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• 40x CD ROM • 1.44MB Floppy
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THE ROCKETEER

WEDNESDAY, NOVEMBER 25, 1998 NAVAL AIR WARFARE CENTER WEAPONS DIVISION Vol. 54, No.24



U.K. Tomahawk test series completed with a big bang on San Clemente Island

By Cathy Partusch
Cruise Missile Public Affairs Officer

The Royal Navy conducted its first live warhead Tomahawk cruise missile test launch on Nov. 18. The missile, equipped with a live conventional warhead, was launched from HMS Splendid under way in the Pacific Ocean. It then flew a land attack mission, striking a target with pinpoint accuracy on San Clemente Island, a U.S. Navy military preserve some 75 miles from the California coast. The missile did not over-fly or approach the U.S. mainland at any point.

The test was witnessed by the British sea lord, flag officer of submarines, CINCPAC, several other high ranking officers from both the United Kingdom and United States Navy and an international media pool. Adm. Sir Michael Boyce, first sea lord/chief of the naval staff, said, "The

success of this test is a significant moment in the U.S.-U.K. global security partnership. In recent days we have seen the vital importance of American and British forces working closely together. The U.K. Tomahawk program is thoroughly consistent with the government's recent Strategic Defense Review, which calls for more rapidly deployable forces and flexible weapon systems in order to be able to respond to the complex challenges of the post-Cold War world. This new capability will enable the U.K. to be an even more effective partner with the United States and NATO in support of international diplomacy."

Two previous unarmed Tomahawk test launches, conducted by HMS Splendid, occurred on Nov. 9 and 12. During these tests the missiles were equipped with a parachute recovery system, instead of a warhead, and flew fully guided land attack missions from the Pacific Ocean to the NAWCWD Land



DETONATION of the Tomahawk completely destroys the simulated com facility. Range at China Lake some 500 miles from the launch point. Both were successful.

of three British flight tests. These tests used the same flight plans, monitoring technology and safety procedures that have been well established over almost two decades in U.S. tests of the same system with an exemplary safety record. In each case the missile was kept in continuous visual contact by U.S. Please see **TOMAHAWK**, Page 8



IMPACT—Live Tomahawk punches a hole in the "roof" of the target.

Special Missions Integrated Product Team comes to Weapons Division

By Kathi Ramont
Associate Editor

On the afternoon of Tuesday, Nov. 17, the Special Missions Integrated Product Team celebrated the end of a substantial effort to bring new work to the Weapons Division and the beginning of what IPT Leader Danny Gresham calls "a long and fruitful relationship" supporting NAVAIR PMA 290's Special Missions Platforms. A ribbon cutting ceremony of the team's new home at Armitage Field officially marked the standup of the IPT. Special guests included RAdm. (Select) Wally Massenburg, program manager AIR-290; Mike Haskins, program manager AIR-290E; Matt Anderson, head of the Systems Engineering Department; and contractors from Raytheon and BTG, Inc. You're "whistling in the wind," is what Massenburg

said when China Lake first contacted him about moving the work to the desert. In Massenburg's opening remarks he explained that when then NAVAIR Commander VAdm. William Bowes told him to move the work to China Lake he (Massenburg) was very confrontational. But all that changed. After a 5 a.m. visit here — a meeting he didn't expect anyone to show up for — he changed his mind. "I wasn't prepared to give them half a chance," he said. "But the people who briefed me were the most enthusiastic, talented briefers I could ever expect to find. It was obvious our team needed to seriously look into moving this work here." "We began by providing NAVAIR with solid management and systems engineering support," explained Gresham. "We developed a transition plan and a plan for implementation of a weapons system support activity (WSSA), which addresses all the requirements of a weapon system expected to serve the fleet into the future.

After more than a year of working out the details and programmatic issues, the team is in place." With the Weapons Division's Greg Lundin's and Ken Bailey's help, all the issues were worked to make it come together. "It was a long three years, fraught with danger," explained Anderson. The Special Missions IPT is responsible for providing coordination and oversight to a geographically-dispersed team made up of government and contractor personnel. One of the benefits of working at Armitage Field is that when there is a problem, engineers are on site to work the issue. "The airplanes are here," said Anderson, "and both time and money are saved." Currently there are 14 government and five contractors (from EER and Boeing) working at China Lake. There are two government employees at the NAWCAD Indianapolis Detachment at the Raytheon plant and 100 Please see **SPECIAL MISSIONS**, Page 11

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Weather

	November 11 - 17			
	High	Low	Gusts	Humidity
Wed	53	40	18	73-34%
Thurs	64	36	18	72-22%
Fri	67	28	10	81-15%
Sat	70	29	9	78-15%
Sun	69	29	11	63-13%
Mon	71	32	10	61-8%
Tues	68	37	32	59-18%
	November 18 - 23			
Wed	65	29	13	72-16%
Thurs	65	36	15	52-14%
Fri	65	25	10	55-12%
Sat	67	29	9	49-12%
Sun	70	37	18	44-17%
Mon	77	34	28	64-17%
Tues				

China Lake Calendar

Thursday, November 26

• Thanksgiving holiday free dinner for active duty military, 11 a.m. to 3 p.m. Sponsored by CPOA, All Faith Chapel and the Liberty Program. At the Wreck Center.

Sunday, December 6

• Tree lighting extravaganza, Solar Park and Wreck Center, 3 to 6 p.m. Get your picture taken with Santa.

Thursday, December 17

• Pre-holiday safety briefings by fire and police personnel, Michelson Lab, Room 1000D, 8-9:30 a.m.

Saturday, December 19

• Adult "Rock and Glow" Christmas Party, Hall Lanes Bowling Center, 6 to 10 p.m. Call 939-3471

Friday, January 1

• Polar Bear Plunge, Community Pool, 10 to 11:30 a.m.

THE ROCKETEER

RAadm. Rand H. Fisher
NAWCWD Commander

Capt. John Langford
NAWS Commanding Officer

Steven F. Boster
Public Affairs Officer

Barry McDonald
Editor

Kathi Ramont
Associate Editor

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

This deadline also applies to submissions for the NAWCWD Announcements contained herein, and the PAO Info Line web page.

Correspondence and material for THE ROCKETEER should be addressed to: Editor, THE ROCKETEER, Commander, Code 750000D, NAWCWD, 1 Administration Circle, China Lake, CA 93555-6100; or they may be transmitted by QuickMail to Barry McDonald. (Select CL_HQ zone, NAWCWD_MAILCENTER.) Fax information to 760-939-2796, or call 760-939-3354; DSN 437-2796 or 437-3354, respectively. E-mail address is barry.mcdonald@mail.chinalake.navy.mil. THE ROCKETEER office is located in the Headquarters Building, Room 1017. Information intended for use in the PAO Info Line web page should be sent to Steve Boster at Code 750000D or he may be reached at 939-3511. The Info Line e-mail address is http://peewee.chinalake.navy.mil/~paoinfoline.html.

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Advertising deadline is noon, the Friday before publication.



Navy's Chief Information Office offers technology symposium Dec. 1

The Department of the Navy's Chief Information Office and the DON Information Technology Umbrella Program are cosponsoring "Connecting Technology Symposium 1998," Dec. 1-3, in San Diego.

This event brings together information technology leaders from government and private industry. Presentations will provide practical and informative solutions and previews of upcoming technology available to Navy, Marine Corps and Coast Guard users.

Topics include presentations by Navy, Marine Corps and Coast Guard leaders; state-of-the-art vendor exhibits; Y2K issues, Information Technology 21 solutions; telecommunications technology and services in the next century; standard procurement system and paperless acquisition; Navy virtual intranet; and a question-and-answer roundtable.

An agenda is available online at www.it-umbrella.navy.mil. Registration may be done online or contact Bobbi Drexler at 757-444-9967; DSN 564-9967 or e-mail drexlerb@nctamslant.navy.mil to receive a registration form.

The symposium will be held at the Town and Country Resort and Convention Center. For hotel reservations call 1-800-772-8527. Admission is free to government attendees.

Holiday office decorating challenge

Deadline for submitting your entry for the holiday office decorating contest sponsored by MWR is Dec. 14. This challenge is open to all office spaces at China Lake. Spaces will be judged in the following categories with first through third place winners.

- Best homemade decorations
- Prettiest tree
- Best decorated window or door
- Best theme or overall

Winners receive 100 MWR Bucks for first place, 75 for second and 50 for third place. Submit entries to Code 861000D. Judging will be held on Dec. 21.

For more information call Debra Andersen at 939-2602.

Lab security update

Below is the current status of the ReadyKey card security systems located at Michelson and Lauritsen laboratories. Personnel who work in either lab who do not have a card key should see Barbara Gallagher, facilities coordinator, at Michelson Lab, Room 1023, or call her at 939-1212/1213.

Michelson Lab:

Front doors unlocked from 6 a.m. to 6 p.m.; locked from 6 p.m. to 6 a.m. — use your Ready Key Card to enter.

North pedestrian gate

Locked 24 hours — use your Ready Key Card to enter/exit. Do not prop gate open.

West pedestrian gate

Locked 24 hours — use your Ready Key Card to enter/exit. Do not prop gate open.

West vehicle gate

Use fire gate to access compound. Only authorized vehicles are to park inside compound. Unlocked at 6 a.m.; locked no later than 6:30 p.m. Automated gates are not operational yet.

East gate

When all entrances and exits of the system are operational this gate will close until further notice.

Lauritsen Lab:

Front doors unlocked 6 a.m. to 6 p.m. and locked 6 p.m. to 6 a.m. — use your Ready Key Card to enter.

West vehicle gate

Unlocked at 6 a.m. and locked no later than 6:30 p.m. This is not an automated gate. You must get out and open gate and secure behind you once you enter or exit by using Ready Key Card to enter/exit. Only authorized vehicles are to park inside compound.

West pedestrian gate

Booth that was previously the Handicap Booth, but is no longer only for handicapped: locked 24 hours — do not prop doors open. Reader to enter compound is on outside of booth. Reader to exit compound is located inside booth on east wall.

Pages From The Past

Nov. 25 & Dec. 2, 1988

Jon Rogerson received the Technical Director's Award. . . . Mike Hastings, of the Polymer Science Branch, develops potential solution to clean ship's pipes. . . . PSD holds change of command ceremony. . . . B-2 stealth bomber unveiled in Palmdale. . . . Roy Parris, director of Safety and Security, hosts SPAWAR security working group.

Nov. 24 & Dec. 1, 1978

Center receives Pedestrian Safety Award from Automobile Club of Southern California. . . . Lcdr. Robert Nordman of VX-5 received a thank you from Vought Corporation for his quick thinking and action in saving a TA-7C aircraft when confronted with an airborne emergency. . . . Wayne Doucette, head of the Sidewinder Program Office, received Daedalian Weapons Systems Award.

Nov. 22 & 29, 1968

Harry Potts received an Early Timer Certificate — he has more continuous service at NWC than any other employee. . . . VX-9's Bluejacket of the Month, AE1 William Engle, wins all-expense-paid trip to Bakersfield. . . . Marines celebrate 193rd anniversary of the Corps. . . . Range Operations Building remodeled and open house held. . . . Command holds quarterly inspection of troops. . . . VX-5 Vampires win flag football championship.

Nov. 26 & Dec. 5, 1958

Ice coupons purchased through the Department of Community Affairs need to be redeemed for cash at the Housing Office before Dec. 1 or they become void. . . . New hobby shop opening soon. . . . Fifteen hundred people scheduled to renew passes this month. . . . Operation Santa Claus is under way.

Nov. 24 & Dec. 1, 1948

New comet seen in southeastern sky. . . . Vienna Boys Choir to sing Christmas carols at Station Theater. . . . Seventy inventions have been submitted to the Office of Naval Research for formal consideration. . . . Current wage schedule shows an electronics mechanic earns \$1.81 an hour.

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1992 TAURUS GL 4DR V-6, Auto, Air, Power Seat, Dual Air Bags & More! #47544 No Bull Price \$5,495 <small>Kelley Blue Book \$7,215</small>	1995 ESCORT WAGON Auto, Air, Cassette, Power Windows, Power Locks, Roof Rack & More! #67039 No Bull Price \$5,995 <small>Kelley Blue Book \$8,590</small>	1998 ESCORT ZX-2 Auto, Air, Cassette, Power Windows, Power Locks & More! #02395 No Bull Price \$11,800 <small>Kelley Blue Book \$14,130</small>
1996 THUNDERBIRD LX V-6, Auto, Air, Cassette, Tilt, Cruise, Power Windows, Power Locks & More #36796 No Bull Price \$12,996 <small>Kelley Blue Book \$14,685</small>	1996 MERCURY MYSTIQUE Auto, Air, Cassette, Tilt, Cruise & More! #12695 No Bull Price \$9,996 <small>Kelley Blue Book \$12,035</small>	1997 CROWN VICTORIA LX V-8, Auto, Cassette, Dual Power Seats, Full Power & More! #34868 No Bull Price \$16,997 <small>Kelley Blue Book \$19,855</small>
1997 CONTOUR GL 4DR Auto, Air, Cassette, Tilt, Cruise, Power Windows, Power Locks & More! #00548 No Bull Price \$10,900 <small>Kelley Blue Book \$13,185</small>	1997 ESCORT WAGON Auto, Air, Cassette, Roof Rack & More! #27041 No Bull Price \$9,900 <small>Kelley Blue Book \$12,030</small>	1998 CONTOUR GL 4DR Auto, Air, Cassette, Tilt, Cruise, Power Windows, Power Locks, & More! #07407 No Bull Price \$11,900 <small>Kelley Blue Book \$13,840</small>



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1998 V.W. VANAGAN Auto, Air, Cassette, Privacy Glass & More! #87642 No Bull Price \$3,500 <small>Kelley Blue Book \$4,640</small>	1991 DODGE VAN 6 cyl., Auto, Air, Power Steering & More! #57984 No Bull Price \$5,995 <small>Kelley Blue Book \$8,000</small>	1995 RANGER SUPER CAB 4X4 V-6, Auto, Air, Cassette, Alloy Wheels, Camper Shell & More! #61621 No Bull Price \$14,500 <small>Kelley Blue Book \$16,155</small>	1994 E-150 VAN CONVERSION V-8, Auto, Dual Air, Quad Chairs, Privacy Glass & Loaded! #88262 No Bull Price \$11,995 <small>Kelley Blue Book \$15,715</small>
SOLD	1992 F-350 CREW CAB 460 V-8, Auto, Air, XLT PKG. Full Power & More! #01982 No Bull Price \$14,900 <small>Kelley Blue Book \$16,700</small>	SOLD	1993 DODGE GRAND CARAVAN V-6, Auto, Tilt, Cruise, Cassette, Rack, Power Windows, Power Locks & More! #65376 No Bull Price \$7,995 <small>Kelley Blue Book \$15,745</small>
1991 EXPLORER 4X4 Auto, Air, Cassette, Tilt, Cruise, Power Windows, Power Locks & More! #96452 No Bull Price \$8,500 <small>Kelley Blue Book \$10,975</small>	1995 RANGER 4X2 XLT, A/C, Power Group, Camper Shell & More! #66499 No Bull Price \$9,995	1995 WINDSTAR GL 3.8L V-6, Rear A/C, Roof Rack, Power Group & More! #95992 No Bull Price \$12,995	1993 AEROSTAR XL V-6, Auto, Air, Cassette, Tilt, Cruise, Power Windows, Power Locks & More! #25362 No Bull Price \$7,500 <small>Kelley Blue Book \$8,805</small>

