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THURSDAY, FEBRUARY 22, 1996

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 52, No. 4

Now a PSP trainer, Jeff Schwalb takes NAWCWPNS the next step in software process improvement

NAWCWPNS now has a Personal Software Process (PSP) instructor in-house. Jeff Schwalb, the Software Engineering Process Group (SEPG) lead for the Test & Evaluation (T&E) Group underwent instructor training in the fall of 1995. He has completed the course work and is now certified by the Software Engineering Institute (SEI) to present the PSP.

The SEI offers a grueling three-week PSP instructor course which is spread over three months at its facility in Pittsburgh, Pa. Schwalb completed the PSP course that included 15 lectures and 15 homework assignments and was given additional instruction in how to introduce and present the PSP.

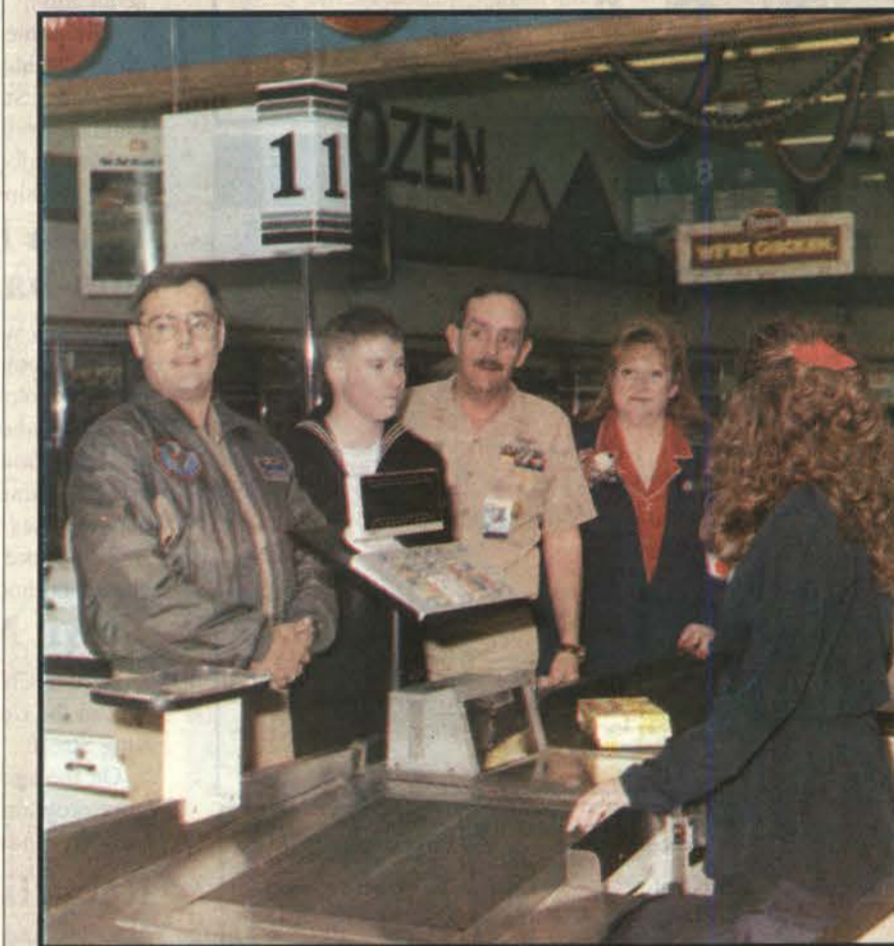
He is now starting to spread the word of the benefits of the PSP by briefing groups throughout NAWCWPNS. As he briefs these various groups, he is gathering data on the level of interest that exists throughout the Weapons Division. Data is also being gathered on desired ways of delivering PSP training. The training options are either an academic style class, where students would spend one day a week for 15 weeks receiving lectures with a substantial amount of homework assigned for both lab and at work, or an industrial style series of two 40-hour training class weeks that would entail lectures in the morning and lab in the afternoon with a limited amount of

Please see PSP, Page 6



RETIREMENT PARTY—Have you ever operated, repaired or reduced data from an Askania Cinetheodolite at China Lake or Point Mugu? If the answer is yes, then you and your spouse are invited to an Askania retirement party on March 4. Clint Seal, head of the Photo and Video Branch, and Tom Miller, head of the Metric and TSPI Systems Design Branch of the Metric and Time Space Position Information Division, are hosting the party. It starts at 11 a.m. at the M45 Garage (quonset hut east of the Instrumentation Operations Building in the North range). On hand will be exhibits of the oldest Askania tracker, KTM-A, KTM-N, M45 and operational MCM for rides and photographs. The original 10 cameras were confiscated from the Germans after World War II. Chili will be sold at \$1 a bowl, and sodas are a quarter. Bowls, utensils, lemonade, coffee and dessert will be provided. For reservations and pass information, please contact Shirley Eastman at 939-6469 or Vivian Heuker at 939-6336 before March 1. The archive photo above, which shows a "NOTS permanent Askania M-45 with opened dome," was taken in 1955.

New Commissary opens



FIRST BUY—When the new 22,000-square-foot Commissary on Richmond Road opened for business on Feb. 13, Capt. Chuck Stevenson, NAWWS CO, AA Aron E. King and AOCM (AW/NAC) Billy Willis, NAWWS command master chief, joined forces to buy a bag of cookies and become the first customers. Cindy Fults, commissary officer, monitored the transaction. The \$3.77-million commissary was built by F2M, Inc. Scott Simpson, regional director for the Defense Commissary Agency, Southwest Region, and Charlie Wiker, chief executive officer of the Defense Commissary Agency, attended the ribbon cutting. Capt. Andy Ritchie, public works officer, was also on hand for the ribbon cutting. Fults and her 20-person staff assisted the large crowd of first-day shoppers. Shopping hours are 10 a.m. to 6 p.m. Tuesday through Saturday.

Black History Month profiles

Two more African American women are featured; BHM luncheon set at Wreck Center

8

Randy Langham leads 1.0

New head of the Program Management Competency is profiled

10

RIF approved — now what?

Don Shibley, HRD associate head, discusses procedure, numbers and dates

12

GPS call for papers


Global Positioning System Conference set April 24-26; papers due March 7

16

Weather

	High	Low	Gusts	Humidity
Wed	81	34	06	88-20%
Thurs	81	34	05	79-21%
Fri.	74	41	12	—
Sat	75	40	08	—
Sun	80	38	15	—
Mon	71	44	17	55-18%
Tues	76	48	11	69-19%

	High	Low	Gusts	Humidity
Wed	81	34	09	72-16%
Thurs	74	34	14	65-18%
Fri	80	42	11	73-28%
Sat	78	42	22	—
Sun	74	41	39	—
Mon	67	49	28	—
Tues	52	47	22	96-77%



China Lake Calendar

- Call the PAO Info Line at 939-0050 for current information on base events
- Monday, February 26**
 - Renew America teleconference, 12:30 — 2 p.m., NAWCWS China Lake Training Center
 - Tuesday, February 27**
 - NAWCS Town Meeting, 7 p.m., Conferencing Center
 - Wednesday, February 28**
 - Black History Month luncheon, Wreck Center, 11:30 a.m. Call 927-1554 for reservations
 - Saturday, March 2**
 - Seabee Ball
 - Saturday, March 23**
 - Bluejacket of the Year Award Dinner, 6 p.m. Wreck Center, See command master chiefs for ticket information

THE ROCKETEER

RAAdm. Dana B. McKinney **Capt. Chuck Stevenson**
 NAWCWPNS Commander NAWCSL Commanding Officer

Steven F. Boster
 Public Affairs Officer

Barry McDonald **Kathi Ramont**
 Editor Staff Writer

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

This deadline also applies to submittals for the NAWCWPNS Announcements contained herein; 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 750000D, NAWCWPNS, 1 Administration Circle, China Lake, CA 93555-6001; or they may be transmitted by QuickMail to Barry McDonald. (If unable to find this name, under the QuickMail menu select Directory Services, then select CL_HQ zone, NAWSSSTAFF_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 750000D, to her QuickMail address, or she may be reached at 927-3095.

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

Advertising deadline is noon, the Friday before publication.



Thrift Savings Plan investment funds management changes to Wells Fargo

The Federal Retirement Thrift Investment Board recently selected Wells Fargo Institutional Trust Company, N.A., to manage the C and F Funds. The terms of the contracts are for three years, which began Jan. 1, 1996, with options to extend for an additional two years.

On Dec. 31, 1995, Barclays PLC acquired Wells Fargo Institutional Trust Company. As a result of the acquisition, the new name of the C and F Fund asset manager is BZW Barclays Global Investors, N.A. (Barclays). The C and F Funds will be invested in the Barclays Equity Index Fund and the Barclays U.S. Debt Index Fund, respectively — the same funds the C and F Funds were invested in prior to the acquisition.

The name change will not affect the way in which the C and F funds are invested. The C fund will continue to track the Standard and Poors Stock Index, and the F Fund will continue to track the Lehman Brothers Aggregate Bond Index.

More information may be obtained by calling John Powers, 939-2574, at China Lake, or Peggy Topham, 989-3323, at Point Mugu.

Photo Lab can no longer escort the non-badged to ML Wing 1 studios

Security will no longer allow members of the Photo Lab to escort Sailors or other visitors into Wing 1 of Michelson Laboratory to take portrait photographs.

Those who do not have an "M" on their badges must obtain an area pass from their department offices. Military personnel who are bringing family members to the photo lab for passport photos must obtain passes at the front gate.

The photo lab regrets any inconvenience this may cause. Any questions should be directed to base security.

Town Meeting set for February 27

NAWS China Lake is hosting a Town Meeting on Feb. 27 at 7 p.m. in the Conferencing Center at the corner of Lauritsen Road and King Street.

On the agenda is a status report on the Neighborhoods of Excellence program. Residents are encouraged to attend the meeting to ask questions and express concerns, issues or praise for the program.

Recycling courtesy: trash the trash

Safety and health problems are being created by what is being thrown into the office recycle bins. Some may be unaware, but everything thrown into the bin gets sorted by hand.

An employee removing and sorting materials was stuck by the needle of a hypodermic syringe that someone thoughtlessly threw into the recycle bin. Consider the health concerns. Consider the medical expenses incurred and the potential government liability.

The Recycling Center is also receiving a significant quantity of hygiene items such as used napkins, tissues and paper towels. These items are distressing to handle considering the high incidence of illness in this area at this time. These items slow down the recycling process and add to the costs.

The center urges China Laker's to be considerate of fellow employees. The blue bins are for recyclable materials only, not trash. Your help and cooperation will be greatly appreciated.

Those with questions about these, or any other materials, should call the Recycling Center at 939-2522.

Mary Wolverton service held today

Mary Wolverton, a retired mathematician with the Survivability/Vulnerability Division, passed away Saturday, Feb. 17, at her home.

Funeral services will be held today, Feb. 22, at 1 p.m. at the NAWCWS All Faith Chapel. She is survived by her husband, Robert, and two daughters, Susan E. Pierce and Carol Wolverton; son-in-law Michael Pierce and granddaughter Rachel.

Following the interment there will be a reception held at the Wolverton's, 812 Felspar Ave., Ridgecrest.

Supervisors: Are you getting the Supervisory Network Bulletins on your electronic mail? If not, contact Mitzi Fortune at 927-3654.

Pages From The Past

Feb. 21 & 28, 1986

Versatile T-39 provides NWC project support. . . . NSIC expands activities at NWC from two agents to four agents. . . . Annual CPO Military Ball scheduled for Feb. 22. . . . Dick DeMarco, who swims a mile a day, topped 1,000 mile mark. . . . Tenth Soldering/Manufacturing Seminar to open at Station Theater Feb. 22, more than 700 person from government and private industry expected to attend. . . . Chief Fire Control Technician Arthur Allington earns Navy Achievement Medal.

Feb. 20 & 27, 1976

Lack of rain forces cancellation of WACOM's Wildflower Festival. . . . RAdm. Freeman congratulates graduates of Navy Relief course. . . . Director of NASA's Ames Research to speak at China Lake Feb. 27. . . . Stanley G. Reynolds receives Navy Meritorious Civilian Service Award. . . . D.J. Russell presents patent awards to R.V. Schultz, Richard S. Hughes and F. C. Alpers. . . . Roland "Boo" Burks employee in the spotlight.

Feb. 18 & 25, 1966

Redeye, new "Soldier's Friend," completes NOTS Development. . . . Dr. William McLean hosts Senior Scientist Group. . . . Harold Noble, Propulsion Department writer, spins yarns for TV's *Death Valley Days* program. . . . Jackie Cooper is propulsion safety film star. . . . Gala Mardi Gras Ball held at Commissioned Officers Club. . . . Summer program slated by China Lake day nursery to aid 30 needy IWV children. . . . USC Engineering Dean keynote speaker for National Engineers' Week at O'Club.

Feb 17 & 24 1956

Naval Air Facility pilot Lt. j.g. Charles Arthur Duffy was killed in a plane crash at 4 p.m. Wednesday, Feb. 10, while making a simulated emergency landing in a routine training flight. . . . Coronation of Her Royal Highness the Queen, by the Station commander, will highlight the Seabee Teenage Dance held at the Supervisor's Hut this Saturday night. . . . Horning-Cooper, Inc. director commends NOTS for successful rocket testing.

COMMUNITY EVENTS

A social security representative will be at the Kerr-McGee Center, 100 W. California Ave., Ridgecrest, from 9:30 a.m. to 12:30 p.m. today, Thursday, Feb. 22. For more information, contact the Social Security office at 701 W. Ave. K, Suite 109, Lancaster, CA 93534, or call (800) 772-12113, 7 a.m. to 7 p.m. weekdays.

#####

Local novelist Vasquez Cabral will be the guest speaker at the Feb. 22, 7 p.m. meeting of the California Writers' Club at the Maturango Museum. "Page One," a mystery thriller, is Cabral's first novel. A newspaper journalist since 1987, Cabral wrote for *The Daily Independent* as well as other Southern California newspapers, and her journalistic experience gave her the idea for her story. "Page One" is selling in book stores in Washington, D.C., Denver, South Carolina and El Paso. The local chapter of the California Writer's club is in the process of forming and will be meeting regularly.

