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Refreshments
Refreshments

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Friday, October 27, 1989
12 p.m. to 7 p.m.

Saturday, October 28, 1989
10 a.m. to 5 p.m.

Sunday, October 29, 1989
11 a.m. - 4 p.m.

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☐ Wide Selection of Cars

Choose from 4 local dealers representing over 15 makes and models.

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- | | |
|-------------------------------------|--|
| <input type="checkbox"/> Buick | <input type="checkbox"/> Lincoln Mercury |
| <input type="checkbox"/> Cadillac | <input type="checkbox"/> Mazda |
| <input type="checkbox"/> Chevrolet | <input type="checkbox"/> Nissan |
| <input type="checkbox"/> Chrysler | <input type="checkbox"/> Oldsmobile |
| <input type="checkbox"/> Dodge | <input type="checkbox"/> Plymouth |
| <input type="checkbox"/> Ford | <input type="checkbox"/> Pontiac |
| <input type="checkbox"/> GMC | <input type="checkbox"/> Toyota |
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| <input type="checkbox"/> Jeep Eagle | |

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- ☐ Desert Motors

and

- ☐ NWC Community Federal Credit Union

NWC Rocketeer

Naval Weapons Center, China Lake, California 93555-6001

Vol. XLIV, No. 43/October 27, 1989

Dedication captures Sailor of Quarter honors

Two Navy enlisted men attached to the Aircraft Department have been selected as the Naval Weapons Center's Sailor of the Quarter for the third quarter of 1989. Beginning this quarter, a senior (E5-E6) and a junior (E1-E4) sailor will share the title.

Petty Officer Rudy Camarillo is the first senior selectee. While assigned to the Aircraft Department's Aircraft Support Division, his outstanding efforts and dedication to duty have been recognized by his superiors.

The selection letter signed by Capt. Robert Dropp, commanding officer for enlisted personnel, commended Camarillo for his superior technical and professional expertise which was put to task during the recent absence of his workcenter's supervisor. "Through your leadership and unselfish devotion to duty, the workcenter carried on with outstanding results."

Camarillo arrived at China Lake from NAS Whidbey Island in February 1988. The Platteville,

Colorado native said he always wanted to work on planes and the Navy was a good place to get experience. His duties in the Aircraft Support Division include structural maintenance on A-7, A-6E and F/A-18 aircraft.

The first Junior Sailor of the Quarter, AMSAN Bill Miller, enlisted in the Navy's delayed entrance program to "experience life" after high school in Mechanicsville, Iowa. Training for aviation structural mechanics took him to Memphis and then Pensacola for specialization on the AH1 helicopter.

One of his duties at NWC is providing ground support for the China Lake Search and Rescue team. He enjoys working with the people in the helo shop and credits them for his selection.

Miller became, of his own accord, his workcenter's only ground plane captain, demonstrating exceptional initiative. The letter of selection, signed by Capt. Dropp, read, "Your out-

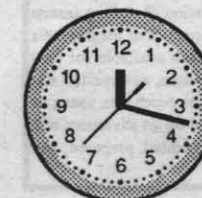
(Continued on Page 3)



TWO WINNERS--AMSAN Bill Miller (left) and AMS2 Rudy Camarillo were selected as Junior and Senior Sailor of the Quarter for the third quarter, 1989. Both work in Code 61's Aircraft Support Division. Photo by PHAN Gary Brady



RECYCLING EFFORT--The NWC Recycling Center and Public Works are busy trying to increase the amount NWC recycles. In the picture above (l to r) Jayne Westfall, supervisor, and Kathy Palomo and Craig Graus, two of the recycling center's trainees, are busy pulling apart an old pallet. (For full story, see Page 6)



DAYLIGHT-SAVING TIME ENDS
ALL BACK
1 HOUR - OCTOBER 29TH

Directors welcome challenge of continuous improvement

Bullard blazes a new trail

After more than six years of leading the Intercept Weapons Department, Dillard Bullard is forging the path into a quality improvement oriented position in Code 05. According to the former department head, many details need to be worked out concerning the newly formed directorate, including a name.

"Many decisions and plans still need to be made before information about this new directorate is publicized," Bullard said. "As soon as everything falls into place, hopefully by the beginning of next week, I will publicize what the directorate is, its purpose and how it will benefit the Center. I will also explain my plans and goals as director at that time."

Bullard came to the Naval Weapons Center straight from

New Mexico State University as a Junior Professional in 1960. From the university he received a mechanical engineering degree. Upon completion of the JP Program, he worked in the Engineering Department as a mechanical design engineer.

In 1968, Bullard became head of the Air and Surface Launched (Continued on Page 21)

Haaland brings experience

If Sterling Haaland could assign one descriptor to his mission as the Naval Weapons Center's newest Laboratory Director, it would be "Continuous Improvement". The philosophy he embraced as head of NWC's Engineering Department for the past three years is one he will continue to emphasize.