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Give the gift of health to yourself or a loved one this holiday season—Sports & Fitness Complex presents Executive Bootcamp Plus 1999

Get ready for the new year by getting in shape. The Sports and Fitness Complex presents Executive Bootcamp Plus 1999. "We guarantee fat loss and improved lean body mass," said fitness program coordinator Loy Vincent. "We will teach you how to take your workout on the road. Workshops are scheduled to teach you the latest in proper nutrition and fitness workouts. Your daily tasks will become easier as you feel better and your energy level increases and you get stress

relief. This program is one of our most popular." The first meeting is on Jan. 4, from 6 to 7 p.m. The program runs from Jan. 4 through April 30. Register at the Sports and Fitness Complex Gym by Dec. 27. Late registration fee is \$15. This bootcamp is limited to the first 100 sign-ups. All meetings will be held at the Conference Center, on King Street, NAWA China Lake. There are three different Executive Bootcamp programs to chose from. The

"Basic Program" includes literature, three body fat measurements and seven fitness workshops. The "Aggressive Program" includes literature, three body fat measurements, seven fitness workshops, a \$15 cash award, and the Group Exercise Course. New members may enroll in the "New Member Package Deal." With this package you receive four-month membership literature, three body fat measurements, seven fitness workshops and the \$15 cash award. The Group Exercise Course is

included in the Aggressive Program or is available for an additional fee. Choose one of two sessions. Class is limited to 25 in each session. Dates for session one are Jan. 12 through Feb. 4. Session two runs Feb. 9 through March 4. Classes will be held on Tuesday and Thursday. Enrollees will be taught circuit training with tubing/bands, circuit training with weights, deep water conditioning and boxing aerobics. For more information please call Vincent at 939-2841 or 939-2334.

####



Louisa May Alcott's "Little Women," adapted for the stage by John Ravold, will be performed at the Cerro Coso Community College Lecture Center Dec. 4-5. Tickets are available at City Books, 890 N. China Lake Blvd. Ticket prices are \$7 for general admission and \$5 for senior and student admissions. Doors open at 7 p.m. and curtain time is 7:30 p.m.

Sunniva Sorby, who made history in 1993 as a member of the American Women's Trans-Antarctic Expedition, will speak at the Cerro Coso Community College Lecture Center on Dec. 6, at 7 p.m. Sponsored by the Associated Students of Cerro Coso, this lecture will explore the motives for making such a journey. For more information call 384-6320.

####

Tim Hofer will give a talk on the joint helmet mounted cueing system at the AIAA China Lake section's luncheon meeting Wednesday, Dec. 9, at the Wreck Center's Lagoon Room. Hofer has been the project leader for

this effort on the F-18 at China Lake since 1992. An integral helmet site and head tracker, the system allows pilots to cue weapons and sensors or designate ground targets with head position. A no-host lunch will be served at 11:30 a.m. and the program starts at noon. It is requested that no outside lunches be brought in. For further information, contact Ned Smith, 939-7444; Mark Lambert, 939-1130; Ed Jeter, 939-8492; or Steve Goad, 939-9704.

####

Students interested in pursuing a career in engineering, mathematics or the natural sciences are invited to apply for the Congressionally-established Barry M. Goldwater Scholarship and

Excellence in Education Program. This foundation provides opportunities for U.S. students with excellent academic records and demonstrated interest in or potential for careers in these field.

In April 1999 the foundation will award scholarship to students who will be college juniors or seniors during the 1999-2000 academic year. In order to be considered, the student must be nominated by their institution. The deadline for receipt of all 1999 nominations is Jan. 15, 1999.

This scholarship covers eligible expenses up to \$7,500 per year.

Contact Martha Metcalf at the Cerro Coso Community College Financial Aid Office at 384-6221 for more information.

Communicating the human factor in Business Process Reengineering

Linda Drew
BPR Communication Team

We can learn a lot from the successes and failures of organizations who have explored Business Process Reengineering (BPR) and wrestled with the challenges of implementation.

Among the BPR success stories are companies like Bell Atlantic, AT&T, Caterpillar and General Motors. Government agencies that have successfully implemented reengineering include the Internal Revenue Service, Army Corps of Engineers and the U.S. Postal Service. These organizations found the keys to success were above all, leadership involvement, change management and constant, candid, two-way communication.

The goal of process reengineering is to provide products and services to the customer faster and for less money. To do this while maintaining quality, organizations must improve the way they operate — eliminating time consuming, outdated and unnecessary processes and exploring new methods to improve customer service and efficiency. These activities elicit change; and change, especially radical change, can disrupt the workplace.

Communicating during the BPR process will not only alleviate some of the anxiety associated with change, but it is also imperative to successful implementation. The human element can make or break any reengineering effort.

According to companies and government agencies that have been there, effective communication, above all else, is the major contributor to successful reengineering

results. Change cannot take place without work force involvement and commitment. And employees cannot be won over unless they understand the reasons for change and the expected outcomes and have an opportunity to provide input. The communication process needs to be continuous and take place across all levels — up and down management, across functions and to customers, both internal and external.

Leadership must be visibly committed and active in the reengineering process, and must devote considerable time to process improvement, according to Joseph Juran, a quality expert known for his contributions to quality control in Japan. Juran cites unwavering commitment from senior leadership as imperative for implementing great change within an organization.

According to the Department of Defense's Electronic College of Process Innovation, reengineering often requires change to an organization's structure and culture. By nature, change creates discomfort, and reengineering is no exception. There are, however, several ways to negotiate the initial frustrations and institute change successfully.

Change management comes in several forms, those that deal with "things," such as technology, organizational structure, policy, procedures, facilities and equipment; and those that deal with people and their interactions with peers, subordinates and superiors. Providing training on process changes, establishing performance expectations, rewarding innovative behavior and measuring process results are all important factors in easing the transition.

The following is a list of "lessons learned" compiled from the Department of Defense's Electronic College of Process Innovation:

- Communicate in the right mode and at the right level.
- Answer the question, "What's in it for me?"
- Recognize and reward process successes.
- Communicate with customers and stakeholders.
- Pay attention to change management; reengineering can give the work force mixed messages, implying that what they had been doing for years was wrong or a failure.
- Employ good communicators, innovative thinkers, and change makers trusted in the field.
- Hold weekly meetings to resolve problems and allow people to share accomplishments.
- Be clear and direct about changes.
- Encourage people to think in new ways; and engage people with different perspectives.

Process reengineering is an essential activity that companies and government agencies must apply to remain competitive and responsive to customer's needs. Continuous, incremental adjustments are important, but not enough to sustain an organization in today's rapidly changing environment. Reengineering can be difficult, but if implemented correctly, can breed tremendous results. Success comes from recognizing both sides of the equation — both the tactical process elements and the human factor.

For more information contact the Electronic College of Process Innovation at www.dtic.mil or the TEAM's Processes Web Site, at www.nawcad.navy.mil/processes.

Dr. Vincent Covello returns to Weapons Division in January to conduct risk communication training for managers

Risk communication training by Dr. Vincent Covello will return to the Weapons Division early next year. On Jan. 28-29, Covello will present the class at the China Lake site. On Feb. 9-10, the training will be offered at the Point Mugu site. There is space for 60 people per class. There is no cost to the code for the training.

More than two years ago, the Naval Aviation Systems TEAM adopted risk communication principles to help guide communication between management and the work force during difficult periods of organizational change. These principles focus on gaining trust and credibility as the basis for effective dialogue about emotionally charged issues with people experiencing high concern. More than 600 NAVAIR TEAM managers have been equipped with risk communication fundamentals through a series of workshops with Dr. Covello, a leading researcher and lecturer in risk communication.

Risk communication is a proven approach for people or groups with different points of view to have effective dialogue and resolve mutual problems, especially in low trust or high concern situations. This continuing series of workshops prepares participants with the knowledge and skills to begin applying risk communication principles successfully for the NAVAIR TEAM.

A synopsis of the material that will be

covered in the Risk Communication Workshops is as follows:

- Risk communication basics
- Three key risk communication messages
- Applying the theories
- Public meetings and alternatives
- Preparing risk communication-based correspondence
- Evaluation of risk communication activities
- Audience profiling
- Introduction to non-verbal communication
- Non-verbal communication practice

If you are a manager (Level 1-4) with responsibility for communicating in challenging circumstances, this workshop can enhance your effectiveness and professional growth. Each workshop is limited to 60 participants. Sixteen hours of training credit is given for each workshop.

The workshops are sponsored by NAVAIR Public Affairs and hosted by each site PAO. If you are interested in attending this valuable training, please contact the Public Affairs Office to register. Call 939-3511 (China Lake) or 989-8096 (Point Mugu). If you cannot attend either of the NAWCWD sessions, the Public Affairs Office can tell you when workshops will be held at other NAVAIR sites and may have openings in their sessions.

Canadian personnel get Sidewinder training

On Nov. 6, 10 Canadian enlisted personnel, under the leadership of MWO Larry Hall, completed a two week course on the Sidewinder AIM-9M missile system. According to Roy Hageman, Sidewinder IPT leader, a multitude of talent from several departments provided the training.

Jerry Hartman, a Sidewinder engineer, taught the theory of operation for the Sidewinder missile with an emphasis on the guidance control section.

Jim McNeely, of the Sensors and Platforms Section, provided an in-depth presentation on the guidance control section pneumatics system.

Theresa AtienzaMoore, of the Research and Technology Group, taught warhead history, design, production and

performance. Jerry Banister, of the Safety Systems Branch, made a presentation on system safety, with an emphasize on weapons system hazards.

Alan Hampton, a Sidewinder engineer, and Jack Sherrick, foreign military sales commodity logistics engineer, provided the hands-on maintenance portion of the course.

Ron Prusia, of the Microsystems Section, covered the Sidewinder test set theory of operation, calibration and maintenance.

An informal presentation, complete with certificates of completion, was made by Hageman on the final day of class.



SIDEWINDER TRAINEES—During early November, 10 Canadian enlisted personnel spent two weeks at China Lake learning the Sidewinder AIM-9M missile system. Shown after a graduation ceremony are (back row, l-r), Jerry Hartman, Sidewinder engineer; Jack Sherrick, foreign military sales commodity logistics engineer; Cpl. Luc Savard; Cpl. Howie Boone; Cpl. Steven Owens; MCPL Norm Wafer; Rick Lindsay, of Jorge Scientific; Alan Hampton, Sidewinder engineer; (front row) MCPL Roxanne Coutts; Cpl. Roger Noel; MCPL Annette Barry; Cpl. Ian Maw; Cpl. Yes Roy; Cpl. I.J. Stewart; and MWO Larry Hall.

ROCKETEER CLASSIFIEDS

For information on placing a Rocketeer Classified Ad, call Jill at 375-4481.

ALL ACTIVE/RETIRED MILITARY PERSONNEL & THEIR DEPENDENTS MAY PLACE THEIR CLASSIFIED ADS FREE OF CHARGE! (must show Military ID.)

NON-MILITARY PERSONNEL that wish to place Classified ads in the ROCKETEER will be charged (pre-paid), PER ISSUE, as follows:

- 1-20 Words.....\$2.00 Flat
- Each additional word after 20 words.....10c each
- CLASSIFICATIONS
- PERSONALS.....5
- LOST & FOUND.....5
- HELP WANTED.....10
- CHURCHES.....12
- SERVICES/SCHOOLS.....15
- RENTALS.....20
- REAL ESTATE.....25
- BUSINESSES.....30
- AUTOMOTIVE.....35
- MISC. FOR SALE.....40
- WANTED TO BUY.....42
- PETS & SUPPLIES.....45
- GARAGE SALES.....50

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

OR DROP IT BY THE DAILY INDEPENDENT 224 East Ridgecrest Blvd.

1 PERSONALS

BOOK BY DECEMBER 1ST and save \$50 per person. Custom-designed BEST OF ITALY tour—April 11-24, 1999 and BEST OF IRELAND tour—May 2-12, 1999. For complete itinerary and pricing, contact Louise Wetzel at Jack Fry Travel, 446-5551. (cst: 31015469-10/11/25)

HAVE A CHRISTMAS AROUND THE WORLD/ HOUSE OF LLOYD PARTY and receive FREE merchandise. Call 371-1290 and ask for Jill. (TFN)

CASH FOR COUPONS. Up to \$200 or more weekly. Clipping coupons at home. Free recorded info. 1-888-438-4668 ext. 3. (TFN)

WOMEN WHO WANT TO COOK FOR A MAN BUT CAN'T COOK. Delicious, easy-to-prepare and kitchen proven recipes for 2 whole meals that appeal to men. Recipes list ingredients, utensils and detailed step-by-step procedures. Send \$6.00 to HWS-2, P.O. Box 512, Ridgecrest, CA 93556-0512. (TFN)

Wanted - Van pool riders from Weldon to NAWA China Lake. \$80/mo. 378-3342. (TFN)

MEN WHO CAN'T COOK BUT WANT TO. Delicious, easy-to-prepare recipes for 2 whole meals. Proven recipes include ingredients & utensils needed and step-by-step procedures. Send \$6.00 to HWS-1, P.O. Box 512, Ridgecrest, CA 93556-0512. (TFN)

10 HELP WANTED

Build your own business and raise a family. Call Sharon at 377-4032. Avon Independent Sales Representative. (TFN)

15 SERVICES/SCHOOLS

LOVING HOME environment for your child while you work. Full time openings for age 2 and above. CPR/First Aid Certified. Meals provided. Call Kathy at 499-1060. Navy Certified License #0065-96. (TFN)

20 RENTALS

Budget 2BR, 1bath house with washer & dryer, fenced, grass, water paid, trees, pets ok. \$225 plus \$100 deposit. Call Toineette at 375-3900. (TFN)

CONVENIENT TO BASE & Inyokern Airport. Quiet guest quarters, furnished for your comfort. Low daily, weekly and monthly rates. Allens Mountain View Motel 446-4810. (11/25)

5995 GREAT 4BR country home! 7 min. fr base, 2BA, block wall, no inside pets. 446-6209 or 446-4810. Eve ok. (11/25)

\$295-\$350. NEAR GATEWAY, like new 2BR duplex, must see to appreciate. Small dog! Water pd. 446-6209, 446-4810. (11/25)