#####

Los Angeles artist James Rothrock will be displaying his ceramic art work until Feb. 26 at the Cerro Coso Community College Fine Arts Gallery. The artist will be present on Feb. 26 at 6 p.m. in

Tomorrow, Feb. 23, the guest speaker at the Annual Maturango Museum Dinner at the Carriage Inn, at 6:30 p.m., will be a man who not only talks to the animals but teaches them to talk back — Dr. Gary L. Shapiro. For more information on the dinner call the museum at 375-6900.

#####

On Saturday, Feb. 24, there will be a doubles horseshoe tournament sponsored by the High Desert Horseshoe Pitchers Club at Leroy Jackson Park in Ridgecrest. Signup ends at 9:30 a.m. and the tournament begins at 10. Entrance fee is \$5. There will be food and soft drinks available. For information call Dave Garbani (375-6376) or Dennis Barber (384-4666).

#####

Instructor Carol Tullio will present a free family care management class at the Community Connection for Child Care Mondays, Feb. 26 through April 1, from 6:30-9:30 p.m. This class is for home-based child care providers, center-based caregivers and anyone considering child care as a career option. The class will include seven of the 15 hours of health and safety training required to become a licensed child care provider in the state of California. For more information call 375-3234.

#####

Cerro Coso Community College's library will be the site of a book sale on Feb. 27, 28 and 29 from 8 a.m. to 8 p.m.

the gallery followed by a slide lecture in the 2d Art Lab Room WW170 at 7 p.m. The gallery is open Monday through Thursday, 9 a.m. to 9 p.m., and Fridays, 9 a.m. to 4 p.m.

#####

Missoula Children's Theatre is coming to Ridgecrest again. Sponsored by Altrusa, this year's production is "Pinocchio." Auditions are set for Monday, Feb. 26, at United Methodist Church at 4 p.m. Rehearsals are all week, and the performances are Friday, March 1, at 7 p.m., and Saturday, March 2, at 3 p.m., at the NAWCWS Station Auditorium. Tickets are \$5 for adults and \$3 for children. Proceeds benefit children's projects through the schools.

#####

On Wednesday, Feb. 28, at 6 p.m. at the Burroughs Performing Arts Center, the Sierra Sands Instrumental Music Pre-Festival Concert will feature bands and orchestras from Burroughs High School, Murray and middle school students. Admission is free and the community is encouraged to attend.

#####

IWV Women's Club and Pernel's Clothing will host a fashion show, Saturday, March 2, at 10 a.m., at Farris' at the Heritage. Tickets are \$10 per person and include brunch. To order tickets call 375-2627. All proceeds will go to the IWV Women's Club, a non-profit organization that donates to local philanthropies, such as scholarships for college, materials for the local library, Safe Graduation and many others.

#####

A benefit dinner dance for Melisa A. Harris will be held at the Elks Lodge on March 3. Lisa is suffering from apastic anemia and is waiting for a bone marrow transplant. Dinner will be served from 4:30 to 8:30 p.m. Dancing will be from 9 p.m. to midnight. Donations are \$20 adult and children under 10, free. For more information call Louis at 375-7293.

ROCKETEER CLASSIFIEDS

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 224 East Ridgecrest Blvd.

1 PERSONALS

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 WARS? 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 Feet? Can't get a full night's sleep? Look 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)

WANT TO KNOW WHERE YOU ARE GOING? Learn astrology today! Class starts March 7th 371-STAR. (2-22)

ARE YOU TIRED OF ONE-NIGHT PROMISES? Want more of life and love? Call Star Connection. 371-STAR. (2-22)

JOB UNCERTAIN, BILLS PILING UP? Bankruptcy could be the answer. Call for a no-cost appointment. 371-STAR. (2-22)

HAVE PROBLEMS . . . Call me, Millie A. Wycoff, paralegal divorce, bankruptcy, taxes, notary. Reasonable fees you can afford, payment plans to fit your budget. 371-1924. (5-22)

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

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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)

20 RENTALS

FURNITURE FOR RENT . . . You find the apartment and we'll furnish it. Loewen's, 225 E. Ridgecrest Blvd. 371-1364. (TFN)

GREAT NEIGHBORHOOD. 3 BR, 2 BA, living room, fireplace, 2-car garage, RV park, 6x16 storage shed, covered patio & large back yard, Gateway School, \$695 + deposit. Available now. Call 375-3791.

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

CLEAN 2 BEDROOM. Garage, backyard, dishwasher, refrigerator, washer/trash paid. From \$400 a month. 371-1144. (TFN)

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25 REAL ESTATE

\$55,500 SUPER DUPLEX value, each neat unit, 2 BR, great kitchen, new refrigerator, fenced yard, garage. 446-6209, evenings OK. (TFN)

WARM & COZY, 3 BR, 1 BA, 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)

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

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Annual Senior and Junior Bluejackets of the Year Award Dinner March 23, 6 p.m., NAWS Wreck Center

Candidate profiles:

AD1(AW) John E. Bastin

AD1(AW) John E. Bastin from Air Test and Evaluation Squadron Nine (VX-9) returns for a second year as a Senior Bluejacket of the Year candidate.

Bastin, his wife, Jade, and their children, Dylan, Tyler and Amber, came to China Lake in September 1993. Since then he has been named as Senior Sailor of the Year twice.

He has been assigned to Maintenance Control at VX-9 as the support Equipment Preventative Maintenance System coordinator where he has supervised a division of 107 personnel and five different work centers.

A native of Little Rock, Ark., he worked as an aircraft mechanic's helper and construction worker until enlisting

in the Navy in January 1979. "I've worked on airplanes with my dad since I was 13," he commented.

After attending recruit training at Great Lakes, Ill., and Aviation Machinist Mate "A" School at the Naval Air Technical Training Center, Memphis, he reported to HS-10 Fleet Readiness Aviation Maintenance Personnel, Naval Air Station North Island, as a student on the SH-3G Sea King helicopter.

Since then he has had tours with VC-5 at NAS Cubi Point, Republic of the Philippines, VAQ 129 NAS Whidbey Island.

Bastin has also had deployments aboard *USS Eisenhower* and *USS George Washington*, and attended

schooling in NAS Kingsville, Texas.

During his career Bastin has earned the Navy Achievement Medal, Navy Unit Commendation Ribbon, Meritorious Unit Commendation Ribbon, Navy "E" Ribbon, Good Conduct Medals, National Defense Service Medal, Navy Expeditionary Medal, Southwest Asia Service Medal and the Kuwait Liberation Medal.

He also has received the Sea Service Deployment Ribbon, the CNO Safety Award, two Prowler Squadron of the Year Awards, two Patriot Supervisor of the Quarter Awards, two Maintenance Workcenter of the Quarter Awards and the Enlisted Aviation Warfare Specialist Pin.

MILITARY NEWS



AD1(AW) John E. Bastin

MA1(AW) Donnamarie Torchio

For the second year in a row, MA1(AW) Donnamarie Torchio has been selected as the NAWS Senior Sailor of the Year. This once again puts her in the running for the Senior Bluejacket of the Year award. "I think it's great the community recognizes the Sailors," she said. "And I'm really happy to see that this year they are also recognizing and supporting the junior Sailors. If we don't reward them, they might get discouraged and get out of the Navy. We don't want to lose our best people while they are still coming up the ranks."

Since her candidacy for the 1994 Bluejacket award, Torchio has graduated with honors from the Military Working Dog School at Lackland Air Force Base in San Antonio, Texas. She was also selected as the first female to supervise

a joint-service military task force in border drug enforcement and supported local drug enforcement programs.

Torchio reported to NAWS in 1993, and she has held the duties of assistant chief master-at-arms, assistant Auxiliary Security Force officer and assistant urinalysis coordinator. Among her collateral duties she coordinates the Sailor's Weight, Exercise and Training Program.

A Boston native, Torchio joined the Navy in 1981 with a desire to become involved in law enforcement, but the E-5-and-above requirement prevented her from beginning her career as a master-at-arms. Her second choice was to become a mechanic, and with that, she attended Machinery Repairman "A" School after graduating from the Naval Training Center, Orlando, in July 1982.

Her next duty station was Naval Air Station Lemoore where she was billeted to the AIMD Machine Shop. She advanced to petty officer second class before arriving at Misawa, Japan, where she was assigned to Fleet Maritime Patrol Mobile Maintenance Facility Charlie P3C. Torchio left Japan in 1990 for Navy Security Guard/Law Enforcement School in San Antonio. Upon graduation she received orders to NSGA Sabana Seca, Puerto Rico, where she was a patrolman in the Security Department. She attended Military Police Investigator School in Fort McClellan, Ala., in 1992 and returned to Puerto Rico to head the Investigative Division.

In 1993 she cross-rated to the master-at-arms rating and reported aboard NAWS China Lake.



MA1(AW) Donnamarie Torchio

ACAN Robert J. Yosco IV

Robert Joseph Yosco IV, Junior Sailor of the Year from the NAWS, was born in Brooklyn, N.Y., and grew up in Florida and New York. It was while he lived in the Adirondack Mountains that he developed his love for airplanes. "I lived not too far from Plattsburg Air Force Base and used to watch flights of A-10 Thunderbolts do low-level high-speed runs through the mountain valleys. It was exciting because sometimes aircraft were going so fast I could hear sonic booms," the air traffic controller airman said.

Yosco went to high school in Chestertown, N.Y. He commented, "A teacher who sticks out in my mind is Mr. Harvey, a prior Sailor, who taught aerospace. He not only strengthened my love for aeronautics, but he threw in a

little twist, he turned me on to the United States Navy."

Yosco attended boot camp at Recruit Training Center, Great Lakes, Ill., and "A" school at Naval Air Technical Training Center, Millington. Yosco arrived at China Lake in August 1994, where he has received his flight planning, flight data and ground control qualifications and is currently training on a local control qualification.

In June of 1995 the Yosco family, consisting of his wife, Marsha, and two daughters, Alisha, 3, and Melanie, 1, received the Yard of the Month Award, and in July 1995 he was named the Operations Department Junior Sailor of the Month. He received Junior Sailor of the Quarter (third quarter 1995) for Naval Air Warfare Center Weapons

Division. He received the Navy and Marine Corps Achievement Medal for his efforts as an air traffic controller from July 1995 to September 1995.

He plans to continue with training on local control and eventually receive the facility watch supervisor qualification. In the immediate future he plans to complete enlisted air warfare specialist training.

"Reenlistment is inevitable," said Yosco. "I love my job and take pride in being a Sailor for the United States Navy and hope to make it a career. It is an honor being nominated for the Junior Bluejacket of the Year Award. I believe that hard work, perseverance and dedication is the key to success to achieve your goals. You've got to want it, keeping in mind to have fun on the way there."



ACAN Robert J. Yosco IV

Family Service Center Scene

Job Fair

The FSC is sponsoring a job fair on Feb. 27 from 10 a.m.-2 p.m. This is open to all military, active duty and retired. Federal employees and NAWS contractors are welcome. A representative or information table will be available for all companies. A variety of occupations will be represented, such as law enforcement, security, trucking, small business aviation, etc.

If you plan to attend, we suggest that you stop by the FSC to fill out a mini resume prior to the job fair. If you have questions or require more information, please call 939-0966 or 927-1545.

Classes available

The NAWS Family Service Center (FSC) 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.

Feb. 29, 1 - 2 p.m., "Work Stress." We all have stress, but we don't always recognize it or deal with it. This class will help you recognize signs when you are stressed, determine how bad the stress is and recognize the major stressors. This class is for three sessions, each Thursday through March 14. Registration is required. Call 939-3056 by

New address? Don't forget the IRS

If you have moved since you last filed your federal tax return, you need to let the Internal Revenue Service know.

One main reason to let the tax service know as soon as you move, said IRS officials, is for that tax refund check. If you have a refund due but moved and didn't inform IRS, chances are good you won't get the check.

More than 97,000 people have 1994 tax refunds coming that IRS has tried to deliver, but were returned to IRS

4:30 p.m. on Feb. 28.

Feb. 29, 10 - 11 a.m., "Co-Dependency — Born to Please." Do you suspect that your helping behavior keeps a loved one helpless? Do you wonder when to take charge and when to let go?

This workshop will help you recognize the symptoms and take action on them. It will consist of six sessions, each Thursday through April 4. Registration is required. Call 939-3059 by 4:30 p.m. on Feb. 28.

Loan Closet

The Family Service Center's Loan Closet is now open. This is for use by military personnel and their family members. Do you have family or friends coming to visit? Do you need an extra bed or a crib for the baby? Are you waiting for your household effects to arrive? The Loan Closet is your answer.

The closet has futons, small cribs and car seats available. We also have hospitality kits, which include dishes, glassware, silverware, toasters, coffee makers and irons. Call Karen, at 939-1018 for more information.

Come and see us

If you are new to China Lake and have not stopped by to see what we have to offer, please do so. The FSC is here to help you in any way we can. We are open to suggestions for classes and activities. Your inputs are greatly appreciated.

because they couldn't be delivered. The refunds total about \$81 million, or an average of \$834 per check, said IRS officials. If you were expecting a refund for the 1994 tax year that you haven't received yet, check with your local IRS office. Another reason to let IRS know where you are is to protect yourself in case of an audit or other tax problem.

Just fill out IRS Form 8822, Change of Address, and send it to IRS. Call (800) 829-3676 for more information.



REENLISTMENT—Signing up for six more years with Reserve Unit NAWS 0176, AO3 Joseph Picon is shown with (left) Capt. Don L. Cordes, commanding officer, and RAdm. William Herron, director of the Air Systems Program, Washington, D.C.

Reserve units host visiting admiral

By ATC Glenn Risley
NAWS 0176 PAO

On Feb. 4, selected reserve units, NAWS 0176 and NAWC 0276, hosted a visit from RAdm. William L. Herron, director of the Air Systems Program (ASP), the reserve component of the Naval Air Systems Command, Washington, D.C.

During a luncheon briefing with the officers and chiefs of the two units, Herron spoke of the mission of the ASP and what he felt the future held for the members of the different units. Herron started off the business portion of the briefing by assisting NAWC 0276 Commanding Officer Capt. (select) Ray P. Craig, with pinning lieutenant commander oak leaves on then Lt. Keith Heflin. After remarks, he invited questions from the audience on subjects ranging from approval of training requests to unit bil-

let structuring.

