in job search and career transition information including SF-171/OF-612/Federal Resume software and a state-of-the-art federal job information bulletin boards. Visit the Center soon and take advantage of the many career planning tools it has to offer.

A similar CTCRC is located in the Training Center at China Lake and is a duplicate of the CTCRC at Point Mugu. For additional information on career transition resources, call Dorothy Wiederhold at 939-2359 (DSN 437-2359) or Julie Streets at 989-3984 (DSN 351-3984).

definition of alternative solutions and their associated system concepts, system requirements definition, system design (requirements allocation/system architecture definition), detail design, system integration, and system/subsystem verification and validation. In addition, the following topics will be addressed: (1) the context diagram, hierarchy diagram, system description, and work breakdown structure and their interrelationship; (2) the service use profile and its purpose and use; (3) the concept of operations document and its role in the evolving definition of the system; (4) measures of effectiveness; (5) cost and operational effectiveness analyses; (6) requirements analysis; (7) states and modes; (8) the different types of diagram tools available to the systems engineer; (9) selecting the best specification for the system/system element to be specified; (10) government/industry teaming; (11) systems engineering's role in the RFP preparation; (12) system design/system architecture design, including functional analysis and requirements allocation; (13) interface definition and control; (14) defining and leading an integrated interdisciplinary team; (15) risk identification, assessment, and control; (16) establishment and implementation of a technical performance measurement system; (17) technical reviews; (18) systems engineering planning; and (19) acquisition reform and its impact on system engineering. This course is based on practical experience rather than textbook theories and uses examples from actual programs to illustrate the pros and cons of particular approaches. This class consists of a reading assignment that is to be completed prior to the beginning of the class, 40 hours of classroom instruction, videos, two workshop sessions, and four short evening assignments. (Note: It is desirable that the Navy Acquisition System Management course be completed prior to taking this course.)

This course addresses the basic concepts and applications of microwaves, microwave devices, and microwave circuits. Topics to be discussed include introduction of and definitions; review of electronic principles, impedance, resistance, reactance, admittance, conductance, and susceptance; transmission line principles; transmission lines; microwave resonators; passive microwave devices; ferrimagnetic devices; microwave switches, vacuum devices, and solid-state devices; microwave antennas; measurements; and microwave systems. The course is designed to help technical personnel gain knowledge of microwaves to assist in the performance of their jobs and to prepare them for more advanced training in radar, communications, and microwave systems design and measurements, including specific microwave-based systems.

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).

TRAIN THE TRAINER (24 hrs.)

27-29 February; Tuesday-Thursday, 0800-1600; Training Center, Room 107, China Lake. By: Miriam Cartwright

This course is designed for people who have training responsibilities in conducting workshops or classes. The course is based on the premise that the most effective training is participant-centered training in which the students are encouraged to become actively involved—through discussion of the training material and by working with it. Therefore, the purpose of the course is to provide trainers and teachers with the skills needed to provide good learning climates, present new material, facilitate group discussions, and direct learning activities.

To enroll, contact Pat Nogle via QuickMail or at 939-3159.

NEW EMPLOYEE ORIENTATION (6 hrs.)

28 February; Wednesday, 0800-1400; Point Mugu; Location: TBD. By: NAWCWPNS/NAWS Staff

This program starts with a Welcome Aboard and NAWCWPNS Overview by Captain Dodd and a NAWS Overview by Commander Kelley. Other topics included in the program are Prevention of Sexual Harassment; Security; Civilian Employee Assistance Program; Fraud, Waste, and Abuse; Environmental Awareness; and CAO Overview.

Enrollment is accomplished via your