MOBILE HOMES in the nicest park in Ridgecrest. Rent \$410 and up, sale \$17,000 and up. Spaces available \$211. Arrowhead Mobile Home Park, Monday-Thursday, 2:00-6:00pm, Friday 8:00-12:00pm. 446-2796. (TFN)

MAMMOTH AREA RENTAL: 4BR, 2BA house, available for rent, daily or weekly with maid service. Great rates 436-4870. (TFN)

DELUXE 2BR in triplex. Desirable NW location. Upstairs w/full width cov'd balcony offering pretty view. Fireplace, refrigerator, dishwasher. Garage w/opener, has washer/dryer hook-ups. Trash paid. \$425/mo. + \$425 deposit. Available 16 October 446-3076. (TFN)

25 REAL ESTATE

RESIDENTIAL VIEW LOT in College Heights reduced to \$15,000 from \$25,000. Owner must sell. 2240 Reedy Street (off Cielo). 371-7739. (12/24)

CLEAN STUDIO & 1 BEDROOM APARTMENTS starting at \$245, plus \$200 Deposit. All utilities paid, laundry on site. South Ridgecrest. 377-4627. (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 \$29,900 and up for homes. Arrowhead. 446-2796. (TFN)

2 1/2 ACRES, well and power in. A-1 Agriculture, Weldon. \$29,900 Also 2 1/2 acres, \$19,000. (760) 378-3342. (TFN)

WANT TO RETIRE... Patio view of Lake Isabella, beautiful 2 bedroom, 2 bath double wide "Fleetwood" mobile - Fenced property - oversize garage, health forces sale \$65,000 Many extras - full carpet drapes, etc. (760) 378-3551 or 378-3146. (TFN)

35 AUTOMOTIVE

1998 HARLEY DAVIDSON Fat Boy. Violet Pearl. 4,600 miles, many extras. \$17,500. 371-1990. (TFN)

96 DODGE RAM VAN CONVERSION. Immaculate in & out! V-8, 20K miles, dual air, p/s, p/b, p/w. Brand new tires. \$17,500. (760) 499-0039. (TFN)

PROWLER 21 ft. travel trailer. Needs work \$800. OBO. 378-3342. (TFN)

2 12" Phoenix Gold car speakers already in box. 499-6033. (TFN)

65 DODGE STEP-VAN in good condition. \$1150. 375-5611. (TFN)

95 HONDA PASSPORT, V-6, 24 valve, automatic, air conditioning, \$16,500. 375-0307. (TFN)

40 MISC. FOR SALE

FOR SALE - Whirlpool trash compactor, Whirlpool electric slide - in range w/state grill & covered grille,

Sears Kenmore under counter dishwasher. Frigidaire refrigerator. Best offer. Patio furniture, porch swing & wood burning stove. California King Waterbed & other household items. 384-2634. (TFN)

GOLF CLUBS - Men's. Right hand and left hand irons, used. Very reasonable. 375-2418. (TFN)

ELECT ORGAN, Schaefer & Sons, xlint cond, many rhythms & speeds, orchestra, percussion, memory, etc. \$650 firm. 384-3512. (TFN)

LITTLE TIRES COUNTRY COTTAGE, \$150. Like New Oak Rocker, \$100. Sharp Carousel II Microwave, \$50. Kolcraft Stroller/Infant Carrier Combo, \$40. Serta Posture Deluxe Queen Sz. Mattress Set, \$125. 499-1420. (TFN)

89 JAVELIN Fish & Ski w/trailer 17'. Lots of extras. 110 hp evinrude, \$6,100. 446-3700. (TFN)

KENMORE ELECTRIC DRYER \$200. OBO. Excellent condition. 375-2946. (TFN)

Small Microwave, hockey gear, roller blades, basket ball hoop for garage. 371-1029. (TFN)

KENMORE Extra Capacity Washer and Dryer, 3yrs old, xlint cond. \$500/SET. OBO. 446-0040. (TFN)

42 WANTED TO BUY

Handgun and deer Rifle-Retired. Call anytime. 378-3146. (TFN)

45 PETS & SUPPLIES

Purebred Chow Pup for sale. 499-6033. (TFN)

Call 375-4481 to advertise

Out with the old

Major demolition efforts change look of China Lake's landscape

By Kathi Ramont
Associate Editor

MILITARY NEWS



Photo by P. Terry Pascarella, TID

Two hundred and fifty-five thousand square feet of building material is coming down at China Lake main site as demolition contractors remove outdated buildings and former Navy housing.

According to Capt. Bill Ostag, public works officer, THI Group, Inc., of Ventura, and its subcontractor, Environmental Consulting Services, Inc., are currently demolishing 81 structures in the Capehart B housing area of NAWS China Lake. This is the housing area near Vieweg School.

The contractors have also relocated playground equipment from Capehart B to Capehart A (behind the Weapons Exhibit Center). "The playgrounds look great," said Ostag.

"They've really done a good job. The demolition work will continue until all the units are gone. That means for the next three years as this section of Navy housing empties out."

"The 81 Capehart B units are duplexes," explained Ens. Joe Harder, AROICC project team leader, "so that means 162 former homes will be demolished during this first phase." Work on the first phase of the \$1.5 million multi-year contract will be completed in April 1999. The next phase, consisting of the removal of 160 Capehart B units, will be completed in March 2000. Ostag said that China Lake's total square footage is more than five million.

Main site demolition

The landscape of downtown China Lake is also changing as American Wrecking, Inc., of South El Monte, continues to remove another 132 structures. Ostag explained this \$2 million contract includes removing all the old, unsafe and unused housing units north of

CAT QUALIFIED—Captains John "Gerbil" Langford, NAWS CO (above), and Bill Ostag, public works officer (not shown), took over the job of destroying a garage located near their homes in the SOG area last Wednesday. Ostag said later that the CO was a "mad man on the machine" and that Langford "went crazy" during the demolition. The garage demolition event was arranged by Project Manager Ron McDaniel of Environmental Consulting Services, Inc., a subcontractor to THI Group, Inc., to kick off the Capehart B demolition project. McDaniel was on hand and oversaw the captain's operation of the crawler excavator.

Blandy Avenue, plus some other structures. In addition to the duplexes south of Inyokern Road, the original Maturango Museum and both girl and boy scout huts are to be removed; as well as Building 2309, a u-shaped brick apartment building on the corner of Nimitz and Hussey avenues.

Test squadron feeds the hungry at early Thanksgiving luncheon



Photo by P. Terry Pascarella

TURKEY—About 325 people, including (left) Capt. Mark Swaney, commander, Naval Test Wing Pacific, and CMC Barry Stoner, NWTS command master chief, showed up last week to work, or just enjoy — like fireman Mike Farrow (right) getting a serving of gravy — an early Thanksgiving meal at Hangar 3. The annual Naval Weapons Test Squadron Thanksgiving luncheon was a huge success said organizers. They would like to thank the following: Tina Evans, Sherry Flaherty, Paulette Williams, Lorraine Savoy, Ruth Taylor, Cindy Lemon, Diana Smith, Kim Hu, Wendy Funiestas, Sue Bensen, Laura Kadri, Ray Merrow (VFW), John Riddick, Nick Kleinschmidt, ABHC Douglas Carr, ABE) Robert Hansel, ABH3 Shad Scott, and, last but not least, Henry Lebsock, who orchestrated this year's preparation of the meats by burying them in a deep pit. A special thanks to Roger Clark, from the Ridgecrest Sheriff's Department, who donated the ham, Harvey Pierce for raising it, Dennis Link for allowing use of his deep pit and "awesome" talents, Nick Young of John's Pizza Parlor, who donated the ice cream and the American Legion Post 684 which has allowed NWTS to use its facility and equipment for the past 10 years.

"Service is our Business"

"DREAMS DO COME TRUE"

Morale, Welfare & Recreation Department, Naval Air Weapons Station, China Lake, CA

Watch TV Channel 20 for Up-to-Date Programs & Events!

SPORTS

Holiday Challenge

Be consistent, healthy and motivated through the upcoming holiday season through January 1. Meet the minimum standards, in any or all of the mentioned categories, and receive a specially designed T-shirt. Walk 28 miles, run 48 miles, cycle 56 miles, swim 30 miles or use weight room for 28 hours. Register at Sports & Fitness Complex, 939-2841.

Laser Tag Mania

Excitement continues at Castle X every Friday!
927-8336

Teens (12-17) Dec. 4, Jan. 8	Youth (8-11) & Parents Jan. 22
Teens (12-17) & Parents Jan. 15	Young Adults (18-20) Jan. 29

Pro Tips

Learn physical exercise techniques! For beginner and intermediate levels. Topics cover Strength/Cardiovascular training or Nutritional education

- Second Monday of each month.

December 14	Strength Training
January 11	Cardiovascular Training

Want to be Heart Smart?

- Follow easy "Low Impact" and "Step" aerobics
- Offered six days a week
- Free for Members. Call 939-2334.
- Certified instructors
- Sports and Fitness Complex Aerobics Room
- Monday-Saturday (except holidays & 12/24, 12/31)

5:30 a.m.-6:30 a.m.	(M/W-Intermediate level)
9:30 a.m.-10:30 a.m.	(Mon. - Fri.-Beginner level)
11:30 a.m.-12:30 p.m.	(Mon. - Fri.-Intermediate)
4:30 p.m.-5:30 p.m.	(Mon. - Thurs.)
5:30 p.m.-6:30 p.m.	(Mon. - Thur.-Intermediate/Advanced)
6:30 p.m.-7:30 p.m.	(Tues. & Thurs. Intermediate)
8:30 a.m.-9:30 a.m.	(Sat.)

OPEN SKATING

Children 8 and under must be accompanied by an adult.

Saturdays

All Ages • Outdoor Rink, 4:30 p.m. to 6:30 p.m.

Adult, Active Duty	Free (Includes skates)
Other Military	50¢
DoD	\$1.00
Community (Public)	\$2.00
Hockey Gear Rental	\$2.00
Skate Rental	\$1.00

Outdoor Rink Rental Available Too!
939-6884

Join the Holiday Roll-Out Racquetball Tourney

Entry Deadline: November 30

- Tournament Director: Michelle Archuleta, 939-2334
- Double Elimination Competition
- December 4-6, 1998
- Sports & Fitness Complex

Military	1st Event, \$12	2nd, \$7
DoD	1st Event, \$14	2nd, \$9
Community	1st Event, \$16	2nd, \$11

- Start time is 5:00 p.m.
- Tournament uses 3 courts
- Event t-shirt given to all entrants
- Trophies awarded to 1st and 2nd place finishers
- Gatorade provided for players
- Tourney ball provided by MWR for play
- AARA rules apply
- Best 2 out of 3 games wins the match

FUN

"Come on Down!" You're the next Contestant

Price is Right trip is December 2. Open to military, DoD and Contractors. Space is limited so sign-up today! Military-\$7 and all others-\$10. For details, call 939-8660.

LIFE-STYLE

Great Gift Idea

Don Banfield's work now on sale at Craftech. Various outdoor scenes available at substantial savings. A 16" x 20" is only \$35 and an 18" x 24" is a mere \$45. Hurry! Limited pieces available, 939-3252.

100 Holiday Events-WOW!

Guide to over 100 MWR holiday programs & events is yours today! Simply stop by any MWR facility for your FREE copy. Call 939-2602.

Sensational Values!

Mondays
Start the week right! Buy one pizza and get the next one for half price (of equal or lesser value). Valid 4-8 p.m. Call ahead and have it ready for pickup.

Tuesdays
Spaghetti with meat sauce, garlic bread and dinner salad for only \$5.25 per person, 4-8 p.m.

Wednesdays
TAKE HOME SPECIAL
Full rotisserie Chicken, corn on the cob, mashed potatoes with gravy and dinner rolls for \$9.95. What a deal! Call before 1 p.m. to reserve your bird. Serves 4.

Thursdays
Famous Hot Wings! Only 10¢ each, 5-8 p.m.

Fridays
Beer Battered Fish and Chips with Cole Slaw! \$4.95, 4-8 p.m.

SPECIAL EVENTS

Merriment Extravaganza Continues

Attend a celebration of love, unity, dreams and childhood wishes! "Dreams do come true" is this year's theme. Fun takes place at Solar Park, December 6 from 3-6 p.m. FREE for all. Enjoy visiting with Mr. and Mrs. Claus, food, crafts, dancing and even a parade to Admin. Lawn for the traditional China Lake Tree Lighting ceremony. For details, call 939-6683.

Watch your Child's Imagination Soar!

Children, 1-4 years, enjoy story telling during the month of December at the Library. Let your child's imagination soar from 11:00 to 11:30 a.m. Videos available on Wednesdays from 7:00-7:30 p.m. for ages 5-9. That's not all... look for details or call the Library about the upcoming Teddy Bear Tea Party! Call 939-2595 today!

JSOW variant makes first captive flights

By Don Herigstad
EDPT Team Leader

"JSOW's family of weapons will satisfy the Navy's requirements for medium-range tactical standoff weapons for decades to come," said LCDr. Mike Murphy, project pilot recently. "The Unitary variant, that was recently tested, adds a precision terminal guidance capability to the demonstrated lethality of the preceding two variants."

The Joint Standoff Weapon's Unitary (AGM-154C) Prototype Captive Flight Vehicle — third variant — incorporates a seeker, in addition to the Global Positioning System-aided navigation system. It carried an inert BLU-111 warhead payload section and incorporated a simulated seeker window during first flight tests aboard an F/A-18D aircraft at NAWCWD China Lake in September.

The test item, designated CFV3, representing the weight and balance of the tactical weapon, weighed in at 1,074 pounds.

The purpose of the captive flight test was to test the new JSOW Low Cost Guidance Electronic Unit (LCGEU)

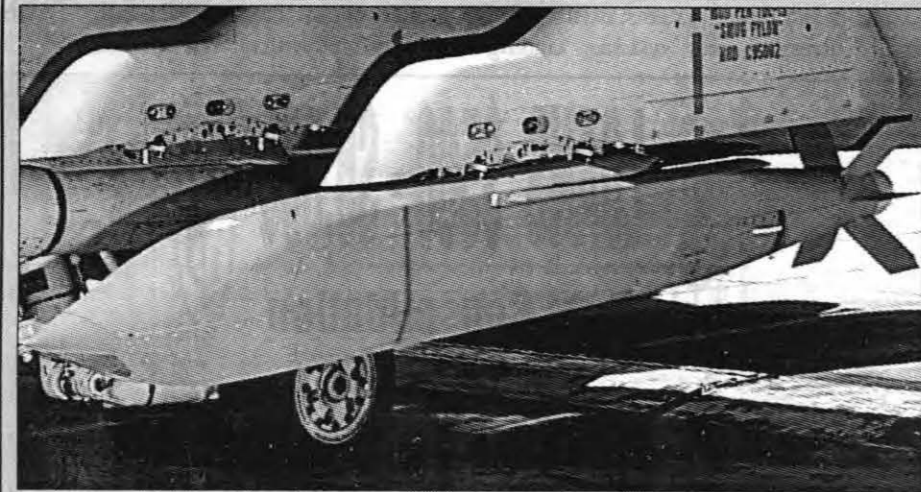
and obtain environmental flight test data for the all-up round missile.