Later Herron met with the enlisted members of NAWS 0176 in an open "Admiral's Call" to discuss issues concerning the bluejackets. Prior to answering their questions, he took time to assist with the six-year reenlistment of AO3 Joseph Picon of NAWS 0176 and in recognizing AT1 David Upton as the NAWS 0176 Sailor of the Year for 1995.

Herron commented on the uniqueness of a reserve unit given the opportunity to perform monthly reserve weekends with their gaining command and that they are working at the organizational level, rather than the more typical intermediate level.

Although his visit was short, the schedule allowed Herron to meet with most of the ASP reservists and gather valuable input to better serve both the reserves and their gaining commands, NAWS China Lake and NAWCWPNs.

NEXCARD rate drops for the second time

For the second time in 1996, the interest rate on the NEXCARD has been lowered. The interest rate is now 13.0 percent. The new interest rate is effective on the first billing in February 1996.

The NEXCARD interest rate is based on prime plus 4.75 percent.

All Faith Chapel Services

Equipment for the hearing impaired and nursery are available

Protestant

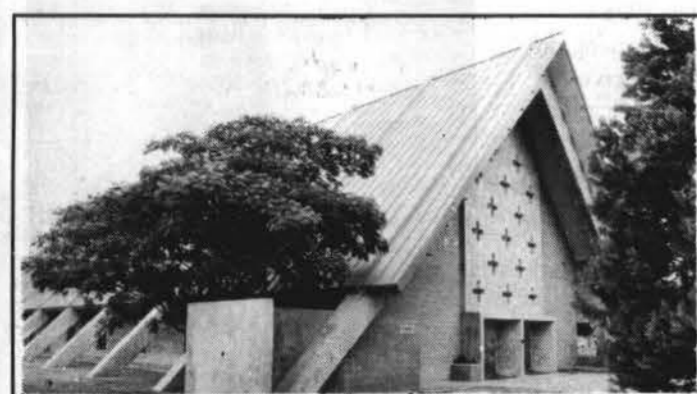
Sunday Worship Service, Main Chapel 10:30 a.m.
Sunday School, Sept. - May,
1008-10 Blandly & 1903-05 Mitscher 9:00 a.m.
Bible Study (East Wing), Sept. - June, Wednesday 11:30 a.m.
Men's Prayer Breakfast, East Wing, Thursday 6:00 a.m.
Adult Bible Study, East Wing, Thursday 7:00 p.m.
Jewish (446-3613 Messages)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

Roman Catholic

Sunday Mass, Main Chapel 9:00 a.m.
Daily Mass, Blessed Sacrament Chapel 11:35 a.m.
Confessions, Sundays 8:15 - 8:45 a.m.
Confessions, Weekdays By appointment
Religious Education Classes,
Sept. - May, Sunday, 1002 Blandly,
1008-10 Blandly & 1903-05 Mitscher 10:30 a.m.
RCIA, St. Ann's School Library 8:15 - 9:45 p.m.

Islamic

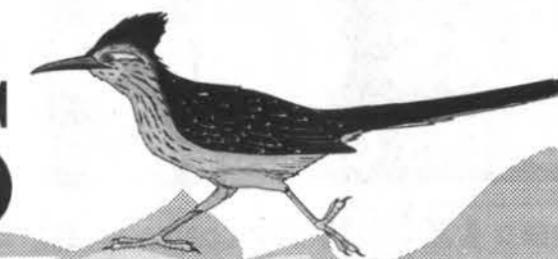
Jumaa Prayer, Friday (1002 Blandly) 12 p.m.



Chaplain Patrick J. McCormick, LCdr., CHC, USN
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
first for fun

MWR Management Team, NAWS, China Lake, CA

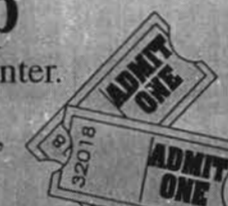
"We never go out. Please take me out Tonight."



Our rambunctious fervor continues tonight at the Wreck Center at 8:00 p.m. For reservations or details, call 939-8660. Show contains adult humor. Fees: Military-Free, DoD and Community, \$6.00 per person. Reservations requested.

Movie Clip

- Shown at Wreck Center. Call 939-8660.
- For recorded listing, call 927-Play



Saturday, February 24
1:00 p.m. Mighty Morphin Power Rangers
Sunday, February 25
1:00 p.m. My Family (NR)
6:30 p.m. The Baby-sitter (R)
Wednesday, February 25
6:30 p.m. Frank and Jesse (R)
Saturday, March 2
1:00 p.m. Congo (PG13)
Sunday, March 3
1:00 p.m. Free Willy 2 (PG)
6:30 p.m. Forget Paris (PG13)

Fix, wash and check in one stop

Auto Hobby Shop is under new management. Mr. Kirk Jones, Manager, invites you to visit and use the wheel balancing machine, paint booth, engine analyzing equipment, hoists, token car wash and the infamous "Lemon Lot" for the sale of privately owned vehicles. Coming soon! Automotive instrumental skill classes. For details, call Kirk or his professional staff at 939-2346.

NEW HOURS

Tuesday-Friday 11:00 a.m. to 8:00 p.m.
Flex Fridays 9:00 a.m. to 6:00 p.m.
Saturday & Sundays 9:00 a.m. to 6:00 p.m.
• Closed on Mondays and Holidays •

We've pulled the best

Don't miss this opportunity! Nancy Ball and James Archuleta present a magical reading voyage for children of all ages. The adventure begins at 12 noon until 2:00 p.m. on March 2 in the NAWS Community Library. For details, call Elizabeth at 939-8743.

Membership Becomes More

Let's get physical

Active duty military can now receive personal physical conditioning training throughout the year-making your next PRT a triumph of personal success. Session one runs through April 30-every Monday through non-flex Friday from 1:00 p.m. to 2:00 p.m. or 4:00 p.m. to 5:00 p.m. Class effectively builds strength, endurance and burns lots of calories through weights, cardio and cross training techniques. Another great class begins March 19 through May 23. For details, call Loy Vincent at 939-2841.

Make a splash

You can now swim recreationally during the week in the indoor pool at the Sports & Fitness Complex. Open swim is offered on Tuesdays and Thursdays from 7:30 p.m.-9:00 p.m. If you're waiting to take a premiere dive off the diving board, here is your chance! Bring the family to splash around and have fun. The Sports and Fitness complex also offers Aquacise, China Lake Aquatic Masters Swim Club, Adult Swim and Water Wellness instruction. Watch for additional special events and new classes. Call the Sports & Fitness Complex at 939-2334 or Jennifer Slater at 939-0756 details.

Tour de U.S.A.

Hey Gym members! Tour the U.S.A. without leaving Ridgecrest. Course is a spectacular 2300 miles long. Each participant may start at anytime and complete the course at own pace by running, swimming, biking or weight/cardio workouts. Inspire motivation and have fun staying in shape while tracking progress. Participants receive a special t-shirt to wear with pride. For details, call Loy Vincent at 939-2841 or the Sports & Fitness Complex at 939-2334.

Water works

Aquacise is a wonderful water exercise program. Classes are offered Monday through Friday, from 11:30 a.m.-12:30 p.m. or 5:30 p.m.-6:30 p.m. "Try it. You'll like it." One day free. Call Jenny Slater at 939-0756 for details.

Whaleness winners

Congratulations to top distance swimmers from the Whaleness Swim on February 3, 1996. Participants swam as far as they could in one hour. Here are the results:

Dave Kotlarski	4,175 yards
Larry John	3,850 yards
Susan Hennigan	3,750 yards
Susie Parks	3,375 yards
Bill Martin	3,250 yards
Ann Moorehead	3,175 yards
Bill Walters	2,475 yards

C.L.A.M. juice?

Enjoy swimming? Join the team. We are the China Lake Aquatic Masters swim club (C.L.A.M.) Coach helps you with techniques and coaches you toward a great workout. Team members include a variety of swimmers; beginner, advanced, triathletes and fitness swimmers. You work at your own level and strive towards personal goals. For more information call Jenny Slater at 939-0756.

SOPAC roll off

Active duty military wanted! This year's SOPAC roll off is held at Hall Lanes on February 22 & 23. Bowl 6 games each day and the bowler with the highest average, represents China Lake in San Diego on March 11-15. There is no cost for these events. For details, call John Pirokska at 939-3471 or Dana Alloway at 939-3550.

Sports & fitness team expands

• **Loy Vincent** joined the Sports & Fitness staff team in 1994 and received his certification from the Cooper Institute in 1995. He's working to complete his B. S. degree in Physical Education with a physical fitness emphasis. Loy instructs the Military Physical Conditioning classes, completes Personal Fitness Assessments and provides professional and personal training. Loy does Assessments and Personal Training, Mondays and Wednesdays from 8:00 a.m. to 9:00 a.m. and 11:00 a.m. to 12:00 noon. Evenings by appointment.

• **John Kumm** started providing personal fitness attention and nutritional guidance to Sports and Fitness members in 1995. His 12 years weight training, cardiovascular and personal training background, makes him an expert instructor to meet customer needs.

• **Daryl Goode**, Director of Goode Bodies Fitness Counseling in Ridgecrest, joined the MWR fitness team! He received his personal training certification from the National Academy of Sports Medicine. His background includes training in anatomy, kinesiology, physiology and nutrition. His personal training begins March 4. Daryl looks forward in teaching the following classes: Total Body conditioning, Women on Weights, Pregnancy and Exercise and Performance Enhancement via Weight Training (High School Athletes). Look for these courses in future editions of the *Rocketeer*. For more information on staff or programs, call 939-2334.



Renew America meeting Feb. 26

On Feb. 26, the Naval Air Weapons Station China Lake will join with three other Ridgecrest organizations in co-sponsoring the national teleconference Environmentally Sustainable Communities: A National Town Meeting from 12:30 to 2 p.m. at the NAWS China Lake Training Center.

At least 50 U.S. communities will be linked by satellite for the National Town Meeting, which is produced by Renew America, a national environmental organization based in Washington, D.C. The National Town Meeting's national sponsor is AT&T.

Broadcast live from Washington, D.C., the teleconference will feature five panelists who will discuss how the nation and local communities can advance environmental protection and promote economic growth at the same time.

Residents of participating cities, including Ridgecrest, will be able to comment or ask questions of the panelists live.

Former CBS and CNN broadcast journalist Deborah Potter will moderate the discussion. The five panelists include: David Brower, chairman, Earth Island Institute; Henry Cisneros, secretary, U.S. Department of Housing and Urban Development; Emanuel Cleaver II, mayor of Kansas City, Mo; Christine

Ervin, assistant secretary for energy efficiency and renewable energy, U.S. Department of Energy; and Al Weed, chairman, Sustainability Economic Development Working Group, Charlottesville, Va.

In addition to NAWS China Lake, the other local co-sponsors are the Ridgecrest Chamber of Commerce Environmental Committee, Maturango Museum and the U.S. Department of Interior Bureau of Land Management.

Prior to the teleconference, from 11 a.m. to 12:30, Ken Kelley, Ridgecrest city administrator, will moderate a briefing session on the status of several environmental topics of local interest. Local panelists will include Tom Paxson, air pollution control officer, Kern County Air Pollution Control District; Mike Stoner, Indian Wells Valley Groundwater Committee; Lee Delaney, area manager, Ridgecrest Resource Area, Bureau of Land Management, U.S. Department of Interior; and Lloyd "Tree" Crabtree, chairperson, Solid Waste Committee, City of Ridgecrest.

A videotaped copy of the National Town Meeting teleconference will be made available for checkout for anyone interested. For more information or requests to borrow the videotape, contact Debbie Smith, China Lake Public Affairs Office, at 927-1523.

Expanding the GPS horizon

Call for papers — due March 7

NAWCWPNS China Lake will be hosting the NAWCWPNNS Global Positioning System Conference on April 24-26 in Michelson Laboratory.

This conference is a follow-on to the NAWCWPNNS GPS Mini-Conference which was held two years ago. The purpose will be to present the GPS work being done by various groups and individuals at NAWCWPNNS China Lake and Point Mugu in a forum that will encourage and facilitate information exchange among the attendees.

Increased participation from various off-station organizations, both military and civilian, will be solicited to provide a more comprehensive perspective on the uses and developments in GPS.

All interested personnel are encouraged to participate as presenters, especially those who briefed at the mini-conference. A wide variety of GPS-related presentations are being solicited for this conference. Classified briefs, up to secret, are acceptable.

Anyone interested in making a presentation should submit an unclassified abstract of no more than 200 words containing sufficient technical data, as well as organizational and program information, if applicable. The following format should be used:

•Centered at the top of the first page should be the following information: Abstract title, author's name, author's affiliation/program (e.g., NAWCWPNNS/TLAM), author's code name and number, author's telephone and fax numbers (commercial and DSN), classification level of presentation.

•The abstract should then begin and be no longer than 200 words.

•Include a brief biography that could be used in an introduction.

Abstracts should be sent to David Greskowiak (471120D) by close of business March 7 either by guard mail, QuickMail (MailCenter: NAVIGATION_MC, Zone: CL FIDLER), EMail (dave_greskowiak@imgdw.chinalake.navy.mil) or fax (619-939-3298, DSN 437-3298).

The presentations should be no longer than 20 minutes plus 10 minutes for questions and answers. Scheduling allowances may be made for some presentations requiring more or less time. Please also indicate, along with the abstract, any special audiovisual equipment that may be required for your presentation. The points of contact for the conference are David Greskowiak, Code 471120D, at 927-3616, and Dex Hansard, Code 522620D, at 939-6930.

Seaman to Admiral Program

VX-9's AE2 Joseph Leber selected to enter officer candidate school

By Kathi Ramont
Staff Writer

After reviewing 868 top enlisted records, the second Seaman to Admiral Board selected 50 Sailors from 25 ratings for appointment to ensign in the Naval Reserve. One of those is AE2 Joseph W. Leber from Air Test and Evaluation Squadron Nine (VX-9).