Haaland arrived at China Lake from Montana in 1968 with degrees in physics and electron-

ics engineering. As an engineer and supervisor in the Weapons Department, his career was devoted to developmental work until he was selected as Head of the Engineering Department in 1987. "The experience I gained in full-scale engineering development and production support with the Engineering Department allowed me to gain a better understanding of the full spectrum of business at NWC," said Haaland. "I've come to understand the importance of commitment to a program from beginning to end--and how critical each of the disciplines are."

Those years as department head gave Haaland a different perspective based on the whole concept of quality and continuous improvement. "Three years ago I was still thinking in the mode of meeting the day to day problems and making things happen. I was not thinking of the (Continued on page 9)

China Lake Calendar

Fri. Oct. 27

...Halloween Bash at the O'Club, 6:30 p.m., reservations 446-6929

Sat. Oct. 28

...Wellness Program's China Lake Challenge, 1 p.m. Burroughs High School football field

...Saturday matinee, *Winnie the Pooh*, 2 p.m., NWC Theater

Tues. Oct. 31

...Halloween Carnival, 6-9 p.m., Joshua Hall, Desert Empire Fairgrounds

Tues.-Thurs. Oct. 31-Nov. 9

...Embedded Computing Technology Symposium, Rm. 1000D, Michelson Laboratory

Fri.-Sat. Nov. 3-4

...West Side Story, Clota musical production, 7:30 p.m., Burroughs Lecture Center

Sat. Nov. 4

...Saturday matinee, *Lady and the Tramp*, 2 p.m., NWC Theater

Thurs. Nov. 9

...Marine Corps 214th Birthday Ball, Seafarer's Club

Sat. Nov. 11

...Saturday matinee, *Benji the Hunted*, 2 p.m., NWC Theater

Coming attractions:

*Health Insurance Open Season, Nov. 13-Dec 18.

Items of interest to the China Lake population may be placed in the CHINA LAKE CALENDAR by calling the NWC Rocketeer at NWC ext. 3354 before 11:30 a.m. on Tuesday before Friday's publication.

MWR offers unique alternative to shopping for holiday gifts

Happy shopping! Morale, Welfare and Recreation would like to make the holiday season as joyous and unique as possible, so they've put together a 1989 Holiday Shopping Guide for gift giving ideas.

Gift certificates can be a pleasant surprise. They allow that special someone to choose exactly what he or she would like to receive this holiday season. There will be no exchanges after Christmas because of wrong size or color. Best of all, you won't have to face the hectic holiday crowds.

Gift certificates are available for purchase at any MWR facility in \$20 denominations and can be

used for any MWR activity or service that requires the exchange of money. Grandparents might purchase them to be used for daycare expenses later in the year. Perhaps a few certificates could be put in the stocking of a special golfer. The suggestions are endless.

Browse through the MWR Holiday Shopping Guide for gift giving ideas. Don't forget MWR holiday gift certificates for a thoughtful surprise. The guide and certificates will be available after Oct. 31 at any MWR facility. Call NWC ext. 2602 for further details.

WELLNESS CORNER

The China Lake Challenge is tomorrow, Oct 28, at Burroughs High School football field. Opening ceremonies begin at 1 p.m. Already, over 240 people have participated in either a satellite event or the Code 36 softball tournament.

The High Sierra Cyclists are sponsoring a time predicted bicycle event on Oct 28 at 8 a.m. Meet at the intersection of Inyokern Road and Downs on the north side. The 6.8 mile course is west on Inyokern Road, turning north on Clodt Road. The entry fee is \$2. For more information, contact Dieter Weik, at 377-4287. You will receive points for the China Lake Challenge for participating in this event.

The volleyball finals of the China Lake Challenge will begin at 11 a.m. at the Burroughs field right behind the bleachers. Participants, please be there early.

Remember, the China Lake Challenge is open to all NWC employees, active duty military, attached activities and their families. It will be a fun afternoon. Be there for the health of it.

NWC Wellness Program schedules blood analysis


The NWC Wellness Program is providing all Center employees, attached activities, and active duty military an opportunity for a low cost blood analysis. This will give you a chance to compare values with your previous test or to establish your blood values. The blood test analysis has been expanded and will include: A/G Ratio, Albumin, Alkaline Phosphatase, Bilirubin, Bun/Creatinine Ratio, Calcium, Chloride, Cholesterol (Total Cholesterol, HDL, LDL, Risk Ratio), Creatinine, GGTP, Globulin, Glucose, Iron, LDH, Magnesium, Phosphorus, Potassium, SGOT, SGPT, Sodium, Total Protein, Triglycerides, Urea Nitrogen (BUN), Uric Acid, Complete Blood Count with differential and platelet count.