The LCGEU developed as part of the unit cost reduction program, will be installed on all variants of JSOW during full-rate production.

The test objectives were to demonstrate the integration of the F/A-18/JSOW weapon system and gather the all-up round airborne environmental data to verify in-flight design parameters for missile components. Prime concern of the aircraft integration testing was to certify transfer alignment of the aircraft's position and velocity to the missile, which is necessary for navigation purposes when the weapon is released from the aircraft.

In-flight weapon data was transmitted to ground station recorders via two onboard missile telemetry units for later review and analysis.

The JSOW Unitary Test Vehicle was chosen for flight testing because it will provide the worst-case environment for missile components. It also incorporates product improvement features that will reduce the overall weapon costs of all three variants during the production phases of the JSOW Program.



JSOW variant with increased capabilities begins flight test series on an F/A-18.

NAVAIR PAO's E-Mag is on the cyberstreet; get your copy today

The Naval Aviation Systems TEAM Public Affairs Office has released the new quarterly TEAM electronic magazine — E-Mag. The first issue is dedicated to the 1998 Commander's Conference.

E-Mag will focus on linking the TEAM with the work they do for the fleet and promoting communication. Regular columns, such as Best Practices, HRO Update and From the Customer's Perspective, and a program spotlight will appear in each issue.

TEAM Public Affairs is your direct connection to E-Mag and we want your ideas. Do you have a story idea or a sub-

mission for "What Have You Done for the Fleet Today?" Feedback and submission forms will be included in every issue. Simply fill them out and give them to the Public Affairs Office.

E-Mag is distributed as an Adobe Acrobat PDF file. A short tutorial on the use of PDF files is included in the first issue.

To get E-Mag go to http://on-site.nawcwpns.navy.mil/all_hands_general.html, and select it. If you do not have a computer but would like to receive E-Mag, contact the Public Affairs Office, 939-3511.

FD offers fire-safe office decorating tips

Listed below are a few things you should remember and watch out for to ensure your office space is fire safe:

Exits
Do not place office furniture, decorations, Christmas trees, or other objects where they will obstruct exits, access to exits, egress from exits, visibility of exits, or where they will obstruct access to or visibility of fire alarms or fire fighting equipment.

Fresh cut Christmas trees
All common trees when fresh and green with limber needles firmly attached have a degree of natural flame resistance because of their moisture content. Only after drying do they become flammable and dangerous. Before buying your tree, shake it to ensure you have a fresh one. If the tree's needles do not fall on the ground you have selected a good tree. If you aren't going to set the tree up right away, place it outside in a container of water. When you are ready to place the tree inside, cut off about two inches of the trunk at a 45-degree angle to help the tree absorb water more rapidly.

Flocked Christmas trees
Flocked trees are more dangerous than those that have not been flocked. A flocked tree absorbs water from the tree's needles, rapidly drying the tree and making it and the flocking very flammable.

Make sure the tree is removed from the office space as soon as possible after New Year's Day. This includes cut trees, pine branches, and similar foliage.

Artificial trees should be clearly marked as made of slow burning materials. Trees with built-in lighting systems shall have an Underwriters Laboratory (UL) label on them. Use only indirect lighting on metal trees to avoid the possibility of shock.

Decorations
Ensure that your decorations have a tag on them stating that they are approved by the State Fire Marshal as being flame resistant. Be extremely careful when putting up your Christmas decoration not to over decorate.

Lights
Christmas lights must be UL approved. Extension cords will normally have to be used but should be kept to a minimum and suitable for the purpose intended. Before placing lights on the tree check each string to ensure that they are in good shape. If you find a broken socket and/or broken or frayed wiring, discard the string of lights and purchase a new set. Always follow the Christmas tree light manufacturer's directions carefully when connecting strings of Christmas tree lights together. All holiday lights and extension cords must be unplugged at the end of the work day and when the room is not occupied.

America honors military families by giving thanks for their service

By Linda D. Kozaryn
American Forces Press Service

WASHINGTON — Mom or Dad may wear the uniform, but as every military family member knows, spouses and children serve the nation as well. Along with their military husbands and wives, mothers and fathers, they, too, serve throughout the United States and overseas.

President Clinton recently hailed military families, and America honors their unique service during Military Family Week, Nov. 22 to 29. The president called on American families across the nation to give special thanks during this holiday season for the service and sacrifice of America's men and women in uniform and their families.

"Americans owe a profound debt of gratitude to our military families," Clinton said in his 1998 message to military families. Military family members' love and support strengthens the

nation's armed forces who serve across the nation and around the world, "defending America's freedom, promoting our values and carrying out vital humanitarian and peace-keeping missions," the president said.

"Families are a critical part of the DoD mission," said Gail McGinn, the Pentagon's principal director for personnel support, families and education. Military Family Week provides an opportunity to say thank you, she said recently. Pentagon leaders know it's not easy being a military family, she noted.

Separations due to deployments, new assignments, schooling and other duties have always been an issue for military families. "Military families have to be able to sustain themselves when the military member is away," McGinn said. "Spouses take on much responsibility for managing the household over and above what they would do when their spouse is there."

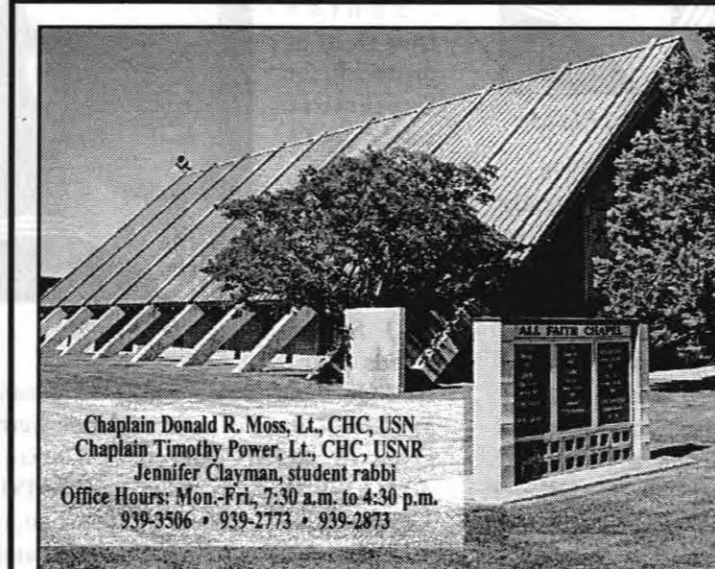
Pentagon leaders have recognized the fact that when a service member decides to stay in the military, it is a family decision, McGinn said. As a result, the Defense Department has ini-

tiated programs aimed at helping military family members deal with the particular stresses of military life. These include spouse employment and relocation services.

"Overall," McGinn said, "there's been a general recognition that families are part of the team." Admittedly, military life has its drawbacks, McGinn said, but being part of the military community also has its rewards. "We have done some good work in the last few years in improving and upgrading programs and facilities for our military families," she said. "We've worked very hard at building military communities that are safe and that offer community services."

DoD's child care system has been recognized as one of the best in the country, McGinn said, and DoD has an excellent school system for families overseas.

Much work is currently being done to improve physical fitness centers, she added. "When you see the sign that says 'Military Family Week,' take a moment and think about how precious a family really is."



Chaplain Donald R. Moss, Lt. CHC, USN
Chaplain Timothy Power, Lt. CHC, USNR
Jennifer Clayman, student rabbi
Office Hours: Mon-Fri, 7:30 a.m. to 4:30 p.m.
939-3506 • 939-2773 • 939-2873

All Faith Chapel Services

Protestant

Men's Prayer Breakfast, East Wing, Thursday 6:00 a.m.
Sunday School, Sept. - May,
Bldg. 02298, Richmond at Blandly 9:00 a.m.
Sunday Worship Service, Main Chapel 10:30 a.m.
Bible Study (East Wing), Sept. - June, Wednesday 11:30 a.m.
Youth Ministry, 1907 Mitscher, Sunday 2-3:30 p.m.
Adult Bible Study, East Wing, Thursday 7:00 p.m.

Jewish

Weekly Services, Friday, East Wing 7:30 p.m.
Hebrew Classes, Oct. - June, Saturday,
Bldg. 02298, Richmond at Blandly 2-5 p.m.
Religious School, Sept. - June, Sunday,
Bldg. 02298, Richmond at Blandly 8:30-10:30 a.m.

Roman Catholic

Sunday Mass, Main Chapel 9:00 a.m.
Daily Mass, Blessed Sacrament Chapel 11:35 a.m.
Confessions, Sundays 8-8:30 a.m.
Confessions, Weekdays By appointment
Religious Education Classes, 02298 Bldg.,
Sept. - May, Sunday,
Bldg. 02298, Richmond at Blandly 10:30 a.m.

Islamic

Jumaa Prayer, Friday
Bldg. 02298, Richmond at Blandly 12 p.m.

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Daughter/father Marine team



Photo provided by MAD China Lake

YOUNGEST/OLDEST MARINES—1Cpl. Christine Moorehead, of 29 Palms Marine Detachment and her father, CWO4 Tim Moorehead, of China Lake's VX-9 Ordnance Project Office, took honors as youngest and oldest Marines at the Nov. 14 Marine Corps Ball. RAdm. Rand Fisher, NAVCWD commander, and LtCol. Gregory Bass, Marine Aviation Detachment executive officer, performed a traditional birthday cake cutting ceremony. In addition to dinner and dancing, the 387 people who attended the dress ball were entertained by 28 Marines from Camp Pendleton, who presented a USMC period uniform pageant that spanned the Corps 223 years and included every uniform Marines have ever worn.

Nelson receives Achievement Medal

At recent Naval Weapons Test Squadron quarters, Cdr. Bob Rutherford, CO, presented a Navy and Marine Corps Achievement Medal to AMS2(AW) Clinton E. Nelson on behalf of RAdm. W.L. Putnam, commander, Cruiser-Destroyer Group Three.

The medal was for professional achievement in the superior performance of his duties while serving as Airframes Branch crew leader in Strike Fighter Squadron 113 from October 1993 to February 1998.

"Petty Officer Nelson consistently performed his demanding duties in an exemplary and highly professional manner," wrote Putnam in the citation. "His in-depth understanding of Hornet aircraft systems, along with his enthusiasm and resourcefulness, helped reduce awaiting maintenance discrepancies by 60 percent during Operations Southern Watch and Desert Strike."

According to his citation, Nelson researched and developed a comprehensive training matrix, that provided a

more effective procedure for tracking and planning individual training.

Dust Devils

Senior Dust Devil of the Third Quarter was AMH1(AW) Charles Wiggins.

Junior Dust Devil of the Month for September was AT3 Ryan Seme.

Good Conduct awards were presented to AT3 Steven Lyons Jr., AD3 Jerilyn Doyle and AO3 Jason Wunder. Letters of commendation were given to AOAN Mercedes Garcia, AT1(AW) Douglas Riga and AMS1 Eugene Makey. Letters of appreciation were presented to ATAN Trad Dill and AEAN Wes Harden.



AMH1(AW) Wiggins



AT3 Seme

SPECIAL MISSIONS from Page 1

other contractors throughout the United States. They will be responsible for supporting all PMA 290E platforms, including the EP-3E, SPA and ES-3A.

The team is currently working on two major efforts and some special projects. "We've got a \$9 million local budget that wasn't here before," explained Gresham.

"This IPT is a key piece of the Weapons Division's Battlespace Engineering strategic thrust," explained Anderson. "It means a 10-fold expansion in the job of engineering and gives us abilities we never had before."

First, the Special Missions IPT will perform the full role of a WSSA, responsible for configuration management and control, addressing fleet problems and coordination of work throughout the team. "We're a workhorse organization," Anderson said. "We're not the glamour guys, but the eyes and ears of the fleet."

Second, the team is working on a major modification program, known as JMOD, that will implement a new architecture to meet a Joint Airborne Signal Intelligence Architecture (JASA) requirement levied on all airborne reconnaissance platforms. The architecture will provide the EP-3E with the JASA infrastructure, so as improved sensors are developed they can be easily integrated into the system. JMOD will also integrate more commercial-off-the-shelf hardware and software and a new JASA sensor into the EP-3E. This modification supports the EP-3E's expanding role in the integrated battlefield.

"One of the many benefits of establishing this IPT at

the Weapons Division is that there is inherent synergy with the other platform WSSAs and great opportunities for complementing the functions of the EP-3E with those of the tactical platforms like F/A-18, F-14 and AV-8B," explained Gresham. "In bringing EP-3E to China Lake

this secures our presence in the integrated battlefield.

"This is a significant milestone for the Weapons Division in an ever decreasing DoD environment," he added, "and it's considered another opportunity to confirm our reputation for technical excellence."



Photo by Kathi Ramont

RIBBON CUTTING—RAdm. (select) Wally Massenbarg, program manager AIR-290 (center), was joined by (l-r) Rich Norman, Steve Gulino, Danny Gresham, Matt Anderson and Cdr. Jerry Budnick at the EP3E IPT standup.

Carriers, air wings benefit from NNS, NAVAIR partnership

Submitted by NNS and NAVAIR Public Affairs

While the Newport News Shipbuilding (NNS)-built aircraft carrier *John C. Stennis* was in the Arabian Gulf earlier this year, its aircraft squadrons flew a total of 8,400 sorties and completed 10,000 traps.

That's the ship's mission: conducting combat air operations while forward deployed anywhere on the globe. Its air wing seeks out and destroys enemy aircraft, ships, submarines and land targets; supports land battles; protects the battle group; and provides a show of American might around the world.

Officials from NNS, which builds the nation's aircraft carriers, and Naval Air Systems Command, which develop, acquire and support naval air warfare systems for the Navy and Marine Corps, signed a historic memorandum of agreement (MOA) in September. Under this MOA, NNS and NAVAIR have agreed to share information and resources in order to produce more capable, higher quality and cost-competitive products for the warfighters.

"This agreement opens the door for a lot of good things to happen for naval aviation," said RAdm. Craig Steidle, then acting NAVAIR commander, during the MOA signing at NAVAIR headquarters.

By sharing knowledge, know-how and technical expertise, NAVAIR and NNS officials believe they can expand the opportunities for joint efforts in a number of areas, including research, development, test and evaluation, fleet support and in-service support for aviation technologies and aircraft carriers.