The program, revived by Chief of Naval Operations Adm. Mike Boorda, allows top petty officers second class and above to obtain a commission in the Naval Reserve. All selectees will attend Officer Candidate School in Pensacola, Fla., in March. Selectees will be assigned to either surface, submarine, special warfare, special operations or aviation. Leber said that he hopes to

into aviation and become a pilot. "It's been a long-time dream," he said. "If I could get that (aviation) life would be just right. I love what I currently do. But to get a chance to do what I've always wanted to do is great."

Upon successful completion of his initial sea duty and warfare qualifications, Leber will have an opportunity to pursue a bachelor's degree program at the Naval Postgraduate School.

Leber and his wife, Jody, have been married for six years and have two children, Fancy, age 10, and Nihklos, age five. They will stay at China Lake while he attends school in Pensacola.

All eligible Sailors are encouraged to apply for this program. Three selectees from this board were alternates from last year's board, which proves persistence pays off. To be eligible for appointment,

an applicant must have a superb record and be recommended by their commanding officer; be a U.S. citizen; be serving on active duty in the Navy or Naval Reserve at the time of application and remain on active duty until commissioned; be selected for or serving in pay grade E-5 or above with at least four years of continuous active duty; be under age 27 and pass the officer aptitude test. In addition, Sailors must pass a physical test, be a high school or GED graduate, have no record of conviction and be of good moral character.

"There's a program out there for everyone," said Leber. "Show interest in it and someone will point you in the right direction."



AE2 Joseph W. Leber

For more information, check with your command career counselor and refer to NAVADMIN 228/95.

BuPers helps Sailors online with its own World Wide Web Home Page

Did you ever wish you could find out advancement results as soon as the list is finalized? What about being one of the first to read the latest personnel policy update just out from the Chief of Naval Personnel? And, how about being able to check and see if your career is on track any time — no matter where you are in the world?

Now that the Bureau of Naval Personnel (BuPers) is on line with its very own World Wide Web Home Page, that information, and much more, is available by simply typing in the Home Page address on your computer keyboard.

Sailors at commands with an Internet account can reach the BuPers World Wide Web Home Page via Navy OnLine Home Page at <http://www.navy.mil> or directly at <http://www.navy.mil/homepages/bupers>.

Today, BuPers Home Page services include answers to frequently asked questions, selection board results, personnel news stories, Navy administration/policy messages and a section called "What's new?" In addition, the home page includes the latest issues of *Link*, *Perspective* and *Shift Colors* magazines. Sailors can leave messages or suggestions for the Webmaster, once they are connected.

"The potential benefit to our Sailors offered by this method of reaching BuPers is enormous," said RADM. Henry McKinney, deputy chief of naval personnel. "Now, the geographic location of a Sailor is not a limitation. No matter what time of the day it is, Sailors can now use a computer to find out the latest personnel news and information from policy planners at BuPers."

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SO HOT

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PSP from Page 1

work to be assigned outside of this class time.

So what is the PSP? It is a structured set of processes and methods that enables software engineers to improve their personal performance. The PSP provides a well defined set of scripts, forms and methods that will help them plan and track their work. It also provides a way for engineers to log defects and begin to prevent the delivery of those defects by either catching them earlier in the development cycle or by preventing them with things such as design and code reviews. The PSP also provides a framework for documenting and improving individual engineering processes and provides a set of metrics that allow the engineer to assess the quality and productivity of his or her work.

Early results from classes conducted by the SEI and academia demonstrate that engineers who take the PSP course and complete the 15 exercises make better estimates, reduce their defect levels by three to five times and improve their productivity. "By using a defined and measured personal software process, engineers can improve the quality of their products by a factor of five to 10 times while also improving their productivity," writes Watts S. Humphrey in the article "The Personal Software Process — Overview, Practice and Results."

Humphrey founded the Software Process Program of the SEI after he wrote the text "Managing the Software Process" (Addison-Wesley, 1989). This book eventually led to the development of what we know today as the Capability Maturity Model (CMM). The NAWCWPNS Software Process Improvement Initiative (SPII), which was established in 1993, adopted the CMM as the model to be used as a guide to improve the software process capability for NAWCWPNS.

After the development of the CMM, questions were raised regarding the fact that many people viewed it as

designed for large organizations. This led Humphrey and the SEI to begin to develop a way of applying the principles stated in the CMM to the individual software engineer. After several years of research the PSP was developed by adapting 12 of the 18 CMM key process areas to the work of individual software engineers.

In his latest book, "A Discipline for Software Engineering" (Addison-Wesley, 1995), Humphrey has put together a course that includes the book, a set of lectures and a series of exercises that teach the precepts of the PSP. In the course, students are given a set of 10 programs to write using a well-defined set of seven increasingly mature processes. In addition, they are asked to write standards that define how they will create and measure software and two reports in which they examine their performance and identify ways of improving their performance in future work.

Initial results experimenting with different ways of introducing the PSP to industry has shown overwhelmingly that the most effective method of getting work-

ing software engineers to use the PSP is by having them receive instruction from a qualified PSP instructor. The instructor not only delivers the PSP lectures and materials, but also mentors the students through the 15 exercises associated with the PSP course.

The new head of the SPII, Carl Hall, views the PSP as an important addition to the SPII at NAWCWPNS. "Having Jeff Schwab certified as a PSP instructor will benefit the Software Process Improvement Initiative by



Photo by Barry McDonald

SPIO members and others received a briefing on the Personal Software Process from Jeff Schwab in January. They included (clockwise from left) Katie Gumz, Allen Robins, Dean Elliott, Carl Hall, Judy Caldwell, Shwalb, Bob Page, Dave Rugg and Chuck Kuniyoshi.

LANGHAM from Page 8

Looking into the future, Langham said he is excited about CAO. "I know that there is some negativism on it, but I think as we transition into the CAO we should be able to operate more efficiently." His favorite aspect of CAO is the idea of the team and the programs; being able to have a larger control over their needs and what it is they need to satisfy their customers.

"I try to tell my people who are concerned, and there is a lot of concern in the work force, that things are and there is nothing we can do about that. The good ol' days are gone. What we have to do is look at what's happening to us now, and how it affects us. NAVAIR is going to be more in the picture. We need to be a little more cooperative with our corporation."

Langham and his wife, Cynthia, a homemaker and active volunteer in the community, have one daughter, Nicole, an eighth grade student at James Monroe Junior High School. He said that in their free time, the family enjoys gardening and traveling with their camp trailer.

TECH LIBRARY from Page 14

"35th AIAA/ASME/ASCE/AHS/SC Structures, Structural Dynamics, and Materials Conference." Parts 1-5. 1995: Washington, D.C. TL 950 A111 v.1994 pts. 1-5 c.1. A collection of technical papers.

International Society for Optical Engineering (SPIE) conferences

"Aerial Surveillance Sensing Including Obscured and Underground Object Detection." 1994: Orlando, FL TJ 211 A347 1994 c.1

"Advanced Microwave and Millime-

ter-Wave Detectors." 1994: San Diego, CA. TK 7876 A38 v.1994 c.1.

"Design, Simulation, and Fabrication of Optoelectronic Devices and Circuits." 1994: Los Angeles, CA. TA 1750 D47 v.1994 c.1

"Eighteenth International Conference on Infrared and Millimeter Waves: Conference Digest." 1993: Colchester, United Kingdom. TA 1570 I57 v.1993 c.1

"Applications of Fuzzy Logic Technology." 1993: Boston, MA. TJ 212.2 A655 v. 1993 c.1.

Reminder

In order to view classified material at the library, patrons are required to have an "L" on the back of their badges. The "L" releases the library from determining the "need-to-know" responsibility.

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Intelligram

Listed below are documents recently received in the Intelligence Library. Our documents are filed according to the KWOC (Key Word Out of Context) number.

300797 — "The Threat From Portable Surface-to-Air Missiles" (CIA). This report is a review and projection of the threat posed by portable SAM systems to

low flying aircraft. (The STILO office says this is a really good report, concise and well written.)

121029 — "Chinese FB-7 Weapon System" (NAIC). A system description of this twin-engine, all-weather, medium-range fighter-bomber.

404779 — "MOBCAP APEX" (DIA). This is a foreign materiel exploitation initial acquisition report.

100727 — "Surface-to-Air Missiles of the World Recognition Guide" (Langley AFB). The primary purpose of this guide is to provide a detailed, comprehensive tool for study and familiarization.

220472 — "SA-13 Missile System -

Tech Library News 'n' Tools

By Deanna Holloway and Patricia Backes

At this time of year it is appropriate that the Technical Library has a number of new items and services to offer. To receive these services or books, call 939-3380/3389, fax 939-2431 or Quick-Mail (under Find, first name: TECH, last name: LIB, MailCenter: TID_MC). The Technical Library is open Monday-Thursday, 7:30 a.m. to 4:30 p.m.

New services
Carl Uncover. The Technical Library is offering the services of Colorado

Association of Research Libraries (CARL) Uncover to its patrons. CARL is an electronic listing of the table of contents of over 17,000 periodicals. Patrons can choose up to 50 periodicals and receive the table of contents directly on their computer via e-mail. The CARL service expands the selection beyond the current Technical Library subscriptions.

To subscribe to CARL Uncover, patrons need to provide a job order number, a list of desired periodicals and an e-mail address used to receive e-mail from off station. The Technical Library staff will establish a CARL Uncover account and profile for you. Current subscribers can renew their accounts with the Technical Library.

Cost of this service is \$50 a year for

Target Direction Finder" (MSIC). This is a report on the characteristics of this system. It is Appendix 1. Appendix 2, which contains drawings, is also available.

501419 — "ONI Video Review" (ONI). About once a month ONI produces a video which contains several short briefings. The topics vary each month depending on what is going on.

Periodicals
 We receive the following periodicals as they are published: *Aviation Weekly*, *Federal Times*, *Navy Times*, *USAF Weapons Review*, *AIMPOINT* and *Studies in Intelligence*.

For Your Eyes Only is a publication we

each patron. Periodicals and journals requested by patrons will be checked out and sent via guardmail. Requests for items not held by the Technical Library can be obtained via Interlibrary Loan at the established cost.

Access to CD-ROMS. The Technical Library now offers databases on CD-ROM available for access at your own desktop computer.

Periodical Routing. Patrons may choose up to 25 periodicals (magazines/journals) to be routed to them via guard mail.

New books
 "IEEE 1995 National Aerospace and Electronics Conference," (NAECON 1995). 1995: Piscataway, N.J., Volumes 1 and 2. TL 693 N3 v.1995 pts. 1 and 2, c.1. Theme: "Technology-The Solution."

receive bi-weekly. It is an open intelligence summary of current military affairs.

We have just started to receive two new periodicals. *Highlights of Foreign Ground Combat Developments* (NGIC) is a bi-monthly publication that discusses current hot spots and recent equipment developments. The other new periodical is *Space Tactics Bulletin* from the Space Warfare Center. It is published four times a year and contains articles of interest on space warfare and communications.

For further information please call 939-1503. Remember, we are located at the end of Wing 5 in Michelson Lab.

Applications of technology are the solution to the challenges of economic conditions to produce components and systems that can be applied more broadly than before at costs that demand changes to manufacturing techniques long established as standards.

"Encyclopedia of Reagents for Organic Synthesis." 1995: West Sussex, England. Volumes 1-8. REF QD 77 E53 1995 v.1 c.1. The purpose of this encyclopedia is "to incorporate into a single work a genuinely authoritative and systematic description of the utility of all reagents used in organic chemistry. Practicing chemists from throughout the world have provided contributions in their area of expertise." This encyclopedia can be found in the Reference Section.

Please see **TECH LIBRARY**, Page 15



IMPORTANT VISIT— Rep. Curt Weldon (R-Pa.) was briefed on China Lake's land area by Capt. Chuck Stevenson, NAVS CO, last Wednesday. Chairman of the National Security Committee's Subcommittee on Military Research and Development, Weldon was aboard to visit WSSA facilities and Wunderlich Lab focusing on the role China Lake would play in the Southwest Area Test Range Complex.

NCIS issues alert on Nigerian financial scam

The U.S. Naval Criminal Investigative Service has released an alert regarding a financial scam perpetrated by Nigerian nationals upon citizens of the United States. The announcement comes as the result of such an attempt being made to victimize a physicist at the Naval Air Warfare Center Weapons Division China Lake.

While visiting his parent's home in another state the physicist received a letter, titled, "Request for Urgent Business Relationship," from a Nigerian national. The letter states that the recipient was recommended by an associate to participate in a transaction regarding the transfer of funds that are "trapped" in Nigeria. It states that the writer represents "top officials of the federal government contract review panel and that the panel would like to transfer more than \$21M in frozen assets from Nigeria into the recipient's U.S. bank account. It

promises 20 percent of the transaction to the account holder. The letter then asks for the recipient's banker's name, his company's name, address, account number and fax number.

An NCIS memorandum of October 1995 advises that this type of letter is a recurring swindle by Nigerian nationals. The memo further states that the recipients who agree to assist the Nigerians eventually are asked to provide several thousand dollars prior to the transaction taking place.

The operations report filed on this most recent attempt sites two earlier cases attempting the same type of swindle by Nigerian nationals against China Lake employees.

Anyone who receives such a request should contact Wendell Taguchi, resident agent in charge of the China Lake NCIS office, at 939-6646.

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Black History Month

Successful military and civilian African-American women are profiled

(February is Black History Month. The National theme is: "African-American Women: Yesterday, Today and Tomorrow." NAWCWPNS's Black Employment Program Committee is profiling several African-American women in The Rocketeer during the month. The women were asked questions from how they started in their fields and their career progression, accomplishments and hurdles they had to overcome to personal information and their hopes, aspirations and outlook for the future.)

CTA1 Wendy K. Murrain is the military personnel liaison, Code 741210D. After a challenging nine-month tour of duty in New Mexico, her detailer decided to give her a break and assigned her to NAWS, China Lake, in September 1994. Petty Officer Murrain decided it was finally time for her to "exhale."

"I must say my twelve years in the military have been very fulfilling," she said. Because she was an active participant in Operation Desert Shield and Desert Storm, she has received awards from the Navy and the Air Force.