"This MOA presents an opportunity to

do something together, to partner, to do things right for the Navy," said Marc Pelaez, NNS vice president of business and technology development, who was present at the signing. "The aircraft carrier is the center piece of our national military strategy and the MOA now allows us to focus our resources on making the carrier fleet even more affordable and effective."

By working as a team, NAVAIR and NNS will push technology development, collaborative design, modeling and simulation, fleet support and coordination of carrier overhauls, construction certification and problem resolution, and the exploration of alternative maintenance concepts, training methodologies and delivery. To accomplish this, they will establish joint planning groups, form integrated process and product teams, and exchange people and educational opportunities.

A second MOA was signed that same day to explore and discuss aircraft launch and recovery equipment. Teams of NNS and NAVAIR personnel will study launcher systems including existing steam

catapults and future systems, existing and future arresting gear systems, landing guidance systems and information systems associated with aircraft operations.

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Kinderoos excellent adventure



Photo by Kathi Ramont

HORSIN' AROUND—Kinderoos (five-year-olds) from the China Lake Child Development Center spent a recent in-service day on a field trip. After watching the Wizard of Oz in Ridgecrest and touring the Weapons Exhibit Center, the Kinderoos visited with DJ, a three-year-old Arabian horse. DJ belongs to John Trasper (right) of the Command Evaluation Office. Kathi Topper (center next to DJ), of the Comptroller's Department, was also on hand to show the kids how riders learn to rope a horse. The Kinderoos had a chance to pet DJ, sit on a saddle draped over a barrel while wearing a riding helmet and check out the other horses boarded at the China Lake stable. For information on boarding your horse, call MWV's Crafttech at 939-3252 or Trasper at 939-3556.

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HRD plans briefs on regionalization

NAWCWD's Human Resources Department stands up to regionalization on Dec. 6. The following presentations are scheduled at China Lake and Point Mugu to give supervisors, administrators and employees information on what to expect. All presentations will be held at the Station theaters.

• **China Lake employees**
"Regionalization Nuts and Bolts — How It Will Affect Me."

Thursday, Dec. 3, 9:30-11:30 a.m.
(Last name begins with A through L.)

Friday, Dec. 4, 12:30-2:30 p.m. (Last name begins with M through Z.) Topics will include: benefits; merit promotions and resumes.

• **China Lake managers, supervisors and administrators**

"Regionalization Nuts and Bolts" for managers, supervisors and administrators.

Thursday, Dec. 3, 12:30-3:30 p.m.
(Last name begins with A through J.)

Friday, Dec. 4, 8:30-11:30 a.m. (Last name begins with K through Z.) Topics will include: benefits; merit promotions;

resumes; external recruitments; reorganization; and electronic 52's.

• **Point Mugu employees**
"Regionalization Nuts and Bolts — How It Will Affect Me."

Tuesday, Dec. 1, 9:30-11:30 a.m.
(Last name begins with A through L.)

Wednesday, Dec. 2, 12:30-2:30 p.m.
(Last name begins with M through Z.)

Topics will include: benefits; merit promotions and resumes.

• **Point Mugu managers, supervisors and administrators**

"Regionalization Nuts and Bolts" for managers, supervisors and administrators.

Tuesday, Dec. 1, 12:30-2:30 p.m.
(Last name begins with A through K.)

Wednesday, Dec. 2, 8:30-11:30 p.m.
(Last name begins with L through Z.)

Topics will include: benefits; merit promotions; resumes; external recruitments; reorganizations; and electronic 52's.

For more information, contact Peggy Ames, Code 73D000D, at 939-8701 or amescm@navair.navy.mil.

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1998 Commander's Conference —
Positioning ourselves to influence outcomes

By VAdm. John A. Lockard
NAVAIR Commander

While on special assignment to ASN(RD&A) during the past several months, my eyes were opened to just how outstanding our TEAM truly is. There's no better organization when it comes to creating positive results for our Navy.

We're recognized for our ability to adjust and excel in the face of a sea of change. That's a good quality to have in an environment where resources are short and demands are as high as ever. To stay competitive, we'll need to look ahead, anticipate our customers' needs, and then combine our strengths to deliver high-value solutions — quickly and affordably.

Last month, we held our annual Commander's Conference at NADEP Jacksonville. The goal was to refine our vision as we prepare for the next century. Based on the products that emerged from the week, I'd say your leadership team has done a fine job of defining that direction. Our overall strategy is simple — taking advantage of our strengths and positioning ourselves to influence outcomes. We now have a common vision, and a set of goals and strategies that will enable us to take command of our future.

The customer perspective

The Navy has an urgent problem and sees us as part of the solution. Budgets are not keeping pace with the demands of current operational commitments. Unless savings can be identified quickly, the Navy will be forced to take funds from modernization accounts to maintain readiness. The problem is, failing to invest in new systems will only increase the cost of operations and support, further delaying modernization.

We can help the Navy break out of this cycle by significantly reducing the

cost and cycle time required to get products and services to the fleet. To improve readiness in the near term, we'll continue to focus on improving our support of current systems. But that's only one piece. Working with industry and the fleet, we'll need to anticipate future demands and deliver new systems that increase the speed, precision and lethality of our operating forces.

New threats will be harder to predict and defeat, making "information dominance" a top priority. State-of-the-art communications, sensors, space-based reconnaissance and computing systems will be required to tightly link all elements of the battle group. We have the unique knowledge and experience to become a leader in this emerging market — integrating leading-edge air systems technologies into the Navy and joint battle space. Partnering with industry and the fleet, we'll leverage the best mix of capabilities to deliver effective, affordable and interoperable systems that will improve warfighter effectiveness now and in the future.

Using BPR to get results

As I said at the top of this letter, our TEAM has a corner on the market when it comes to solving difficult problems. With reduced resources, however, it has become increasingly difficult to maintain the quality of support we've always delivered. Now, more than ever, we need a coordinated strategy to maximize our return on investment.

Business process reengineering (BPR) is a meaningful step in that direction, and will help us preserve our critical capabilities as resources decline. BPR is not a one-time response to budget pressures, or another tool for downsizing. It's the final step in the vision we set for ourselves

back in the early 90s — to be stronger, faster and more responsive. We've downsized and reorganized to maintain efficiency with fewer resources. Now, our customers are demanding greater responsiveness. We must continually reengineer our processes (not just update or improve them) to meet their needs as circumstances change.

The second day of our conference was spent discussing the proposed process changes and next steps. It's clear that if we can implement the complete set of process changes, the payoff will be substantial — not only for our customers, but for our organization. Your leadership team is committed to seeing this through, and everyone's participation will be essential for success.

As for current status, our first set of BPR teams will present their final recommendations in early December. We're on track to begin implementing the process changes in January, following a series of leadership decision meetings. I know you are anxious for details on how the process changes may affect the nature of your work. And those details are beginning to take shape. You can expect to hear more from our process owners as we get closer to implementation.

A strategy to shape our future

The last two days of the conference were spent crafting a corporate vision, with goals and strategies to guide us through the next five years. Our vision is simple — to be "One TEAM, delivering aviation solutions... enabling dominance from the sea." The vision has several key elements: we will see the world through the warfighters' eyes and anticipate their needs; our people will be valued for their expertise and responsiveness; and we will deliver high value solu-



tions for the battle space of the future, at an affordable price.

Four important goals will give us the proper balance to achieve our vision. They are to:

- Improve warfighter readiness and satisfaction;
- Develop and train a high quality, diverse work force for the future;
- Reduce the total ownership cost of equipment and services, and
- Operate with world-class business processes.

Each of these goals is supported by several strategies. Right now, eight of our senior leaders from around the TEAM are refining those strategies and developing specific action plans, along with a system for measuring performance. The draft goals and strategies are now available on the Web, and the final plan will be published early next year. I encourage you to read the plan and provide feedback. We'll also be taking the plan to customer groups to get their input.

This is an exciting and challenging time for us. We're positioned right where we need to be, but we must work hard to stay there. We can't allow the struggles of change, or the shortage of resources to consume us. Together, we have tremendous talent and capabilities unmatched in our business. With a solid plan and the commitment to see it through, we will influence the best possible outcomes for our people and our Navy.

If you have comments or questions about BPR or our strategic goals, please write me at horizon@navair.navy.mil. I'd like to hear from you.

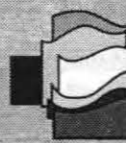
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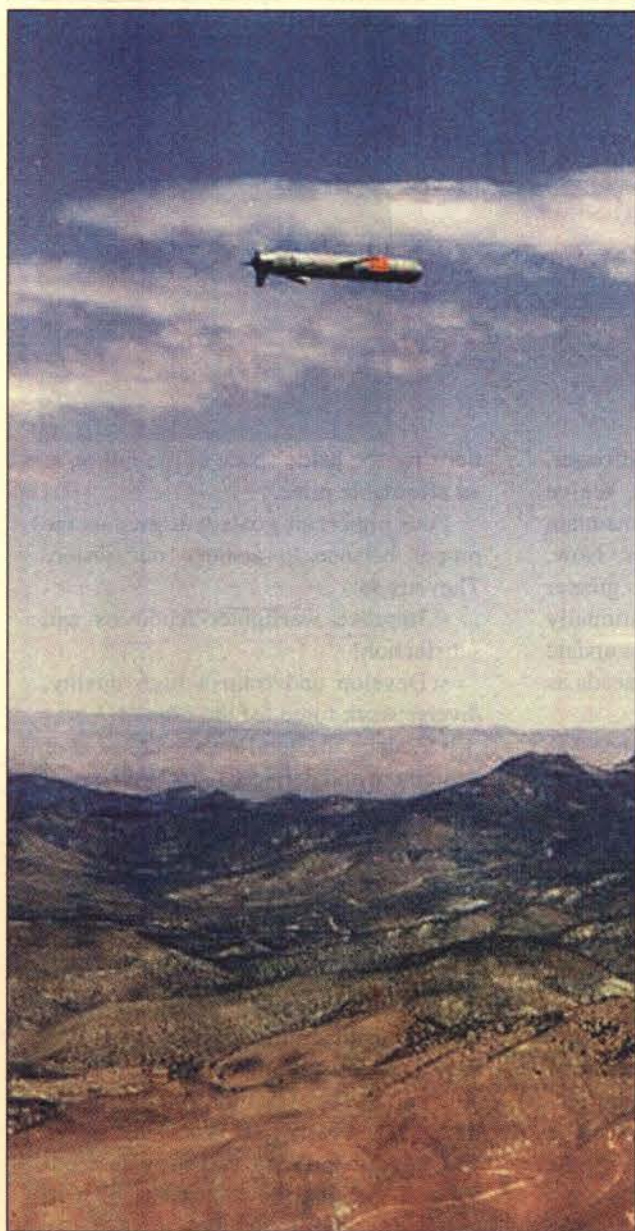
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TOMAHAWK from Page 1

chase aircraft that had the capability to send commands to it if necessary. Additionally, alternative safe landing zones were planned along the flight routes. Low flight profiles were avoided, unless the missiles were over military test ranges. Air safety was carefully coordinated with the Federal Aviation Administration. No further unarmed tests to military ranges on the mainland of the U.S. are planned in the current series.

In the China Lake tests, the missiles used a combination of the Global Positioning System (GPS), Digital Scene Matching Area Correlation (DSMAC) and terrain contour matching for navigation updates en route to the target and recovery sites on the China Lake range. In these tests, following a simulated aerial detonation close above their target, the missiles' parachute recovery systems were activated as planned. The missiles were safely recovered and will be refurbished for future operational use by the Royal Navy.

In last Wednesday's live test, as in the two previous tests, the missile was launched from one of the submarine's torpedo tubes. After breaching the surface and transitioning to cruise flight, the missile then flew a fully guided course using a combination of the GPS and DSMAC system en route to the target. Once in the tar-

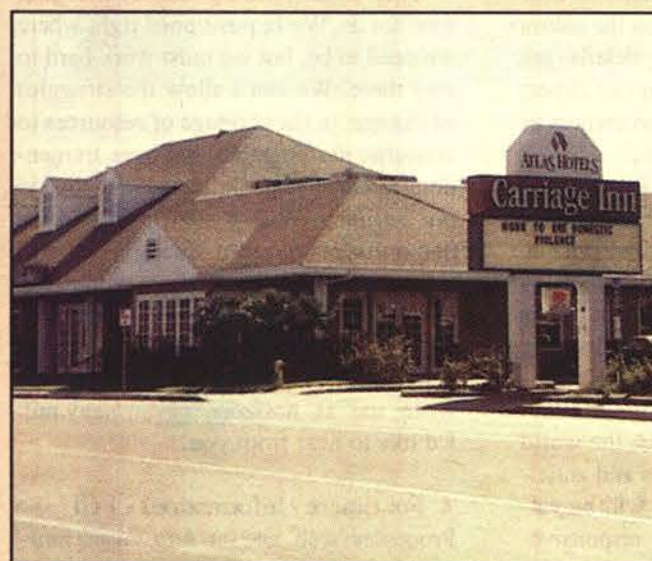
get area the missile climbed in altitude, rolled over, then dove onto the target with its 1,000-pound warhead. The target, which was constructed to resemble a communications facility, was completely destroyed. Missile impact occurred at 11:28 a.m.

As a result of these successful flights, it is expected that the Royal Navy will achieve a Tomahawk initial operation capability by the end of this year. Royal Navy Tomahawk missiles are planned for deployment on both Swiftsure and Trafalgar class nuclear-powered attack submarines.

Splendid, which saw action in the 1982 Falklands conflict and has completed 140,000 nautical miles since its commission, is the first U.K. submarine to be fitted with the Advanced Tomahawk Weapon Control System. It was provided with mission planning and targeting data for these operational tests by the new U.K. cruise missile support activity, which is operated solely by U.K. personnel and is situated at the Royal Navy Operational Headquarters at Northwood, near London. Officials said operational testing of Tomahawk ensured the high reliability of the weapon system and gave realistic training to the Royal Navy submarine crews.

EN ROUTE—On its way to China Lake a British Tomahawk flies over mountains and desert. Two unarmed tests of U.K. Tomahawks on Nov. 9 and 12 saw parachutes deploy at the time the warheads would have ordinarily detonated, and the missiles drifted harmlessly to the Land Range to be recovered and reused.

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Safety Sense

By Phil Sodergren
Safety Specialist

Asleep at the wheel (A holiday reminder that sleeping and driving don't mix)

How many of us have done it before? A long day — maybe just a single day of holiday shopping out of town or a longer trip visiting relatives. You get on the road for the trip home. The sun is down, you know you should have gotten on the road earlier, but here you are. Everyone else in the car is asleep. You're tired too, but it's only a couple of hours till you arrive at your destination. The road seems to stretch out forever. You're eyes are getting tired, but you convince yourself that you can see well enough. You even catch yourself every once in a while starting to drift off. You wake up with a start, heart pounding. You're still on the road, no wreck, and you're wide awake now, or it seems that way, but almost immediately you're drifting off again. Until.....

It can't happen to you? Then all those fatal vehicle accidents must be happening to the motorists that are expecting it?

Here is a true story. A service member, his wife, her mom and the three kids are all going on a long trip in his new SUV. The car was in the shop just prior to the trip for some minor adjustments. It was held up for

parts and this delayed their departure time. He must have figured he could make it up. Sometime in the early morning hours (after being on the road for 13 hours) the SUV drifted onto the highway median and struck a tree stump. The car then crossed the other lanes and struck a tree head-on and caught on fire. The lone survivor was the service member's wife. She and one of her children were sharing a seatbelt, no one else was wearing theirs... I'm sure they thought it couldn't happen to them either.

Determining the cause of a fatal vehicle accident is sometimes difficult. We can find out afterwards how much a person had to drink, but it's much harder to determine how tired they were. How many hours they were driving is one clue. Studies indicate that as much as one third of all fatal highway accidents are the result of drowsy drivers. A typical crash related to sleepiness has some interesting characteristics: it often occurs late night or early morning; it is likely to be serious; it usually involves a single vehicle; it often occurs on a high-speed road and, the driver does not attempt to avoid the crash. (No tire marks prior to impact.)

One of the risk factors for drowsy-driving is trying to drive without adequate sleep or rest. This isn't as obvious as it first appears. Many people put in a full day's work and then immediately hit the road. They think that it's safe to get a few hundred miles behind them before stopping for the night. They forget that they sometimes fall asleep in their living room recliner right after work. You say you're not in a recliner? True, you're in a seat designed to be as comfortable as the auto makers can make it, being lulled by the darkness, the vibrations and the endless miles unfolding before you.

Another risk factor involves driving patterns such as driving long distances without a break and driving in the early morning hours.

The next risk factor is medications and not just the prescribed kinds. I'm also talking about the over-the-counter cold medications that contain alcohol or antihistamines. Those coupled with a long day and a long road are perfect for putting you to sleep.

I mentioned alcohol, but remember that includes any amount. If you stop at a nice restaurant, don't have even one beer if you intend to continue driving. You won't be drunk, but even that amount of alcohol coupled with a full stomach can drastically effect your alertness and reaction times when you're tired. Other risk factors include: age, drivers between the age of 16 and 25 are more likely to be involved in drowsy-driving accidents; sex, males are five times more likely to be involved in

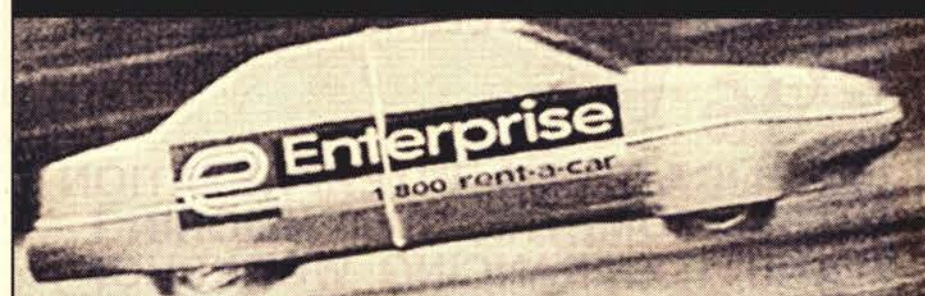
drowsy-driving crashes; and shift work — working a swing or graveyard shift confuses your biological clock. Taking a trip for the weekend or longer causes the shift worker to attempt instant conversion to everyone else's biological clock. It can't be done, at least not safely if they're driving too.

The warning signs that you are falling asleep range from the subtle to the obvious. Your eyes close or go out of focus by themselves. You have trouble keeping your head up. You can't stop yawning. You have wandering disconnected thoughts. You don't remember driving the last few miles. You drift between lanes, tailgate or miss traffic signs. You keep jerking the car back onto the road or even drift off the road and narrowly miss a concrete bridge abutment. If any of these situations occurs, pull over and get some sleep, or your sleep may be permanent.

If you find yourself drifting off, these remedial actions can make a short-term difference. Taking a short (15 to 20 minute) nap or consuming caffeine equivalent to two cups of coffee. This may give you an extra hour to find a rest area or a motel.

How can you avoid being a drowsy driver? Get plenty of sleep. Give yourself plenty of time for travel. Plan to take frequent breaks while driving. At least once every couple of hours. Avoid even small amounts of alcohol, avoid driving between midnight and 6 a.m., and if you become sleepy, stop driving. Your risk is your choice.

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CIVILIAN CAREERS IN NAVY CONTRACTING

The Program: The Navy Career Management Center's Contracting Trainee Program provides 3 years of intensive on-the-job training designed to prepare you for future professional positions in the Navy's civilian contracting community. Up to 16 weeks of formal classroom training is provided at various locations throughout the United States, as well as the opportunity to pursue job-related, graduate-level education with tuition reimbursement. Meaningful and progressively challenging responsibilities allow trainees to acquire the skills and knowledge necessary to perform a variety of contracting positions. Trainees will gain experience in contract administration, contract negotiation, cost/price analysis, procurement analysis, simplified purchase, and electronic data interchange.

Salary: Starting level is GS-7 with a current annual salary beginning at \$26,075. Graduation level will be GS-12 with a current annual salary beginning at \$46,254. Successful Contract Specialists reach the full performance level within 3 years.

Location of the Positions: The intern positions are located in the Contracting Competency of the Naval Air Warfare Center Weapons Division (NAWCWD), China Lake or Point Mugu, California. China Lake is located in the Mojave desert, approximately 120 miles east of Bakersfield and is the site of the Navy's largest inland range complex, with over one million acres of land. Point Mugu is located midway between Los Angeles and Santa Barbara, looking out upon the 35,000-square-mile nautical Sea Range operated by the Center for test and evaluation of guided missiles.

Qualifications: In order to qualify for the program, candidates must meet one of the following criteria: (1) possess a minimum GPA of 3.45 for all undergraduate courses leading to a Baccalaureate degree or (2) prove, with college verification, that they graduated in the top 10% of their class (must be signed by Dean or Registrar of college).

Candidates who do not already possess 24 units of business courses are required to complete them prior to completion of this 3 year program. U.S. Citizenship is required. Candidates must also sign a Mobility Agreement.

Major Benefits:

- * Generous vacation time, from 13 to 26 days based on length of service
- * 10 paid holidays annually
- * 13 days sick leave per year (may accumulate without limit)
- * Excellent federal retirement plan with tax deferred savings, including additional employer matching funds
- * Choice of health plans, including traditional and HMO programs
- * Low cost life insurance program
- * Flexible work schedules
- * Incentive Awards Program
- * Opportunities for continuing education assistance
- * Excellent career advancement opportunities

How to apply: Submit a resume and a copy of all college transcripts no later than **31 December 1998** to: Commander, Naval Air Warfare Center Weapons Division; ATTN: Nancy Robinson, Code 731000D; 1 Administration Circle; China Lake, CA 93555-6100. For further information call (760) 939-8106.

The NAWCWPNS Announcements and Human Resources Department Information are published by the PAO on the Thursday before payday. Copies of the insert are provided to the Albuquerque and White Sands sites. Personnel at China Lake, Albuquerque, and White Sands can send items for the Announcements 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 can send items for the Announcements Section to Code 750000E, Attn: Ron Rogers, FAX 989-9846 (DSN 351-3997). 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 1700z**, working days prior to the alternate Thursday publication date. **Note:** All inputs MUST include the sponsor's code and phone number. Any questions or issues pertaining to this insert may be addressed to Ron Rogers at 989-3997 (DSN 351-3997), FAX 989-9846 (DSN 351-9846).



NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

DONATION OF USE OR LOSE LEAVE

The end of the year is approaching and use or lose leave annual leave must be used by **2 January 1999**. If you are unable to use your leave, you might consider donating this leave to a leave recipient of the Leave Transfer Program.

Employees enrolled in this program have experienced personal or medical emergencies and exhausted all of their annual and sick leave. If you are interested in donating your leave, an Optional Form 630 (OF 630, Request to Donate Annual Leave to a Leave Recipient) is available on the HRD server for those of you who have access to it, or you may contact Pat Oliver or Estela Padilla. Regulations stipulate that you can donate only up to half of the annual leave you accrue in a year. In addition, you may donate only the amount of leave you could actually use by **2 January 1999**.

A current list of leave recipients is available in the Labor/Employee Team News section of the *Rocketeer* and the *Missile*. You must designate on the form the employee for whom you wish to donate leave. To donate to more than one recipient, submit a separate form for each recipient. Donations can be anonymous.

Send completed forms at China Lake to Pat Oliver, Code 731000D (939-2018 (DSN 437-2018)), or at Point Mugu to Estela Padilla, Code 731000E (989-3222 (DSN 351-3222)).

FREE COUNSELING OFFERED TO EMPLOYEES DURING THE HOLIDAY SEASON

The holiday season is normally a very special and happy time for all of us, but it is also stressful. We forget that personal problems can cause us to experience the "holiday blues" during this joyous season.

Special counseling is being offered, free of charge, for anyone who may feel the need to talk to someone. The counseling is available now and will continue through **15 January**. No appointment is necessary; all a person has to do is drop by between 0800 and 1100 on Mondays or Wednesdays, when our door will be open. The assistance offered is strictly on a confidential basis—no one else need know.

The office at China Lake is located in the Human Resources Building No. 2335, Room 117, 939-2480. The office at Point Mugu is located in the Human Resources Building No. 211, Room 23, 989-8161.

Need to talk to someone, phone or stop by our office. We are here to help in any way we can.

FREE SCREENING FOR DEPRESSION

Employees and their families can access a confidential depression screening program by calling toll free (800) 692-3858. The Employee Telephone Access Program is an interactive computerized system that administers a self-test for depression via the telephone through a prerecorded series of questions. Callers respond by using the buttons on their push-button phone. This service is available 24 hours a day. The program supplies callers with immediate feedback as to the results of their tests and also provides information about the NAWCWD Civilian Employee Assistance Program. This service is free and confidential. For more information on CEAP, call (805) 989-8161 or (805) 989-3225 at Point Mugu; or (760) 939-2480 or (760) 939-0880 at China Lake.

SILICON GRAPHICS, INCORPORATED (SGI) HARDWARE MAINTENANCE FOR CHINA LAKE AND POINT MUGU

The current contracts for SGI hardware maintenance at China Lake and Point Mugu will expire **31 October 1999**. The Customer Support Branch (Code 727100D) of the Information Management Department is in the process of preparing a package for the follow-on contract. The follow-on will provide for repair, preventive maintenance,

upgrades for Government-owned SGI equipment, and attached peripherals. This encompasses existing equipment and equipment to be acquired during the life of the new contract. It is anticipated that the follow-on contract will provide for both on-call and per call service for both sites. On-call service is charged at a fixed monthly

rate that varies with the configuration of the system. The system must be on the contract prior to receiving service under on-call provisions. Per call service is provided on a case-by-case basis and only when requested by the customer. Each call is charged individually on a per hour time and materials basis.

UNIVERSITY OF TENNESSEE (UTSI) ENROLLMENT INFORMATION

UTSI's program is designed for engineering and science majors. All courses are for graduate credit. Prospective students may request admission in a nondegree status or as degree candidates. Graduates of Navy and Air Force Test Pilot School may receive credit for 12 to 15 graduate hours. This program leads toward a Master of Science degree in Aviation Systems from the University of Tennessee. To obtain more information and a list of available classes, visit our website at www.utsi.edu. Start now on the admission process and get a head start on the paperwork. Spring Term registration begins on **17 December**, with classes beginning on **13 January**. Fees are \$848 for out-of-state students and \$515 for students with a home of record in one of the southeastern states. For more information, call (760) 927-8874 and leave your name, fax number, and phone number. The local UTSI office is in the Family Service Center, Office U, 610 Blandly. Office hours are 1530 to 1630 Monday through Thursday. For further information regarding other programs available at UTSI via video tape, contact UTSI's Dean of Academics by e-mail at kcreddy@utsi.edu.

EMBRY-RIDDLE AERONAUTICAL UNIVERSITY (ERAU) INFORMATIONAL MEETING

ERAU will hold an informational meeting on programs available beginning in January. Information on A & P classes, safety certificates, and degree programs will be held on **30 November** at 610 Blandly, Room G, from 1000 to 1200 and 1400 to 1600 and on **4 December** at 610 Blandly, Room D, from 1000 to 1200 and 1400 to 1600. ERAU is the acknowledged world leader in aviation-related degree programs. Associate of Science and Bachelor of Science degrees in Professional Aeronautics and Management of Technical Operations and Master of Aeronautical Science with a management focus are offered at the China Lake site. All classes are open to civilians and military personnel.

For further information, contact Carol Hansing, 927-3649, on Monday, Tuesday, and Wednesday from 0800 to 1130.

CAREER INFORMATION

One of the best ways to find a new career or a new part-time job is to search the internet. At China Lake computers are available for both civil servants and military personnel at the Family Service Center located on Blandly. Call Joan, 939-0966 or Pat, 939-1373 for additional information. At Point Mugu military personnel can contact the Family Service Center, 989-1022. Civil servants may contact the Career Transition Center, 989-3997. Periodically the Career Transition Center will list some useful URLs. The following are some internet Job Search Sites for those seeking jobs elsewhere:

- CalJOBS
www.caljobs.ca.gov
- Employment Development Department
<http://www.edd.cahwnet.gov/>
- Labor Market Information (LMI) Internet Home Page
<http://www.calmis.cahwnet.gov/>
- America's Job Bank
www.ajb.dni.us/
- California Job Source (this site has state, county and city job listings)
<http://www.statejobs.com/ca.html>
- Government Jobs:**
 - Federal Jobs
<http://www.usajobs.opm.gov/>
 - Federal Job Opportunities
<http://www.jobweb.org/search/jobs/>
 - US Park Police
www.doi.gov/u.s.park.police/
 - Edwards AFB
<http://afftc.edwards.af.mil/vac/index.html>

Anyone at either site interested in using the new contract should contact Linda Dailey, Code 727100D, (760) 939-7283 (DSN 437-7283).

FACSIMILE (FAX) AND TYPEWRITER MAINTENANCE CONTRACTS

New contracts for remedial and preventive maintenance of fax machines and typewriters have been awarded for the China Lake and Point Mugu sites. These are not mandatory contracts, but they have been initiated to provide primary or alternative service support.

China Lake:

Contractor: B & L Office Machines
Contract Number: N68936-98-D-0233
Period of Performance: 1 October 1998 - 30 September 2000

Point Mugu:

Contractor: Southwest Service Solutions, Inc.
Contract Number: N68936-98-D-0234
Period of Performance: 15 October 1998 - 30 September 2000

If you need service on these contracts, contact the Customer Support Center Trouble Desk at (760) 939-1200 (DSN 437-1200) with the following information: (1) contact/requester name, (2) contact code and phone number, (3) Job Order number, (4) building and room number, (5) alternate contact and phone number, (6) equipment make and model number, (7) serial and bar code number, and (8) a brief description of the problem.