Petty Officer Murrain said the most difficult hurdle was the transition from her civilian career to military life style, but the adjustment was rectified due to

the positive support and training she received from outstanding naval mentors and leaders.

"My hopes and aspiration for the future are always positive," she stated. She was recently promoted to E-6 and



CTA1 Wendy K. Murrain

now plans to continue fulfilling her dreams as she is preparing for the position as an intelligence officer.

"African American women must forever strive for perfection, and even after reaching it, we must continue on that path forever," she said. "Our future will be positive as long as we respect ourselves and never forget our origin. We

should continue to stand together as a unit and give from the heart. As a people we have always been a spiritual and physical unit, but I believe we have allowed ourselves to separate and now it's time to recapture the essence of what



Alicia Staples

we had and move toward a new beginning. Every move made throughout the day and night, week or month, is an act of worshipping God. For every good deed there are good results and vice versa. My family inspires me on a daily basis by giving love and moral support. My heavenly father is my 'Foot Prints In The Sand,' because he gives me the

strength, courage and wisdom to embrace my challenges and move on with my life."

Alicia Staples was born in Ridgcrest and began her career in 1994 at China Lake as a contractor. She converted to Civil Service in September 1995. Currently, she is the office manager for the F/A-18 WSSA IPT. She is also a student at Cerro Coso College, majoring in criminal justice. "I realized what a vital role formal education plays in the life of minorities," she said. "The year 2000 will find me with a jurist doctorate of law." She is able to do this through constant support, guidance and encouragement from her family.

"One of the most challenging hurdles for me was learning how to equate my personal goals to how I felt about myself, as opposed to other's expectations of me," she continued. "Each day when I awaken, and throughout the day, when I am feeling low or tired I repeat, 'Tomorrow is not promised to any of us. Find time every day to show your family and friends how much you care.'"

There have been many role models in her life. She chose her mother-in-law, Odessa Newman-Staples, because she's a major source of support and guidance.

Please see **BHM**, Page 9

Award of Merit for Group Achievement presented to 2.0 support team

An Award of Merit for Group Achievement was presented Jan. 10 to the Engineering Support Services contract team of the 2.0 competency by RAdm. Dana McKinney, Naval Air Warfare Center Weapons Division commander.

According to the award nomination, this award was given to recognize the exceptional support provided by a group of highly skilled technicians, managers and contract specialists responsible for award of the first multi-sited engineering support services omnibus contract utilizing the acquisition requirements package team concept.

Members of the team are engineers Wil J. Bertelt, Michael W. Coltrin, Peter A. Dexter, Michael C. Evans and Roger W. Grenier; contract specialists Ramona K. Bonbright and Erica Freeman; Diane E. Foucher, contracting officer; John P. Gorman, source selection evaluation chairman; Peggy F. Johnson, contract advisor; Martin H. Koca, team coordinator and Walter B. Manson, contract senior technical associate; Russell P. Spindler, legal; and Patricia A. West, contracting officer.

This effort required cross-site coordi-

nation, detailed analysis of the numerous Weapons Division engineering service support contracts and planning to alleviate overlapping statements of work.

Recommendations from the team resulted in an acquisition strategy to procure engineering services competitively in a manner which engenders team work between large and small business concerns, as well as reducing the high cost of repetitive acquisitions that have overlapping statements of work.

"The exhaustive evaluation of proposals, source selection data and concomitant review of best and final offers was performed in a highly professional manner,"

said McKinney. "Each team member contributed tangible improvements to the process, notwithstanding other competing demands for time."

A successful award was brought about in June 1995, thus enabling NAWCWPNS to acquire high-calibre

engineering support at reasonable cost.

"This highly visible effort could not have been accomplished without the team's dedication and dogged persistence in the face of imposing challenges," said Cdr. Chris Webster, 2.0 competency leader.



ENGINEERING Support Service team members received their Award of Merit for Group Achievement on Jan. 10 from NAWCWPNS Commander, RAdm. Dana B. McKinney. Shown are (left to right) Erica Freeman, Michael C. Evans, Michael W. Coltrin, John P. (Skip) Gorman, Diane E. Foucher, Martin H. Koca, Ramona K. Bonbright, Walter B. Manson, Peter A. Dexter, Peggy F. Johnson, Roger W. Grenier and Patricia A. West. Not shown are Wil J. Bertelt and Russell P. Spindler.

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With system: CD-ROM pack with Encarta. Works/Money. Dangerous Creatures, more, just make this the fastest 486. **Complete system:** system & video shadow RAM. **850MB** high-perf. hard drive and controller. **8MB RAM** (available with no, more, or less RAM), parallel & two serial ports, 1.44MB floppy drive, **1024x768x256-colors VGA NI** monitor & very-high-performance VLB/PCI VGA Windows accelerator card. Microsoft-brand mouse. BTC enh. keyboard. Windows/DOS or **free upgrade to Windows 95**. In full tower case. **3-year no-hassle parts & labor warranty on complete system.** **133MHz** is just **\$1,179**. **120MHz** is only **\$1,159**. **100MHz** is **\$1,119**. Upgrade to **16MB RAM** for **\$179**. Or, upgrade your present system with a **133MHz CPU** in a super PCI motherboard for just **\$199****.

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Shaping Your Future

By Don Shibley
Human Resources Department

Identifying positions

First, let's review the process thus far. In July 1995, each competency identified a list of positions to be abolished. These lists were consolidated and RIF authority was requested for a total of 576 positions, 310 at China Lake and 266 at Point Mugu. In addition, at that time 127 people were already approved for VSIP separations. Then, in October, we offered another VSIP and 277 additional employees were approved for VSIP separation. In January 1996, the competencies revised their lists of positions identified for abolishment based on what had happened since August, including the VSIP separations. At present, we have a total of 271 positions identified to be abolished, 141 at China Lake and 130 at Point Mugu. Employees who occupy these positions should have been notified of that fact by their supervisory chain no later than Feb. 15.

It is important to remember that our need to conduct a RIF is based on improving our business posture. Put simply, we want to maximize the number of employees who are working on direct-funded positions while reducing the number of employees who are in overhead-funded positions. We need to do this to assure the long-term health of the NAWCWPNS organization.

Each level 1 competency has had its budget adjusted to reflect the reduction in labor costs represented by those positions that are being eliminated and have been assigned an end-strength target for this year. This means that adjustments to the RIF must be accounted for in the budget and end strength of the organizations involved.

Over the next few weeks and months, the list of positions to be abolished could change in several ways. First, it will not increase based on the possibility of reduced major range test facility base funding in FY97. In addition, we will make every effort to reduce the number of positions on the list. This could be done by finding direct funding for the position, reassigning the employee to a position that is direct-funded, having the employee leave the organization or having another employee leave the organization and placing the surplus employee into that position. These later actions can also result in employees being placed in critical funded overhead positions as long as the budget and end-strength issues identified above are met. These efforts will continue all the way up until the effective date of the RIF, which is July 31.

We will also try to reduce the number of positions on the list by helping employees whose jobs are targeted to find other

RIF has been approved — now what?

jobs. There are two primary ways to accomplish this. We have an internal process and assistance in finding jobs outside NAWCWPNS. The internal process will try to match employees in surplus positions with jobs that are direct-funded. This process is strictly voluntary, both for the employee and for the selecting supervisor. Any placement actions are exceptions to the hiring freeze that went into effect on Feb. 4.

Employee support

We have tried to provide lots of support for employees who are, or may be, affected by any RIF. Employees can get information about career counseling, job search assistance, preparing resumes, interviewing and even stress management by contacting the Career Transition Centers co-located with the Training Divisions at each site. At Point Mugu the telephone number is 989-3982. At China Lake it is 939-2359. In Ridgecrest, the Employment Development Department also offers these services. They can be reached at 446-0427. We are working with the EDD office in Oxnard to offer the same services to our employees at Point Mugu.

RIF process

At the same time we are working to reduce the number of positions that need to be abolished, we will be working to identify the effects of the RIF. RIF is a very complex, but very mechanical process. First, employees are grouped according to their competitive areas. (Competitive areas are defined by geographic location, demo career path and combined GS/WG employees.) Employees in one competitive area cannot bump or retreat or in any way affect employees in a different competitive area. The chart on this page lists the number of identified positions by competitive area as of Feb. 8.

The chart shows that no DG, DT or DS employees at Point Mugu will be affected by the RIF, but please note that these are very small groups. DP employees are considered by their career path. Thus, a DP-3 management analyst competes as a part of the administrative career path, not with DP scientists and engineers.

Employees who have not already submitted an up-to-date SF 171, OP 612 or resume are encouraged to do so. The purpose of the resume is to assure employees get full credit for experience they have and to facilitate the determination of their qualifications for other positions. Such inputs should be received by the Human Resources Department as soon as possible. They may be dropped off in Room 100 of the Human Resources Building, 505 Blandy at China Lake, or in the Lobby of Building 211 at Point Mugu. In

RIF Totals AS OF FEB. 8, 1996			
Career Path	China Lake	Point Mugu	Total
DA (Administrative)	42	9	51
DG (General)	19	0	19
DS (Technical Specialist)	16	0	16
DP (S&Es only)	8	10	18
DT (Technician)	19	0	19
WG/GS (Non Demo)	37	111	148
Total	141	130	271

addition they can be sent via guard mail to Code 731000D/E based on site, and marked "Resume."

RIF processing

The rules for RIF are different for the Demo and the non-Demo systems. First, employees are grouped by their title, series, grade and competitive level or specialty area code. If a position is abolished within a grouping of like positions, the junior person in the group is displaced. Then, we look to see if they can bump or retreat to another position. Essentially, you can bump someone who has less retention standing than you do (based on the factors of career tenure, veterans preference, length of service and performance). You can retreat to a position occupied by someone who has the same retention standing as you but less service time, if it is a position that you formerly held. It is not enough to simply qualify for retreat, you have to have held the job. So, the positions you can retreat to are much more limited than those you can affect by bumping.

Employee counseling

In addition to the counseling mentioned above and the assistance mentioned in the "Employee Support" section, every employee who receives a RIF notice will be offered other counseling and support services. The Employee Assistance sub team of the Business Recovery Team will be providing job fairs, "job clubs," assistance and training in how to look for other jobs, information on training sources and will be working to facilitate the placement of as many employees as possible.

Final RIF

We will be conducting our so-called "final" RIF during the first two weeks in March. Formal notices will be issued to affected employees by their supervisors on March 26. After that, notices can be amended as employees are placed into other jobs or leave the organization, but the amended action cannot be more severe than the initial action identified in the notice. Thus, if you receive a notice that you will be changed to lower grade, that notice can later be canceled, but it cannot be changed to a notice of separation without starting a new 120 day notice period. RIF actions (including separations, change to lower grade and reassignments) will be effective on July 31.

Volunteering to be RIFed
Congress has twice proposed authority for DoD to allow employees to volunteer to be RIFed. Thus far, the authority has not been granted. Should something like this become available, we would inform employees about how it would work.

Mock RIF

We go through the RIF process prior to the final evolution in order to see what the effect will be. This is known as a mock RIF. We are working on the mock RIF. Once the results are known, we will brief managers. We will also counsel employees identified and let them know how they were affected in the mock RIF. It is important to remember that a mock RIF is a snapshot of the work force at one point in time and that the results can change when

the final RIF is done.

Based on the results of the mock RIF, we plan to offer affected employees at China Lake the opportunity to register for the stopper list during the week of March 4 and at Point Mugu, the week of March 11. During this time, they will meet one-on-one with personnel specialists and be informed of their rights and benefits in the RIF process and under the Priority Placement Program. This will include retirement benefits, severance pay entitlements, placement rights in terms of grade levels and geographic locations.

BHM from Page 8

She also demonstrates through everyday deeds, her dedication to exposing and righting inequalities without regard to ethnicity or economic status.

"The African-American woman today is the backbone of true America," Staples said. "Regardless of the struggles, she remains the strongest asset to the African-American man and is the mainstay of the African-American family. I am a proud African-American woman of mixed heritage who sees her sisters today in opportunity as well as a challenge."

The Black Employment Program (BEP) Committee members would like

to thank the employees who attended their Black History Month "Soulful Celebration" kick-off event, film festivals and the courses sponsored this month. They hope that it was educational and informative.

For those who have not attended, there still is time. Please check the schedule of events, published in the Jan. 25 issue of *The Rocketeer*.

BEP Committee members include Sammie Allen, Will Carey, Bruce Cooper, Sheilah K. Fultz, Carolyn King-DeLeon, Walter Martin, Colden Nutt and Brenda Waters. Catherine Rogers is the program manager.

Black History Month luncheon February 28

A previously unannounced event has been added to the functions in recognition of Black History Month.

A specially prepared Black History Month meal will be served at the Wreck Center from 11:30 a.m. to 12:30 p.m. on Feb. 28.

Lt. Kelvin Stroble, NAWCWPNS

judge advocate general, will speak on the theme of this year's observance, "African American Women: Yesterday, Today and Tomorrow."

The luncheon is open to all military and civilians in local area. Reservations may be made by calling STSC (SS) Robert Wheeler at 927-1554.



PASSING OF THE KEYS—On hand to open a new joint training facility, located south of the Public Works compound, were members of the Indian Wells Valley Search and Rescue unit of the Kern County Sheriff's Department and the China Lake Fire Division, (left to right) John Paull, IVWS&R captain; Wil Simoneau, NAWC fire chief; Gerald Austin, IVWS&R captain; and Bill Deem, head of the Safety and Physical Security Department. The training facilities were constructed using voluntary labor from the two groups and it permits both organizations to provide a level of training and expertise not currently available according to Simoneau. Both organizations will be able to train separately and together to improve emergency operational capabilities. They will be able to train in underground search and rescue, confined space rescue, high and low angle rescue and urban search and rescue for building collapses in the event of a disaster in the Indian Wells Valley.

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Microtek ScanMaker E3 just \$399.

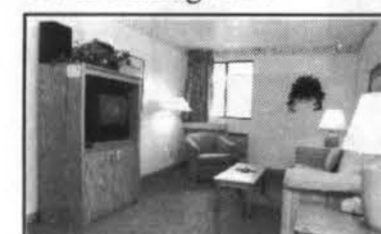
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Randy Langham is NAWCWPNS newest level one competency leader

By Kathi Ramont
Staff Writer

There is a new person at the helm in the Program Management Competency (1.0). Randall "Randy" Langham took over the level one position from Sandy Rogers last October. Rogers is now working as the Pacific Ranges and Facilities Department Range Manager (5.2). Langham was Rogers' associate prior to the move.

The Program Management Competency is primarily a headquarters function. The purpose is to provide the people and processes to staff the project manager, air (PMA) and the program executive officer (PEO) offices at the Naval Air Systems Command. Such things as conventional bombs, munitions, support equipment and drone targets have traditionally been delegated to the field. They do not have the major development or production programs.

"Currently the national leadership is re-looking at the 1.0 competency as it fits in at both divisions, just who is in 1.0 and whether it makes sense to move people or realign the organization. They may come up with some different filters and criteria," commented Langham. "But this is all according to plan. This is a strange competency anyway — it is difficult to get your arms around it."

Langham came to China Lake 18 years ago from the former Fleet Missile Systems Analysis and Evaluation Group and the Fleet Analysis Center, Corona. "I was looking for a place similar to southern New Mexico," he said. "When I came down the hill at Inyokern and looked out over the valley, I knew I'd found the place I need to be."

A native of Slaton, Texas, his railroad-employed father moved the family around the country. He graduated from high school in Clovis, N.M. He did his college undergraduate work at New Mexico State University, Las Cruces, earning an engineering degree. He received his masters degree in systems engineering from the University of Southern California while working at Corona.

He was in the Army for a short time, and was in the Naval Reserves, as a transportation officer, for 12 years.

While at Corona, he worked as a test engineer for the Trident Missile Program. His first job at China Lake was with the Reliability Office as a development engineer for Sidewinder AIM-9M. After four years there, he became the production manager for RAM missile. He worked for three years as head of the Missie Systems Branch. Then he moved to the Sidewinder office as deputy program manager for four years. His next

job was as the head of the Production Management Office. Then he spent a year as the associate department head in the Engineering Department and then moved on to become the head of the Systems Engineering Division. From there, CAO came in and he became the associate for his current competency.

One of the most exciting times in Langham's career was being part of the Sidewinder 9M development team. "That was the most incredible job I ever had. Watching a missile design from beginning to the very end. Seeing it coming out of a plane — taking out a target. I was very lucky in my career here. The 9M program was cradle-to-grave. . . to see it issued to the fleet. . . and then later to see it used in various incidents, and it worked quite well," he said.

No longer working in the technical field, he said that in the management



Randy Langham

area, he gets his greatest pleasure from dealing with people. "I enjoy people and the kind of problems that come up in the human condition. My customer is the people who work for me and my job is to see that they have what they need to do their job."

Please see **LANGHAM**, Page 15



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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 DAWIAQRF 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.

LONG-TERM OFF-CENTER ASSIGNMENTS

The following is a 1-year NSTEP assignment in Washington, D.C., beginning in August 1996. Only DP-3s and DP-4s in series 801, 830, 855, 861, 1310, 1515, 1520, and 1550 with a minimum of 3 years' experience at NAWCWPNS are eligible to apply.

Staff Assistant, Office of the Chief of Naval Operations, Strike Warfare Branch (N880D6). This position supports the office in developing, reviewing, or revising operational requirements and the Navy's long-term plans for all Navy and Marine air-launched strike weapons and ordnance. The primary duty for this position is to provide technical assistance to the integration team in N880C/D. The purpose of the team is to work issues that cross aircraft and weapon boundaries. Examples of such programs are GPS targeting and TAMPS. In addition, the incumbent will continue to define the Navy neck-down strategy and identify shortfalls. For each shortfall he/she will define alternative methods of meeting the warfighting need and thereby help redefine the strategy in a way that is cost effective and provides the necessary capability to the Fleet. In this capacity, the incumbent also gives general engineering support to all requirements officers on technical issues. The incumbent assists in reviewing government and industrial technology base efforts and developments and proposed application of new technologies. Specifically, the incumbent will organize and direct the Advanced Technology Demonstration (ATD) rating process within N880C/D and ensure that proposals with greatest benefit to Naval aviation programs in N880C/D are well represented among N880 priorities. In addition, the incumbent will provide technical liaison between OPNAV and NAWCWPNS as required. The objectives of the assignment are to expand the incumbent's knowledge and understanding of the Navy's Programming, Planning, and Budgeting System (PPBS) and to provide experience in various areas of new technology. In addition, the incumbent will gain expanded knowledge of the Navy's organization and how it works to define and procure weapons and ordnance systems to meet various mission phases. Applications must include a letter of endorsement from the applicant's department stating that the department is willing to provide overhead funding to support the position. For further information about the position, call present incumbent,

Brent Hedman, at (703) 614-3161 (DSN 224-3161). Apply by submitting a current SF-171, OF-612, or resume (see OF-510) to Code 730000D (Saundra Wydra, Bldg. 2335, Room 202, 939-2434) or Code 731000E (Lillian Cabello, Bldg. 211, 989-3347) by COB Friday, 15 March.

The following is a 1-year NSTEP assignment to the Naval Aviation Science and Technology Office (NAVSTO) in the NAVAIR 4.0T Competency, located in the Washington, D.C., area beginning in August 1996. Only scientists and engineers at the DP-3 and DP-4 levels with a minimum of 3 years' experience at NAWCWPNS are eligible to apply. **Staff Assistant, Naval Aviation Science and Technology Office (NAVSTO).** Applicants must have a broad technical engineering and management background with both acquisition and science and technology (S&T) programs and be familiar with SYSCOMs, OPNAV, OCNR, and other Navy Laboratory/Center communities. The incumbent will work directly with and provide support to the Director and Chief Scientist/Technologist on special S&T studies and will interface with ASN, ONR, NRL, and other Navy warfare centers on technology base program execution and evaluation. The incumbent will assist the Director and Chief Scientist/Technologist in providing a focal point and leadership for science and technology for NAVAIR. A security clearance at the Secret level is required.

Job-relevant criteria include the abilities to provide scientific, technical, and professional engineering advice and guidance on substantive technical aspects of the overall S&T program; analyze resource support, including staffing, funding, and capital investment required to carry out an S&T program fully responsive to NAVAIR/NAWC requirements; work with technology base program managers in the Aircraft and Weapons Divisions to ensure NAWC S&T program interests are fully represented in Washington; and conduct special studies covering future technology base planning and resource requirements for the Chief Scientist/Technologist. Applications must include a letter of endorsement from the applicant's department stating that the department is willing to provide overhead funding to support the position. For further information about the

assignment, contact present incumbent, Robert Tews, at (703) 604-2237 x6339 (DSN 664-2237 x6339) or former incumbent, Gary Ribiat, at (805) 989-7946 (DSN 351-7946). Apply by submitting a current SF-171, OF 612, or resume (see OF 510) to Code 730000D (Saundra Wydra, Bldg. 2335, Room 202, 939-2434) or Code 731000E (Lillian Cabello, Bldg. 211, 989-3347) by Friday, 15 March.

The following is a 1-year assignment in Washington, D.C., beginning in August 1996. Only DP-3s and DP-4s in series 801, 830, 855, 856, 861, 1310, 1515, 1520, and 1550 with a minimum of 3 years' experience at NAWCWPNS are eligible to apply.

Technical Advisor, Office of the Chief of Naval Operations (OP-N911). Participant will be assigned a variety of duties to assist the Navy Science & Technology (S&T) Program. This includes involvement with S&T requirements development and the selection of Advanced Technology Demonstration projects. The person selected will have direct interface with senior personnel in other DOD agencies, OPNAV, all SYSCOMs, ONR, and industry. In addition, the incumbent will participate in strategic planning through activities such as the Technology Initiatives Game and the Technology Roundtables and will assist in managing the execution of high pay-off/high-risk research and development (R&D) projects that support air, surface, and subsurface platforms in priority warfare areas. This includes the selection process for new fiscal year starts and support of Navy proposals in multiagency competition. This assignment requires a highly motivated senior-level scientist/engineer/analyst/manager with excellent interpersonal and communications skills and who has familiarity with S&T programs, systems design methodology, fleet operations, and the research, development, and acquisition process. Security clearance at the Secret level is essential. For more information, contact the present incumbent, Jo Covino, at DSN 224-4480 or previous incumbent, Michelle Bailey, at 939-6251. Apply by submitting a current SF-171, OF-612 or resume to Code 730000D (Saundra Wydra, Bldg. 2335, Room 202, 939-2434) or Code 731000E (Lillian Cabello, Bldg. 211, 989-3347) by COB Friday, 15 March.

The following is a 1-year NSTEP assignment in Washington, D.C., beginning in August 1996. Only DP-3s and DP-4s in series 801, 830, 855, 861, 1310, 1515, 1520, and 1550 with a minimum of 3 years' experience at NAWCWPNS are eligible to apply.

Staff Assistant, Office of the Deputy Director, Air Warfare; Office of the Director, Strategic and Tactical Systems; Office of the Under Secretary of Defense, Acquisition and Technology (OUSD(A&T)). The incumbent performs a variety of duties as staff assistant in the OUSD(A&T), including participating in the planning and analysis of tactical air warfare systems acquisition programs; working with senior staff specialists; and execution of development and procurement of one or more weapon system programs under the oversight of the Office of the Deputy Director (Air Warfare). Candidate will also be involved in all functions of the Office of the Deputy Director (Air Warfare), including preparation of the Defense Guidance, Air Systems studies; issuing papers, program milestone reviews, and reports to Congress; as well as participation in Defense Acquisition Executive Summary, OUSD Product Team process including Working Level IPTs (WIPT) and Defense Acquisition Board Reviews.

It is desirable that the candidate have experience in the following areas: planning or reviewing research, development, and acquisition programs for aircraft and weapons systems and mechanisms; budget aspects of programs; writing technical reports, background papers, and correspondence; and contact and interaction with senior civilian and military officials. The incumbent must be able to master complex tasks, be a self-starter, and possess managerial advancement potential. Candidates must possess a Secret clearance or have a current background investigation.

Applications must include a letter of endorsement from the applicant's department stating that the department is willing to provide overhead funding to support the position. For further information about the position, call present incumbent, Robert McCarten, at 939-2768. Apply by submitting a current SF-171, OF-612, or resume (see OF 510) to Code 730000D (Saundra Wydra, Bldg. 2335, Room 202, 939-2434) or Code 731000E (Lillian Cabello, Bldg. 211, 989-3347) by COB Friday, 15 March.



NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

TSP RATES OF RETURN

TSP Rates of Return were:

	C Fund	F Fund	G Fund
January 1996:	3.41%	0.66%	0.49%
Last 12 months:	38.53%	16.78%	6.83%

INTERFUND TRANSFERS: An interfund transfer changes the account balances of your investments 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 interfund transfers monthly if you wish. 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, 939-2574, and at Point Mugu call Peggy Topham, 989-3323. Ask for a copy of the FACT SHEET - Using The ThriftLine.

SILICON GRAPHICS MAINTENANCE AND REPAIR CONTRACT

Code 721200D is preparing to submit a procurement package to both on-call and per-call hardware maintenance/repair of Silicon Graphics, Inc., equipment at China Lake and Point Mugu. If you have equipment you want covered under this contract and you have not been contacted, call Martha Faron at 939-3395 (DSN 437-3395).

20TH ANNUAL ELECTRONICS MANUFACTURING SEMINAR

The Electronics Manufacturing Seminar has for 19 years been a well attended event providing an excellent forum for discussion, as well as serving as a valuable information exchange by industry and government researchers. The upcoming 20th annual seminar is sponsored by the Manufacturing Technology Training Center, Inc. (MTTC) Ridgecrest, California, in association with the Naval Air Warfare Center Weapons Division, China Lake.

The purpose of the seminar is to exchange technical information. As the name reflects, seminar content

includes various aspects of electronics manufacturing. This year the emphasis is in the world of fluxes and cleaners, but there are also papers on x-ray inspection, advanced electronic packaging, and vapor phase reflow. There are veteran speakers and new authors presenting research studies from places such as John Hopkins University, Sandia National Labs, JPL, Texas Instruments, Northrop, and Interflux Electronics.

The seminar will take place at the Kerr McGee Center in Ridgecrest, on 21, 22, and 23 February. (On 23 February there will only be a morning session to allow attendees the afternoon to return home.)

The schedule brochure were mailed in December with all of the presentation and attendance details. If you have any questions or would like to receive the schedule brochure, contact Jerry Maurice or Mel Parrish at (619) 446-5571.

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/E) has some automated PC forms available on the FS0024A fileserver 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).

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

UNIVERSITY OF TENNESSEE SPACE INSTITUTE MASTERS DEGREE PROGRAM

The University of Tennessee's Space Institute (UTSI) offers a master of science (MS) degree in aviation systems for those who possess a bachelor's degree in engineering or science. Video taped courses are available to any qualifying individual at China Lake or Point Mugu. If you wish to study under a "systems philosophy" towards careers in research and development or administration in areas pertinent to aviation, this program is for you. Additionally, UTSI offers up to 15 hours of credit for Navy Test Pilot School (TPS) and up to 9 credits for Air Force TPS, thereby enabling a student to complete a MS degree by taking four to five courses, not including thesis or non-thesis hours. The next term begins on 30 May.

Point Mugu: All video tapes are available to you. You do not need to travel to China Lake to enroll in or participate in this program.

For more information, contact Pam at (619) 927-UTSI (DSN 469-UTSI) or (619) 446-2814 or stop by her office in the Family Service Center, Office K, China Lake, Tuesday and Wednesday from 1030-1330.

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

CHINA LAKE GENERAL ANNOUNCEMENTS

CONTRACT COORDINATION OFFICE OPEN HOUSE

The Engineering Support Service (ESS) contract has been awarded to Sverdrup Technology, Inc., and is now available for use. In celebration of the successful startup, Sverdrup will be having an open house on Tuesday, 27 February from 1300 to 1500. Refreshments will be served, and everyone is welcome to drop by the new office located at 1000 N. Norma Street.