If you have questions or problems, contact Linda Dailey, Code 727100D, at (760) 939-7283 (DSN 437-7283).

WORKFORCE MANAGEMENT ANNOUNCEMENTS

WORKFORCE MANAGEMENT ANNOUNCEMENTS

The Workforce Management Announcements Section provides information on a wide range of workforce-related topics that we hope are useful to NAWCWD managers, supervisors, and employees. Workforce Management is one of the strategic initiatives developed by the DRMB. The Workforce Management Initiative was announced on 31 March in an all-hands memo from RADM Fisher, NAWCWPNS Commander, and Sterling Haaland, Executive Director. Jim Kneppshield is the Program Manager. The team's mission is to provide managers and supervisors with resources and tools for effective workforce management and to provide employees with the information required to make informed career-planning decisions with respect to opportunities internal and external to NAWCWPNS. If you have questions or comments, pass them on to any Workforce Management team member.

Other workforce management and related information (e.g., retirement planning workshops, job fairs, etc.) can be found throughout the Announcements Section of *The Rocketeer* and *The Missile*.

HUMAN RESOURCES

A broad array of information related to workforce management can be accessed through the Human Resources Department website at

<http://hrdmugu.mugu.navy.mil/hrd>

Information includes, but is not limited to, schedules of training events, merit-promotion opportunities, questions and answers, internet private/federal sector job advertisements, and CSRS to FERS conversion information. The Workforce Management Enterprise Team (WMET) webpage is available at

<http://hrdmugu.mugu.navy.mil/hrd/wmet.htm>

TASK ASSIGNMENT AD PROCESS IMPLEMENTED AND READY FOR USE

The task assignment ad process has been implemented to provide a rapid response for the entire workforce (supervisors, managers, team leaders, and employees) to obtain information regarding funded work assignments that need additional personnel.

This is a tool for supervisors and managers to utilize in securing funded taskings for employees who are not funded and to provide opportunities for development of their employees. It will also help employees take an active role in career planning with their supervisors.

The task assignment ad process supplements the basic personnel system; it is not a replacement. The use of this process is not to circumvent the personnel system nor to displace the CAO organization requirements; it is intended for assignments where no organizational transfer of an employee is required.

This process will provide a vehicle for increased information-sharing regarding work assignments and is expected to stimulate communication and cooperation between IPT/EDT leaders and Competency managers, between supervisors and employees, competencies, and sites. In cases where there are competing forces for the employee's efforts, the decision should be made in terms of what is best for NAWCWPNS. If there is disagreement between the parties as to what is in the best interest of

WORKFORCE MANAGEMENT ENTERPRISE TEAM (WMET) MEMBERS

Jim Kneppshield, Program Manager	939-8570
Eva Bien	939-2434 or 989-3271
Karen Buehler, Communications Manager	939-3109
Bryan Hill	939-5975
Don Hilliard	989-9370
Neil McCarthy	989-9201 or 939-4882
Terry Mitchell	939-2534
Debby Young	989-0285
Program Offices:	
Joyce Hinkle, Officer Manager (CL)	939-2353
Kay Sams, Site Coordinator (PM)	989-1347

NAWCWD, the appropriate levels above the parties should be consulted for resolution.

Although employees apply directly to the POC listed in each ad, they are expected to discuss their interest with their supervisors. The decision to move an employee to a new task is based on inputs from the employee, the person who has the funded task, and the employee's supervisor.

Scanning the Ads for Task Assignment Ads

Step 1. Supervisors and employees access the WMET home page at <http://hrdmugu.mugu.navy.mil/hrd/>. Click on task assignment ads to view.

Step 2. Supervisors directly contact POC listed in the task assignment ad to pursue placing their unfunded employees or to provide a developmental opportunity for their employees. Supervisors are expected to fully utilize this process to secure funded tasks for their unfunded employees and to keep their employees informed.

Step 3. Employees apply directly to the POC listed, but are expected to discuss their interest with their supervisors. The decision to move an employee to a new task is based on inputs from the employee, the person who has the funded tasks, and the employee's supervisor. In cases where there are competing forces for the employee, the decision must be made in terms of what is best for the corporation.

Step 4. Review the Team Assignment Form, which is available by clicking on the Team Assignment Agreement words. This form will provide the appropriate discussion points with the POC; it is the vehicle to ensure that all parties (employee, competency supervisor, and gainingleader/supervisor) are informed and in agreement.

Instructions for inputting the task assignment ad have been issued to sponsors who are defined as supervisors, managers, and team leaders. Any sponsor who needs a copy can request it from his/her PMA or from John Allen via e-mail. An electronic copy will be forwarded.

CAREER CENTER INFORMATION

Need help planning a career transition or searching for a new job? There's more help out there than you might think. Career Transition Centers (CTCs) at Point Mugu and China Lake are combining resources and expertise from the NAWCWPNS Training Division and NAWS Family Service Centers (FSCs) under a single roof at each site. This Workforce Management Enterprise Team (WMET) initiative will cut costs while providing even better services to both civilian and military customers. The combined operation at China Lake located at 610 Blandy officially began 15 June with the assignment of Transition Manager Pat Baczkiewicz (939-1373). The Point Mugu CTC, headed by Cristel Gartman (989-3998), is located in Building 366.

What does a CTC offer employees?

- Friendly, competent staff to assist employees
- Computers (both PC and Macintosh), printers, scanners, and fax machine
- One-on-one counseling to determine individual needs, assist with searches, and explore career or education alternatives
- A Website at "<http://pmtrain.mugu.navy.mil/ctc/>" with lists of classes available on site links to numerous job search sites and tools
- A library of over 200 "how to" tapes, videos, and books available for check out
- Courses on resume, SF-171 and OF-612 preparation; interviewing techniques; job search skills; and other practical topics
- Volunteer community speakers who give career transition talks

In addition, the CTCs now sponsor major Job Fairs.

JOB AND CAREER CHANGE RESOURCES

China Lake

- WMET Program Office: Joyce Hinkle, 939-2353
- Career Transition Center, 610 Blandy: Pat Baczkiewicz, 939-1373

CIVILIAN PERSONNEL DIVISION NEWS

APPLICATION PROCEDURES

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

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

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

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

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

AREA OF CONSIDERATION INFORMATION

Applications will be accepted from appointable applicants according to the Area of Consideration statement in each announcement. Appointable may mean that the applicant either is a current employee, reinstatement eligible, transfer eligible, reassignment eligible, or it may mean that the potential applicant may be hired via a special authority such as VRA, handicapped authority, or other via an executive order. Please read the Area of Consideration statement in each announcement for clarification.

NOTES

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

NOTE: Applicants selected for Critical Acquisition Positions will be required to sign a Tenure Agreement to remain in that position for at least a 3-year period.

5. **Merit Promotion Positions for Point Mugu Site Vacancies.** Applicants must meet all eligibility requirements (including, when applicable, time-in-grade and qualification requirements) within 30 calendar days of the closing date of the announcement.

GENERAL INFORMATION

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

All vacancies are subject to restrictions imposed by the DOD Priority Placement Program (PPP). Incumbent must hold or be able to obtain the appropriate security clearance. As of 1 August 1992, mandatory direct deposit/electronic funds transfer (DD/EFT) became the standard payment within DOD for pay of certain civilian personnel. Newly hired civilian personnel and employees (not currently enrolled) who are selected for competitive promotion, reassignment, transfer, etc., will be required to enroll in DD/EFT within 60 days. An asterisk (*) preceding an announcement number indicates a modification has been made to the vacancy advertisement; please note indicated changes.

MERIT PROMOTION

NATIONWIDE/CURRENT CIVILIAN DOD EMPLOYEES

No. 20-001-RS8, (1) Supervisory Contract Specialist, DP-1102-03/04, Contracts Competency, T&E and Logistics Contracts Department, Code 220000E—Area of Consideration: Current civilian DOD employees nationwide. **Opening Date:** 11-12-98. **Closing Date:** 12-10-98. **Selecting Official:** Blaine Manson, (760) 939-8147. **HRD Contact:** Rosalie Sommer, (805) 989-3231. **Permanent Change of**

Duty Station Authorized: No. **Summary of Duties:** The incumbent serves as the Department Head of a multi-site organization, geographically separated by 200 miles. Frequent travel between the two sites is required. Plans and directs acquisitions of complex or unique major weapons systems. Responsible for reviews, analysis, evaluations, and recommendations that may have major NAWCWD-wide impact or affect major technical programs. Incumbent serves as level higher for the Procuring Contracting Officers (PCOs) of the department on all contractual aspects. Plans, directs, and supervises the overall effort of the Department, ensuring all employees are aware of

EEO policies and procedures. Assigns work and provides training to subordinates. Establishes performance plans/elements and performs quarterly evaluations. Manages department budget. Manages contract close-out teams at both sites. **Quality Ranking Factors:** 1) Ability to meet statutory and DOD Contracting field mandatory certification Level III requirements; 2) Ability to direct major weapons systems and subsystems acquisitions, including acquisition planning, complex cost proposals, analysis, and negotiations; and 3) Ability to supervise and support EEO and Affirmative Action programs.
NAVY WIDE

INFRARED WINDOW AND DOME MATERIALS (6 hrs.)
18 March; 0800-1700; Mich Lab Conference Room B/C, China Lake. By: Daniel C. Harris

This 8-hour course presents an overview of the optical, thermal, and mechanical characteristics of infrared-transmitting window and dome materials, for missiles and aircraft, including highlights of the most recent developments in materials such as sapphire and diamond. Other

topics include thermal shock response, rain and particle erosion, protective coatings, antireflection coatings, electromagnetic shielding, material fabrication, and optical finishing. The latest advances in dome and window design and testing will be discussed. This course is directed at engineers, scientists, and managers who need an introduction to properties, performance, and manufacture of windows and domes. The textbook *Infrared Window*

and *Dome Materials* by Daniel C. Harris (SPIE Press, 1992) is included in the course materials for each person enrolled in the 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).

FINANCIAL TRAINING

PRINCIPLES OF NAVY BUDGETING (24 hrs.)

23-25 February, Tuesday-Thursday, 0800-1600, Training Center, Point Mugu. By: Navy Financial Management Career Center

This course provides both general and detailed information on Navy budgeting procedures, processes, and terms, as well as several exercises that will allow the student to practice selected budgetary procedures. Class includes identification of budgetary responsibilities; key players in the process that their roles; the planning, programming, and budgeting processes; and budget execution overview information.

INTRODUCTION TO NAVY WORKING CAPITAL FUND (24 hrs.)

15-17 June; Tuesday-Thursday, 0800-1600, Training Center, Point Mugu. By: Navy Financial Management Career Center

This course provides an introduction to the Navy Working Capital Fund (NWCF), how a revolving fund is managed, industrial fund accounting and budgeting within the DON with emphasis on cost accounting, billing and cost control analysis, and unit cost. Concepts covered include general revolving funds, accrual accounting, financial statements, unit cost, cash management, and budget analysis.

To enroll, submit an On-board Training Request (NAWCWPNS 12410/2) to Helen Casteel, Code 733000E or by e-mail.

DAWIA ON-SITE COURSES FOR FY99

EXECUTIVE TEST AND EVALUATION MANAGEMENT (TST 301)

4-8 January 1999, Point Mugu.

This course is required for Level 3 in test and evaluation management.

ADVANCED SYSTEMS PLANNING, RESEARCH DEVELOPMENT AND ENGINEERING (SYS 301)

1-11 February 1999, China Lake.

This course is required for Level 3 in systems planning, research, development, and engineering.

INTERMEDIATE SYSTEMS ACQUISITION (ACQ 201)

17 August-3 September 1999, Point Mugu

27 October-13 November 1999, China Lake

This course is required for Level 2 in Acquisition Logistics: business, cost estimating, and financial management; communications and computers; manufacturing production, and quality assurance; program management; systems planning research, development, and engineering; and test and evaluation management.

Register for these courses using the Navy's new electronic registration system. The URL address is <http://www.REGISTER-NOW.cms.navy.mil>. For further information, contact Helen Casteel at 989-3003.

FINANCIAL SUMMARY DATABASE (FSDB COURSES)

Do you need financial summary reports that provide the data and the format you want? If so, enroll now in one of our FSDB courses. The FSDB Project Office will be presenting the following courses from 0800 to 1600 in the Training Center Macintosh Labs at China Lake and Point Mugu.

BASIC FSDB COURSE

1) The FSDB v1.1 Basic Training course will introduce participants to the Financial Summary Database (FSDB), which provides a streamlined, flexible, and powerful tool for querying and reporting financial information from the NIFMAS financial system. Participants will learn how to use the Business Objects query and reporting software to obtain the financial information they need. The class will also cover defining, organizing, and using the financial information available from FSDB. When NAWCWPNS converts to a new financial accounting system, FSDB will be one of the primary financial summary reporting tools for Field Users. Students are allowed to attend this course more than once.

Prerequisites: Proficient in Microsoft Excel. Experience in requesting and analyzing financial reports is desired. It is also highly recommended that students purchase the Business Objects client software prior to attending the class. To purchase, QuickMail your request to the "FSDB Help Desk," giving them your full name, code, phone number, and a JON. Request they purchase and install the software for you. After completing the training course contact Jessica Vincent at 927-1500 (DSN 469), to request a FSDB account. With the software and an account, you can immediately start practicing what you've just learned in class.

Intended Audience: Administrative Officers, Business Managers, Budget/Financial Analysts, or anyone requiring financial summary data to create reports.

ADVANCED FSDB COURSE

2) The FSDB v1.1 Advanced Training course will cover more advanced tools within Business Objects. The Reports Repository and Library will be discussed and we will show you how to download some of the Command's standard reports in addition to special reports already created by various Competencies.

Prerequisite: Completion of the FSDB Basic Training course, plus additional time in activity using FSDB, are prerequisite for the Advance FSDB course.

FSDB CLASS SCHEDULE*

*To enroll, QuickMail a request to the "FSDB Help Desk" providing your name, code, and phone number, or contact Carol Anderson at 939-1157 (DSN 437).