BCBS REPRESENTATIVE TO VISIT CHINA LAKE

A Blue Cross/Blue Shield (BCBS) representative was scheduled to visit on 21 February. A new representative has been assigned, and the date of this visit has been moved to Wednesday, 28 February. Questions regarding your BCBS coverage, help with any problems you may have, or any other matters may be taken care of at this time. Please bring all documentation relating to the problem, if applicable. The BCBS representative will be at the Training Center, Room 205, between the hours of 0800 and 1100 and 1230 and 1400, Wednesday, 28 February. If you have any questions, call John Powers at 939-2574.

IEEE VIDEO LECTURE PRESENTATION

The second of this year's (new) Video Lecture Program will take place on Wednesday, 28 February during lunchtime (1130-1230) at the Training Center, Room 205. This video lecture is titled "Listen to Your Email: Intelligent Text-to-Speech" and is narrated by Bathsbea Malsheen of Centigram Communications.

In the past, text had to be grammatically perfect in order to be intelligible and sound natural when converted into speech by a computer. In this lecture, Bathsbea Malsheen, Technology Business Unit Manager, defines text-to-speech technology, its commercial implications, levels of application complexity, and application-specific improvements. With the latest advances in text-to-speech technology, even poorly formatted and ungrammatical text, such as everyday Email messages, can be preprocessed through a set of context-sensitive rules which correct spelling and expand abbreviations and short forms to achieve a satisfactory result. As more and more people take advantage of integrated messaging, listening to your Email may become as common as reading your Email is today. (This video was produced in 1993.)

This video lecture series has been arranged by the China Lake Section of IEEE and is open to everyone. To

JOB FAIR

The Family Services Center is sponsoring a Job Fair on Tuesday, 27 February, from 1000 to 1400. The Job Fair will be held at 610 Blandy and is open to military and DOD civilian employees; spouses are welcome. For more information, call 939-0966 or 927-1545

help meet mandatory training requirements, 1 hour of training credit will be provided to those NAWCWPNS employees who sign the attendance roster. So bring a lunch and a friend, and get some training besides!

If anyone has questions about this video lecture or other IEEE educational activities, contact Bob McGahern at 939-1443 or via QuickMail.

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, all creditors want their money. If you can't do something about it, you're in trouble. Trouble can spill over into your work and family life. You 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 nonprofit community service agency from Bakersfield, to come to NAWCWPNS 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.

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. 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.

POINT MUGU GENERAL ANNOUNCEMENTS

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.

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 to 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.

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 Telmarm 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

Anna Martin, Code 474160D
Anna is caring for her sick daughter.

Eva Nolan, Code 418100D
Eva is caring for her adopted newborn baby.

Leslie Folden, Code 826400D
Leslie is currently hospitalized.

Jerry Chisholm, Code 823600D
Jerry is recovering from surgery.

Susan Wigfield, Code 230000D
Susan has a medical problem.

Sandy Watson, Code 335000D
Sandy is taking care of her diabetic husband.

Victoria Wintjen, Code 823220D
Victoria is recovering from surgery and is being treated for a brain tumor.

Tracy Plunk, Code 823250D
Tracy is recovering from surgery.

Kathleen Bangs, Code 475100D
Kathleen is recovering from ankle surgery.

Arthur Owens, Code 471250D
Arthur is recovering from major orthopedic surgery to his left leg and knee.

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

Robert E. Irving, Code 832620E
Robert is has undergone two spinal surgeries.

Mercy Trivino, Code 423400E
Mercy is on maternity leave.

George Sanborn, Code 833710E
George is recovering from surgery.

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

Norma Lavin, Code NAWS ADMIN
Norma is under a doctor's care.

Nida Gonzalez, Code 833100E
Nida is under a doctor's care.

Connie Deleonarios, Code 838100E
Connie is recovering from back 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.

Michael Tibbs, Code 413200E
Michael has ideopathic congenital lymphedema (Milorys disease). He will be undergoing his 203rd major operation, which will consist of a left-foot transmetatarsal amputation.

Allison McKowen, Code 523320E
Allison is recovering from back surgery.

Francis Amaro, Code 454930E
Francis is on maternity leave.

Brenda Davis, Code 731000E
Brenda has lupus erphematosus.

Anita Retome, Code 453300E
Anita is caring for her daughter, who needs medical attention.

Robert Schuller, Code 486300E
Robert is recovering from major surgery.

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	NAWCWPNS Employee Development Division	939-2359 (CL); 989-3984 (PM)
	Community Colleges Career Centers	
Job Information	Career Transition and Resource Centers (CTRCs)	939-2359 (CL); 989-3982 (PM)
Job Bulletin Boards, Government and Private	Transition Assistance Management Program (TAMP)	927-1555 (CL); 989-1022 (PM)
Industry Jobs	Employment Development Department (EDD), State of California	446-2593 (CL); 382-8610 (PM)
Job Search Techniques	Career Transition and Resource Centers (CTRCs)	939-2359 (CL); 989-3982 (PM)
Networking Applications: SF-171/OF-612/	Transition Assistance Management Program (TAMP)	927-1555 (CL); 989-1022 (PM)
Resumes Interviewing Skills	Employment Development Department (EDD), State of California	446-2593 (CL); 382-8610 (PM)
Job Market Information Defense Outplacement Referral System (DORS)	DORS Program Manager	939-2265
Retirement Counseling Benefits	Personnel Management Advisors and Assistants	939-2264/2265 (CL); 939-3311 (PM)
	Employee Relations Retirement Experts	939-2574 (CL); 989-3323 (PM)
Financial Counseling	NAWCWPNS Employee Development Division (Training)	939-2359 (CL); 989-3982 (PM)
Stress and Personal Counseling	Civilian Employee Assistance Programs (CEAP)	939-2574 (CL); 989-7708 (PM)
Training	NAWCWPNS Employee Development Division	939-2359 (CL); 989-3982 (PM)
	Job Training Policy Council (JTPC)	446-2593 (CL); 981-8764 (PM)

CIVILIAN PERSONNEL DIVISION NEWS

MERIT PROMOTIONS

NATIONWIDE/CURRENT APPOINTABLE EMPLOYEES

No. 530E-9-PDS-96, (1) Airplane Pilot, GS-2181-13, Threat/Target Systems Department Target Operations Division Flight Test Office, Code 532E00E—Area of Consideration: Current appointable employees Nationwide. **Opening Date:** 2-8-96. **Closing Date:** 3-7-96. **Selecting Official:** Robert Williams, (805) 989-5909. **HRD Contact:** Pam Stafford, (805) 989-3308. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent serves as an airplane pilot of fighter-type jet aircraft at Naval Air Warfare Center Weapons Division. Acts as pilot of highly modified and standard configuration tactical jet aircraft for drone control or special programs. Manned flight tests are performed by the incumbent to evaluate new configurations and procedures, modified control systems, and maintenance actions. Typical flight tests may involve flying the aircraft outside of approved flight envelopes with the additional task of obtaining data points for test and evaluation. Flight profiles frequently require in-flight refueling and nighttime over-water flights. Also, acts as out-of-sight

controller during manned and unmanned aircraft and missile target operations. Responsible for training new pilots in tactical employment of the aircraft, post-maintenance check-flight procedures, and drone control operations. Assists in developing and carrying out ground and flight test plans. **Quality-Ranking Factors:** Knowledge of the ability to fly fighter and/or attack jet aircraft. (This requirement must be met through experience as a military or civilian pilot flying fighter and/or attack jet aircraft.) Ability to assist in developing and carrying out ground and flight test plans.

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, Worldway 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 and 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.**

system designers/developers, and technical support personnel.

Prerequisites: Familiarity with data processing concepts and techniques. Suggest prior application programming experience.

This course will teach the participants to understanding how the Oracle tools and methodologies will help solve their business requirements; to design and create database structures to store, retrieve, update, and display data, and to learn to code application modules in PL/SQL that can be shared as building blocks in forms, reporting, and other data management applications. Students will learn how to take a structure approach to systems development, create data base design, retrieve and display information, manipulate information, create tables and data structure, control user access, perform computations with data, display data from multiple tables, pass values between queries, develop applications using procedural capabilities (PL/SQL), handle PL/SQL errors, and modularize programming with procedures and functions.

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

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).

SOFTWARE DEVELOPMENT MODELING TECHNIQUES (40 hrs.)

25-29 March; Monday-Friday, 0800-1600; Bldg. 6, Conference Room. By: Yourdon, Scott McBride

Intended Audience: System analysts/programmers, system and software designers/engineers, CASE and methodology administrators, and those who have responsibility for designing, developing, implementing, or maintaining systems in the following areas: process control, avionics, robotics, automotive electronics, missile/projectile guidance, flight control, simulation, and communications.

This course is focused on supplementing the analysis skills that lead to the creation of the Real-Time Essential Model. The attendees will size the specified system against prevailing technology, design constraints, and programming environments. Attendees will learn the process design, following an evolutionary series of model-driven steps. The modeling tools, techniques, and quality assurance criteria taught are then used to organize the final design in the most optimal way for the target environment key tasks: allocation of the essential model to the target, prototyping design options; exception handling and deadlock prevention; modeling human, device, and computer interfaces; high- and low-level design quality assurance; modeling use and distribution of processor services and resources; and calibration and maintenance issues. The concepts are taught through lectures combined with individual and team exercises. Each student will learn how to create, integrate, and evaluate the following real-time design deliverables: implementation model, program structure charts (PSCs) control/data flow diagrams (CDFDs), state transition diagrams (STDs), screen/window/menu/report specifications, and program module and parameter specifications.

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).

COMMUNICATING ACROSS CULTURES (8 hrs.)

27 March; Wednesday, 0800-1600; Bldg. 323, Room 159, Point Mugu. By: Graduate School, USDA

This course will provide an understanding of how to be more sensitive to issues surrounding workforce diversity and help the participants

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 Rysler, 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.

Table with 3 columns: COURSE TITLE, COURSE DATES, DEADLINE DATE TO 733000D. Includes courses like 'Contemporary Management Issues and Practices', 'The Washington Arena', etc.

become more effective in communicating with people from diverse cultures and ethnic groups.

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.)

27-28 March; Wednesday-Thursday, 0800-1600; Location TBD, Point Mugu. By: Suzanne Hard Consulting

This workshop introduces the participants to key job change and enrichment strategies. Participants will identify personal interests and strengths and analyze their current jobs and career aspirations. With this information, the participant will develop a career action plan and examine the latest job search strategies and techniques, e.g., personal marketing/networking, job market search, and interviewing skills.

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).

EEO ISSUES FOR SUPERVISORS (8 hrs.)

2 April; 0830-1600, Bldg. 323, Room 159, Point Mugu. By: V. Renee Mack

This workshop is designed for staff who are expected to prevent EEO-related problems. The course guides the participants through learning what the current state and federal laws are and how those standards are applied to everyday supervisory activities. In addition, it instructs the participants how to utilize the Navy's disciplinary process to appropriately document so challenged decisions are easily dismissed. Emphasis is placed on proactive rather than reactive response.

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).

INFLUENCING WITHOUT AUTHORITY (16 hrs.)

2-3 April; Tuesday-Wednesday, 0800-1600. Training Center, China Lake. By: Roger Kirkham

This 2-day course teaches empowered employees what to do with their empowerment to ensure that empowerment concentrates on continuous improvement; empowerment includes accountability; the cost of continuous changes are minimized; everyone pulls in the same direction; problems are defined in verifiable terms; and improvement ideas are understood and implemented.

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

BUDGET EXECUTION (24 hrs.)

2-4 April, Tuesday-Thursday, 0800-1600; Training Center, Room 205, China Lake. By: Edward Dappen

Monitoring and controlling the use of funds and preparing program and financial plans are an integral part of the federal budget cycle. This course addresses fund control with an emphasis on development of financial plans and administrative requirements for reprogramming and realigning available funds. The complete sequence of events in the budget execution cycle (including appropriations, allotments, commitments, obligations, expenditures, and outlays) will be covered.

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

GRAMMAR REFRESHER (8 hrs.)

3 April; Wednesday, 0800-1600; Location TBD, Point Mugu. By: Casey Reynolds

For business and technical writers, grammar glitches seem to come with the territory. This workshop can do wonders for uneasy writers who know they make occasional errors in grammar, punctuation, or usage—errors that detract from content and, in some cases, damage credibility. Classroom exercises focus on the most common hazards in business and technical writing—correct use of tense, agreement between subject and verb, problems with possessives, run-on sentences, use of the serial comma, and a variety of other small but nagging problems that can be resolved with a little guided practice.

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).

FACILITATION SKILLS (8 hrs.)

10 April; Wednesday, 0800-1600; Training Center, China Lake. By: DeLaPorte & Associates

This course is targeted toward those who facilitate a variety of groups within a workplace. Participants will learn to design productive meetings, learning events, team meetings, and workshops. Participants will learn and practice skills to keep a group focused, utilize time efficiently, manage conflict, and ensure maximum participation.

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

ASYNCHRONOUS TRANSFER MODE (16 hrs.)

15-16 April; 0800-1600; Training Center, China Lake.

Intended Audience: Those individuals responsible for evaluation network alternatives,

network design, and implementation. Communication managers and network administrators, support personnel, technicians, designers, operations personnel, and planners.

This course will provide the students with a thorough understanding of Asynchronous Transfer Mode (ATM) network components, operation, application, and specification status. The topics will include ATM overview and the reasons for the development of ATM. ATM is examined from both wide- and local-area networking applications and ATM concepts are discussed. What is ATM? What are its limitations? Why do we have ATM? Why is ATM happening now? ATM facilities discusses the components that comprise the ATM protocol, their function and operation and ATM physical layer requirements for each of the specified interfaces. This section includes the physical layer protocol for the interface types, including the operations, administration, and maintenance, ATM management, and interim local management interface. ATM layer operation and ATM layer responsibilities are reviewed to show the operation of call-oriented functions of the ATM technology. ATM adapter layer, ATM operation, LAN emulation, and the ATM adaptation layer, service requirements, and characteristics for the various AAL types, and information adaptation procedures prior to presentation to ATM are also covered.

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).

BETTER BRIEFINGS (16 hrs.)

23-24 April; Tuesday-Wednesday, 0800-1600; Training Center, Room 107, China Lake. By: Miriam Cartwright

The purpose of this 2-day workshop is to improve the quality of the participants' presentations and briefings. By the end of the course, students will demonstrate that they can prepare and deliver presentations that have clear objectives, clear messages, are well-organized, and are supported by good visual aids. The course emphasizes learning through doing. After the basic features of excellent presentations are presented and discussed, participants practice organizing material, making good viewgraphs, and giving actual presentations. The final activity is the videotaping, playback, and critique of short briefings by participants.

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

EMPLOYEE DEVELOPMENT DIVISION NEWS

ON-BOARD TRAINING COURSE SCHEDULE

Enrollments are accepted via On-Board Training Requests (NAWCWPNS 12410/2), call-ins, and QuickMail; however, check individual announcements for enrollment procedures.

MICROWAVES INTRODUCTION: COMPONENTS, CIRCUITS, MEASUREMENTS (40 hrs.)

26 February-1 March; Monday-Friday, 0800-1600, Bldg. 6, BOQ Conference Room, Point Mugu. By: Quintech Corp.

Intended Audience: Technicians and others who need information on microwaves for radar, communications, and measurement applications.

Prerequisites: Students should have sufficient technical background and interest to understand the material presented.

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).

SYSTEMS ENGINEERING (40 hrs.)

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

Note 1: Meets test and evaluation management SEDP requirement.

Note 2: This course may be taken to fulfill the SYS 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 SYS 201 requirement. SYS 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/daudocuments.html)

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).

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.)

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).

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; Bldg. 3015, Room 339, Point Mugu. By: NAWCWPNNS/NAWS Staff

This program starts with a Welcome Aboard and NAWCWPNNS 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 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

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

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

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 at China Lake, call Dorothy Wiederhold at 939-2359 or at Point Mugu, call Mary Glasmann at 989-3982.

OFFICE OF CIVILIAN PERSONNEL MANAGEMENT WESTERN REGION

The following courses are available to all NAWCWPNNS 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.

Table with 2 columns: Location (San Diego, CA; Oxnard, CA) and Course Title/Date. Includes courses like 'Basic Instructor Training', 'Downsizing/Reduction in Force Workshop', etc.

MTF EDITOR TRAINING

MTF Editor Version 3.4 classroom training is now available. This is complete, hands-on training. People completing this class will be able to create and edit GENADMIN and free form naval messages, create short form readdresses, and process their messages on diskettes for transmission by the China Lake Automated Message Service Center. Students will learn how to use the built-in spell checker, check for format errors, print draft copies of their messages, and use many other features of MTF Editor and DiskMaker. Classes are available for both the Mac and DOS user. Each class is 8 hours. Classes will be conducted by the China Lake Automated Message Service Center.

For reservations or more information, contact Hal Hazel at 939-5509.

Table with 3 columns: Date, Time, and Location. Shows class schedule for 13 March and 20 March.

CSUB COUNSELORS ARE COMING

Academic counselors of California State University, Bakersfield (CSUB) will be at China Lake on 6 March to advise current and prospective students on the external degree programs offered by the school at China Lake: a bachelor's degree program in business administration and a master's degree program in administration. To make an appointment to see one of the counselors, call Sandra, at (800) 788-2782, ext. 3396.

The NAWCWPNNS 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).

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).

OVERVIEW OF LIFE-CYCLE MANAGEMENT (24 hrs.)

4-6 March; Monday-Wednesday, 0800-1600; Training Center, China Lake. By: Acquisition Management Institute (AMI)

26-28 March; Tuesday-Thursday, 0800-1600; CECOS, Bldg. 1444, Room 290, Port Huene. By: Acquisition Management Institute (AMI)

The overall objective of this course is to provide the participants with a background in the competencies necessary to understand DOD life cycle management and the process of managing a Navy program of weapon systems from mission need determination to disposal. This course provides an overview of the DOD systems acquisition process, including the basics of systems acquisition program management and the developmental life cycle of a weapons system from inception to retirement. The course covers weapon systems exploration, development, production, and deployment. Examples and case studies of the DOD acquisition resource allocation process, development of the acquisition strategy, and details of the phases of weapon systems development are used. Discussions are conducted on mission area analysis, procedures, documentation, and current issues. Specific course objectives are to (1) explain the purpose, scope, and major policies of DOD 5000.1 as it applies to life cycle management; (2) understand the major elements in the procurement process as they apply to life-cycle management; (3) describe the basics of the technical management process for design engineering, test and evaluation, production, and integrated logistic support in the life-cycle management process; and (4) describe the importance of cost, schedule, performance, and support, and their relationship with operational effectiveness and operational suitability in life cycle management. The course is designed for individuals who have limited experience in DOD life-cycle management. The class will be useful to personnel in program management and functional or support offices and to all personnel in the Navy life-cycle management processes.

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

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

SKILLS FOR CONFLICT RESOLUTION (16 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).

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 reverted; 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).

WORD FOR WINDOWS, ADVANCED (16 hrs.)

6-7 March; Wednesday-Thursday, 0800-1600; Building 351, Room 2115, Point Mugu

Prerequisite: Windows, introduction or ability to use Windows.

This class is designed for people who are experienced with using the Word 6.0 for Windows program.

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) to Jim Diderich, Code 733000E. For further information, call 989-3994 (DSN 351-3994).

CAREER TRANSITION WORKSHOP (16 hrs.)

11-12 March; Monday-Tuesday, 0800-1600; Training Center, Room 107, China Lake. By: Suzanne Hard Consulting

This workshop introduces the participants to key job change and enrichment strategies. Participants will identify personal interests and strengths and analyze their current jobs and career aspirations. With this information, the participant will develop a career action plan and examine the latest job search strategies and techniques, e.g., personal marketing/networking, job market search, and interviewing skills.

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).

TAGUCHI METHODS (16 hrs.)

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

Note: This is a SEDP required course.

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 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).

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 SYS 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 SYS 201 requirement. SYS 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/daud/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,

CSUB SPRING COURSES

The following courses are being offered at China Lake this spring for the California State University, Bakersfield (CSUB) bachelor's degree program in business administration and master's degree program in administration. To obtain course descriptions, tuition support/cost information, and registration forms for these courses come to Room 104 of the Training Center between 0830 to 1130 and 1230 to 1500. CSUB has set 15 March as the deadline date to preregister. DOD civil service employees should state the following on the top of their registration form: "DOD civil service." Employees taking a course for which the Government pays the tuition 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. Each course is five quarter units.

Core Courses

BA490: Senior Seminar in Business Administration, 28 March-30 May; Thursdays, 1610-2110

ENG577: Technical and Report Writing, 26 March-4 June; Tuesdays, 1610-2110

Elective Course

ADM577: Services Marketing, 27 March-5 June; Wednesdays, 1610-2110

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

HAZARDOUS WASTE WORKERS TRAINING (4 hrs.)

27 February; Tuesday, 0700-1130, Training Center, Room 205, China Lake. By: Environmental Program Office, Code C823E00D

Intended Audience: Those who generate, handle, and manage hazardous waste.

This course is required training for anyone who generates, handles, and/or manages a hazardous waste accumulation area.

Because the activities of NAWCWPNs and NAWs China Lake generate more than 1000 kg of hazardous waste per month, we are designated as a Class I generator and are subject to full regulation under federal environmental laws. One aspect of this regulation is proper training of personnel who generate, handle, and/or manage hazardous waste. This course will help attendees to identify hazardous waste; set up and operate accumulation areas, time limitations associated with storage of hazardous waste, how to properly label and store containers, initiate emergency response procedures, prepare and submit requests for disposal; and properly conduct accumulation area inspections.

Note: Class size is limited to 35 people. Enrollments are on a call-in basis. To enroll or obtain class information, QuickMail or call John Salter at 927-1521 or Rose Short at 927-1485.

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
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

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).

RADAR TECHNOLOGY (32 hrs.)

11-14 March; Monday-Thursday, 0800-1600; CECOS, Room 292, Port Huene. By: Quitech Corporation.

This course presents the theory and applications of radar, emphasizing modern radar systems. Radar fundamentals and applications are studied in detail, helping participants to understand radars and their uses in weapon systems, air traffic control, and test instrumentation. Major units of the course are principles of radar, radar systems (coherence and stability), target information recovery, targets and interfering signals, tracking, radar antennas, radar transmitters and receivers, signal processing introduction, and advanced topics (pulse compression, synthetic aperture radar introduction, semiactive radar homing, and IFF).

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).

MANUFACTURING ENGINEERING (40 hrs.)

11-15 March; Monday-Friday; 0800-1600; Training Center, China Lake

25-29 March; Monday-Friday; 0800-1600; Location TBD, Point Mugu

By: NAWCWPNs Instructors

Note: This course is required for SEDP participants. (To schedule course for individual modules, e.g., Q.A, contact the course coordinator listed below).

This course will provide an overview of specialty engineering areas including, but not limited to, quality assurance, product assurance analysis, reliability/maintainability/testability, systems safety, and electromagnetic environment engineering.

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).

PRE-RETIREMENT SEMINAR (16 hrs.)

12-13 March; Tuesday-Wednesday, 0800-1630; Bldg 323, Mini Theater, Room 159, Point Mugu. By: Labor/Employee Relations Program

This seminar consists of several presentations and videos. The seminar covers the Civil Service retirement system; federal employee's health and life insurance programs; Thrift Savings Plan, Social Security/Medicare; estates, trusts, and wills; income tax laws; small business development; "revolving door" statutes; and information especially valuable to retirees/seniors. To derive maximum benefit, participants are encouraged to attend all presentations.

Spouses of enrollees are encouraged to attend.

The seminar is designed to help employees understand their retirement system and to decide on the kind of planning that is right for them, and to provide the information necessary for employees to make the correct decisions necessary to provide a successful retirement.

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).

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: This is a SEDP required course.

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).

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

14 March, Thursday, 1300-1500, Training Center, 114, China Lake. 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 Sue Murray, Code 733000D (C622). For further information, call 939-2349 (DSN 437-2349).

BASIC NAVAL WRITING & OFFICIAL NAVAL CORRESPONDENCE (24 hrs.)

18-20 March; Monday-Wednesday, 0800-1600; Training Center, Room 205, China Lake. By: LaNelle Thompson

SECVAINST 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 SECVAINST 5216.5C and NAVWPNCENINST 5216.8, which review standards for correspondence preparation, formatting, and paperwork management.

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

Deadline: 13 March

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).

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).

TRAIN THE TRAINER (24 hrs.)

19-21 March; Tuesday-Thursday, Country Inn, Port Huene. 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 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).

INTRODUCTION TO ORACLE (40 hrs.)

25-29 March; 0800-1600; Location TBD, Point Mugu. By: Oracle Corp.

25-29 March; 0800-1600; Training Center, China Lake. By: Oracle Corp.

Intended Audience: Application developers, database administrators, system analysts,

X408.3: GOVERNMENT CONTRACT PRICING (36 hrs.)

3 April-19 June; Wednesdays, 1700-2000; Training Center. By: Marcia Crabtree, 446-9073, UCSB

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

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

Course Objectives: Government price analysis and audit. Stress on FAR cost principles and cost estimating methods. Truth in negotiation; cost proposal and negotiation; cost accounting; direct labor cost and rates; indirect expense overhead and G and A); learning curves, material, subcontract, and other costs; profit; incentives; contract risk analysis; changes, follow-ons, and terminations.

Text: Armed Services Pricing Manual, Volumes I and II

Deadline: 28 March

Enrollments are on a call-in basis. To enroll, call Cecil Webb at 939-0878. Employees taking this course must sign a statement at the time of registration promising to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained.

GLOBAL POSITIONING SYSTEMS TRAINING

The following Global Positioning Systems (GPS) training is proposed for 2 days—22 and 23 April. Training Center, China Lake—preceding the NAWCWPNs GPS Conference to be held at China Lake, 24-26 April. Each attendee is required to provide a job order number for \$300 to cover his/her approximate pro-rated tuition cost. There will be a maximum of 30 students per class, and enrollments will be processed as first received/first enrolled.

For further technical information, contact Dave Greskowiak at 927-3616 (DSN 469-3616) or Dex Hansard at 939-6930 (DSN 437-6930)

To enroll, submit an On-Board Training Request (NAWCWPNS 12410/2) including a job order number to Dorothy Wiederhold, Code 733000D, by QuickMail or Guard Mail.

BEGINNER CLASS

HOW DO YOU SPELL GPS? (16 hrs.)

22-23 April, 0730-1630

Intended Audience: General User/Manager.

- GPS System (system overview, segment, performance, and policies)
- GPS Operation (positioning - stand-alone and differential - errors)
- GPS Data (determination/utilization = time, nav, etc.)
- SA/AS
- CA/P Code
- GPS Applications (positioning, survey, carrier phase, kinematic, etc.)
- GPS Future (RAIM, WAAS)
- GPS Alternatives (GLONASS, GEO, LEO, MEO)

INTERMEDIATE CLASS

USING GPS AS A TOOL (16 hrs.)

22-23 April, 0730-1630

Intended Audience: General EE/CS using GPS for military applications.

Condense the following sections from the Beginner Class into morning session (approximately 1-2 hrs.):

- GPS System (system overview, segment, performance, and policies)
- GPS Operation (positioning - stand-alone and differential - errors)
- GPS Data (determination/utilization = time, nav, etc.)
- SA/AS
- CA/P Code
- GPS Applications (position, survey, carrier phase, kinematic, etc.)
- GPS Signal/Message (a closer look at ICD 200)
- GPS Receiver Operation /Integration/Design (general)
- Introduction to Kalman Filtering
- Introduction to Signal Processing
- Introduction to RF Effects (Jamming/Anti-Jamming)
- Differential GPS
- GPS Applications (positioning, survey, carrier phase, kinematic, etc.)
- GPS Future (RAIM, WAAS)

ADVANCED CLASS

IF I TWEAK THIS... (16 hrs.)

22-23 April, 0730-1630

Intended Audience: GPS EE/CS using GPS for military applications.

- GPS Signal Structure Review
- GPS Receiver Design Review
- Kalman Filtering
- Signal Processing
- RF Effects (Jamming/Anti-Jamming)
- GPS H/W and S/W Developing and Tools