China Lake	Point Mugu
(B) 10 December, Thursday	(B) 8 December, Tuesday
(A) 17 December, Thursday	(A) 15 December, Tuesday

(A) = Advanced FSDB Course
(B) = Basic FSDB Course

• Family Service Center, 610 Blandy: Joan Telles, 939-0966

Point Mugu

• WMET Program Office: Kay Sams, 989-1347
• Training Division: Ron Rogers, 989-3997

• Career Transition Center, Building 366: Cristel Gartman, 989-3998

• Family Service Center: Dan Savage, training information, 989-1022

NAWCWPNS Web Sites

- Human Resources "<http://hrdmugu.mugu.navy.mil/hrd/>"
- WMET "<http://hrdmugu.mugu.navy.mil/hrd/wmet.htm>"
- Training "<http://pmtrain.mugu.navy.mil/classes/>"
- CTCs "<http://pmtrain.mugu.navy.mil/ctc/>"

CHINA LAKE

COLOR COPIES AT A REDUCED RATE

The Photo Lab has reduced their color copy and labor fees. "Do-it-yourself" color copies off the glass are \$1 per copy, or we can do the work for you at a reduced labor rate.

Have you carefully selected colors for your viewgraph presentation but can only afford black and white handouts? Let us produce color bond copies from MAC or PC based applications at a price you can afford.

Come see us in Electronic Imaging in Mich Lab, Room 1136, or call 939-1115, 939-1118, or 939-1864.

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

The Indian Wells Valley Metal Trades Council is the exclusive labor representative for the bargaining unit of wage-grade employees at NAWCWPNS China Lake. This council is comprised of the following: Carpenters Local #743, Painters Local #52, Pipefitters Local #460, and the International Brotherhood of Electrical Workers Local #45. The President is Bobby Martin, who can be reached at Bldg. 95, located behind the Training Center on Inyokern Road, 939-7116, e-mail bmartin@iwvisp.com

TRANSITION ASSISTANCE PROGRAM (TAP) CLASSES

Although TAP classes are designed for transitioning military, transitioning civilians can also enroll in these classes at China Lake on a space available basis. For more information or to be placed on the waiting list, call Joan at 939-0966.

26-29 January	18-21 May
9-12 March	20-23 July
20-23 April	28 September-1 October

JOB FAIR

The Career Transition Center is sponsoring a Mega Job Fair on Friday, 12 February, at the NAWC Conference Center from 0900-1400. The entire China Lake community and their family members are invited. Please come dressed and ready to interview and also bring sufficient resumes and business cards to pass out to interested vendors. For further information contact Pat Baczkiewicz at 939-1373 or Joan Telles at 939-0966.

RETIREMENTS AND FAREWELLS

KEN WESCHE

Ken Wesche is leaving the CAEP Department and NAWCWD with over 10 years of service. A luncheon will be held in his honor at Santa Fe Grill on 30 November at 1130. To make reservations, contact Dale Hatton at 939-1561 or Mike Stephens at 939-1563.

SONJA GIULIANI

Sonja Giuliani is retiring after 35 years of civil service at China Lake. A retirement luncheon will be held in her honor at Farris' at the Heritage on 4 December at 1130. A buffet will be served for \$9.50 per person, including tax and gratuity. For presentations, gift donations, and to purchase tickets, contact Cathy Mattox at 939-1568 or Mike Stephens at 939-1563. Tickets must be purchased by 30 November.

BARBARA MANNING

Barbara Manning is retiring after 26 years of federal service at China Lake. A luncheon will be held in her honor at Santa Fe Grill on 8 December at 1100. Order from the menu. For reservations, gift donations, and presentations, contact Becky Souza at 939-2745.

JAMES PINNELL

Jim Pinnell is retiring after 12 years of federal service at China Lake. A luncheon will be held in his honor at the Outback Restaurant on 15 December at 1100. Order from the menu. For reservations, gift donations, and presentations, contact Carol Baker at 939-3521.

DIANE K. WADELIN

Diane K. Wadelin is retiring after 22 years of federal service at China Lake. A luncheon will be held in her honor at Texas Cattle Company on 16 December at 1100. Order from the menu. For reservations, gift donations, and presentations, contact Susie Johnson at 939-6461 or Deby Geiger at 939-6464.

MARY SCHMIERER

Mary Schmierer, Code 471300D, is retiring after 36 years of civil service. A farewell luncheon will be held in her honor at Farris' at the Heritage on 18 December at 1130. A buffet will be served for \$9.50 per person including tax and gratuity. The buffet will include both roast turkey and ham. For tickets, gift donations, and presentations, contact Leona McLaughlin at 939-1284 (Mich Lab), April Morphis at 939-1368 (Mich Lab), or Ginny Collins at 939-0148 (Thompson Lab). Tickets must be purchased by 10 December; no tickets will be sold at the door. Seating is limited.

DOROTHY WIEDERHOLD

Dorothy Wiederhold is retiring after 29 years of civil service, 13 of which were at China Lake. A retirement luncheon will be held in her honor at John's Pizza on 7 January at 1130. For reservations, gift donations, and presentations, contact Tammy Berry at 939-2451.

CAREER TRANSITION CLASSES AT CHINA LAKE

The Career Transition Center (CTC) is sponsoring the following classes in December and January. All China Lake employees, civilian and military, as well as their spouses, may attend. Reserve a space in any class by calling CTC at 939-1373 at least one work day in advance and leaving your name and work phone number. Reservations are on a space-available basis. The class is first come, first served. Enrollees will receive confirmation via e-mail approximately 2 work days prior to the class.

HOW TO FOCUS YOUR JOB SEARCH

1 December; Tuesday, 1000-1130; Family Service Center, Room D. By: Pat Baczkiewicz, CTC Coordinator
This class will cover career search strategies and putting together an effective resume.

HOUSING ASSISTANCE PROGRAM (HAP)

2 December; Wednesday, 1000-1130; Family Service Center, Room D. By: Lincinda Lundin, Program Manager
A presentation will be given on what this program is and the requirements and time frames for using it. The last half hour will be devoted to a Q&A session.

UNDERSTANDING MEDICARE

12 January; Tuesday, 1030-1130; Family Service Center, Room D. John Powers (formerly of HRD and the Social Security Administration)
Medicare benefits will be discussed. This topic can apply to both FERS and CSRS employees.

DEMYSTIFYING MUTUAL FUNDS

13 January; Wednesday, 1000-1130; Family Service Center, Room N. By: Dorothy Vokelek, Certified Financial Planner
This class will cover what you need to know about mutual funds in order to be a fully informed investor in these popular instruments.

BUYING AND SELLING A HOUSE

14 January; Thursday, 1000-1130; Family Service Center, Room D. By: Carol Wilson, Real Estate Agent
This class will cover what you need to know in order to sell your home or turn it into a rental property and what you need to know about buying a home, including financing options.

HOW TO WORK A JOB FAIR

21 January; Thursday, 1000-1130; Family Service Center, Room D. By: Pat Baczkiewicz and Joan Telles, Transition Specialists
This workshop will include tips on how to attend a job fair and get the maximum results.

POINT MUGU

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

Dennis Burum is Point Mugu's new CEAP coordinator. His office is in the northeast outside corner of Human Resources Building 211. The CEAP is readily accessible and is for anyone seeking help for themselves or their family. Treatment is completely confidential.

Counseling sessions and referrals are available through the CEAP coordinator. If additional help is needed, an appointment can be scheduled with a Therapist or Doctor. Management referrals are also accepted for everyone's benefit.

In this time when everything is moving so fast, most people are susceptible to stress and other life problems. So do not hesitate to utilize these services. For more information, call 989-8161.

CEAP office hours are currently:
First Week: Monday, 0700-1630; Tuesday, 0600 to 1700; Wednesday, 0730 to 1730; Thursday, 0730 to 1630; and Friday, 0730 to 1630.

Second Week: Monday, 0700-1700; Tuesday, 0600 to 1700; Wednesday, 0700-1700; and Thursday, 0730 to 1630.

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 Rev. Louis W. Rogers, located in Trailer 10097; he can be reached at 989-1374 or at nager1233@earthlink.net.

EQUAL EMPLOYMENT OPPORTUNITY (EEO) NEWS

EQUAL EMPLOYMENT OPPORTUNITIES (EEO) INFORMATION

It is NAWCWDS' policy to provide EEO to all employees and applicants regardless of a person's race, color, religion, sex, national origin, age, or disability. EEO is an integral part of all personnel policies and procedures having to do with employment, development, advancement, and treatment of our human resources. To carry out the goals and objectives of the program, the EEO Division has undergone a reorganization. Following is a listing of the division's personnel:

Table listing EEO personnel: Deputy EEO Officer/Division Head (Arlene Black, 989-3309), EEO Counselors (Ferdie Carlos, 939-0200; Cec Cilley, 989-3354; Liz Culver, 989-3224), Formal Complaints Manager (Tamara Morrison, 939-8131), Affirmative Employment Program (Catherine Rogers, 939-8125), Disabled Employees Program (Jeanie Salyer, 939-3701), Special Emphasis Program (Veronica Vasquez, 989-3254).

Discrimination in employment based on a person's race, color, religion, sex, national origin, age, disability, or in reprisal for EEO activity is prohibited by federal law and DOD/DON/NAWCWPNS regulations. NAWCWPNS discrimination complaint procedures are in place to provide counseling and processing of all complaints. Frequently, disputes and issues arise from poor communication, personal conflicts, and other unresolved differences. When these situations develop, all parties have the responsibility to make good faith efforts to address the issues quickly, fairly, and at the lowest possible level.



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 were 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.

CHINA LAKE

Table listing leave donors: Shelley Fulton (Code 333000D), Susan Pierce (Code 461000D), Joyce Cercone (Code 543400D), Susie Gill (Code 528200D), Shirley Eastman (Code 522200D), Brandy Camacho (Code 868000D), Gail Furnish (Code 841100D), Ann Doty (Code 882000D), Jeanie Salyer (Code 734000D), Arvella Orrell (Code 83C000D), Frank White (Code 526210D), Martha Harrington (Code 4BT100D), Leon Blesiadecki (Code 525220D).

POINT MUGU

Table listing medical updates: Tim Carpenter (Code 314410E), Roxanna Diaz (Code 52DA00E), Ann Marie Anaya (Code 486200E), Debby Casillas (Code 562E00E), Harold Kent (Code 522720E), Anita Retome (Code 4KK3000E), Richard A. Czebatol (Code 457300E), Benjamin Asuncion (Code 531200E), Jerry Farmer (Code 522730E), Almada Harcus (Code 521100E), Brian Smith (Code 763100E), Dale Park (Code 761200E).

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.

EW AND RADAR SYSTEMS ENGINEERING (64 hrs.)
1-10 December; Tuesday-Friday (week 1) and Monday-Thursday (week 2), 0800-1700; Veridian, 5141 Verdugo Way, Camarillo, CA. By: In-house and contract instructors

This course provides an introduction to Radar and Electronic Warfare principles. The class begins with radar basics, such as decibels and the radar range equation. Students will participate in problem solving (bring an electronic calculator). The design and operation of RF receivers and jammers will be discussed, as well as receiver requirements and angle-of-arrival methods, and jammer technique development/effectiveness. Classified performance parameters of EW systems will be presented (Secret clearance is required to attend). Electro-optical, infrared, and laser technology are also covered in the course. Handbooks used during the class are (1) EW and Radar Systems Engineering (students keep a copy), (2) Avionics and Aircraft Characteristics and Integration Guidelines, (3) Technical Considerations for Utilizing TACAIR EW Systems, (4) EW Software Primer, (5) Classified Microwave Jammers and Their Techniques Handbook, (6) Classified EO/IR Warning and Jamming Systems, and (7) Classified/Unclassified EW and Radar Systems Descriptions.

For questions and course registration, contact Scott Hanssen at (805) 989-4792 (DSN 351-4792).

TEST AND EVALUATION USING ADVANCED DISTRIBUTION SIMULATION (ADS) (6-7 hrs.)
4 February; Thursday; Training Center, Room 100, Point Mugu. By: Arman Tchoubineh, Code 454110E.

The Joint Advanced Distributed Simulation (JADS) program is in a unique position to offer invaluable insights into distributed simulation from a tester's perspective. ADS offers the means to integrate actual live tests with virtual testing capabilities (hardware-in-the-loop) and simulators in order to obtain better data. This extraordinary course offers testing professionals valuable knowledge on the utility of this new tool, while giving distributed simulation practitioners a better understanding of a tester's perspective and needs.

RETIREMENT PLANNING SEMINARS

PRE-RETIREMENT PLANNING WORKSHOP (16 hrs.)

14-15 December; Monday-Tuesday, 0800-1600; Training Center, Point Mugu.
23-24 February; Tuesday-Wednesday, 0800-1700; Training Center, China Lake.
18-19 May; Tuesday-Wednesday-0800-1700 Training Center, China Lake.
24-25 August Tuesday-Wednesday, 0800-1700; Training Center, China Lake.
Note Point Mugu Employees: These workshops will also be available at Point Mugu, dates and times are currently TBD.
Start Times at China Lake: CSRS and CSRS offset employees start time is 0800 on both days. FERS employees start time is 0930 on the first day and 0800 on the second day.

MID-CAREER RETIREMENT PLANNING WORKSHOP (12 hrs.)

16-17 February; Tuesday-Wednesday, 0800-1700 and 0800-1200; Training Center, Point Mugu.
27-28 April; Tuesday-Wednesday, 0800-1700 and 0800-1200; Training Center, China Lake.
13-14 July; Tuesday-Wednesday, 0800-1700 and 0800-1200; Training Center, Point Mugu.
Start Times: CSRS and CSRS offset employees start time is 0800 on the first day and 0930 the second day. FERS employees start time is 0930 on the first day and 0930 on the second day.
Mid-career retirement planning workshops are for personnel with more than 5 years of service before retirement.
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 Felicia Nickelberry, Code 733000E. For further information, call 989-3980 (DSN 351-3980).

CSUC COMPUTER SCIENCE PROGRAM

The following spring semester courses are being offered at China Lake in the California State University, Chico (CSUC), Computer Science Program (bachelor's and master's degrees). To obtain course descriptions, book order forms, registration forms, and tuition support information for these courses, call Cecil at 939-0878. Classes will be held in the Training Center, beginning 26 January and ending 20 May, except for CSCI152 and CSCI298C-2, which begin 4 January and end 28 April. With the exception of CSCI152 and CSCI298C-2, the courses are held on Tuesdays and Thursdays and are received via satellite. CSCI152 is held on Mondays and Wednesdays and is on videotape, with a lab on Tuesdays from 1700 to 1800. CSCI298C-2 is on videotape and is self paced.

Table listing CSUC courses: CSCI152: Operating Systems Programming; 1130-1245; Lab1700-1800. CSCI397C-27: Distributed Component Technology; 0800-0915. CSCI131: Topics in Computer Graphics: Programming Graphics on the Internet with Java and VRML; 0930-1045. CSCI356: Design and Analysis of Algorithms; 1100-1215. CSCI233: User Interface Design and Implementation; 1230-1345. CSCI272: Multi-User Operating Systems; 1400-1515. CSCI123: Artificial Intelligence; 1520-1630. CSCI298C-2: Algorithms and Data Structures in Java, self paced.

Enrollment Deadline: 5 January
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).