You must abstain from eating any food or drinking anything other than water for 12 hours before the blood draw. The draws will be from 7 to 9 a.m. on the dates and at the locations listed below.

The cost for the analysis is \$16. Payment is required at the time of the draw. Make checks payable to MWR-REC. Appointments may be made on any computer or terminal that will connect you to the SCF VAX (SCFF,

DATE	LOCATION
Nov. 2	•IOB (Bldg 32544) Conference Room •EWTES Conference Room (contact Bret Jacobson, NWC ext. 3571 x315 for appt.) •CLPL (contact Judy Schoepflin, NWC ext. 7322 for appt.)
Nov. 3	•Range Headquarters Conference Room •Thompson Lab Data Reduction Facility
Nov. 7	•Airfield, Hangar 3, Top Side Training Room (Old Pilots' Lounge)
Nov. 8	•Seafarer's Club •CLPL (contact Judy Schoepflin, NWC ext. 7322 for appt.)
Nov. 9	•PW Aerobic Dance Room •Michelson Lab, Little D Conference Room
Nov. 14	•Michelson Lab, Little D Conference Room
Nov. 15	•Michelson Lab, Little D Conference Room
Nov. 16	•Michelson Lab, Little D Conference Room •CLPL (contact Judy Schoepflin, NWC ext. 7322 for appt.)
Nov. 17	•Michelson Lab, Little D Conference Room

SCFB, SCFC). You do not need an account number. When "user name" appears on the screen, type in Wellness. Options will appear for scheduling or deleting appointments for the blood draw. If you cannot access the SCF Vax terminal, call NWC ext. 2468 and we will help you. If you have further questions or need additional information call Betty Miller or Pat Oliver at the Wellness Program Office, NWC ext. 2468.



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Ads up to 15 lines.....	\$8.00
Ads up to 20 lines.....	\$10.00
Ads over 20 lines.....	\$10.00 & \$1.00 per line over 20 lines.

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PERSONALS.....1	SERVICES.....30
LOST & FOUND.....5	AUTOMOTIVE.....35
HAPPY ADS.....10	MISC. FOR SALE.....40
HELP WANTED.....15	GARAGE SALES.....45
RENTALS.....20	PETS & SUPPLIES.....50
BUSINESS.....25	REAL ESTATE.....55

DEADLINE FOR ALL CLASSIFIED LINE ADS IS 4:30 p.m. WEDNESDAY - PRIOR TO FRIDAY PUBLICATION

15 HELP WANTED

BEAUTY OPERATOR ON BASE: Call 446-6429. Ask for Jon.

BURGER KING is hiring, Openers, Cashiers, Closer. Apply in person. 139 N. China Lake Blvd.

20 RENTALS

2BR, 2BA, fenced front & backyard. Available Nov. 1. All appliances. Pets O.K. \$470/mo. & Security. 375-6307.

ONE BEDROOM APARTMENT near Albertson's. \$330 + \$300 security. Water/trash paid. 375-3656 or 3234.

25 BUSINESS

LITA'S FASHION: 5-HOUR SALE on Saturday, 1:00-6:00 PM. 28 Oct. 123 Grande Way. Tel. 375-9525.

30 SERVICES

ASPECT WINDOW TINTING - Commercial, residential, autos & specials. Liscensed. 371-2511.

OPENINGS FOR AGES OVER 2 - LICENSE PENDING. 446-7592

35 AUTOMOTIVE

1979 DATSUN 200SX 4-cylinder, 5-speed, runs good. \$1000/OBO. 371-1408, LEAVE MESSAGE.

1984 HONDA SABRE V-65, 1100cc, new in 1986. 12,000 mi., very fast, mint cond., shaft drive, maintenance manual. \$2100. Call 446-4843.

35 AUTOMOTIVE

1984 XR 500R - \$1000. CALL AFTER 5PM, 446-3061.

1985 FORD RANGER STX 4x4. Stokland Fiberglass Shell, Roll-bar, 38k miles. \$6,200/OBO. 375-8130. I will take best offer within 2 weeks.

1988 FORD RANGER XLT 4x4 - KING CAB version. Loaded w/extras. Xint. cond. Low mileage P/U has it all at a FIRM PRICE of \$10,500. Call 446-5667.


YAMAHA VIRAGO 750 - Really clean. Excellent condition. Brand new tires. \$800 446-2368.

40 MISC. FOR SALE

VACUUM CLEANER - Eureka top-of-line, self-propelled w/headlight, model 5000. Almost New. Complete with 5 above-floor cleaning tools, I.B. & Pkg. of 3 bags. Call 446-4818.

WORN ONCE: Long Red Dress, size 13-14, \$75; Matching Purse, \$18; Long Gloves, \$15; Long Petticoat, \$30. Call 446-7421.

55 REAL ESTATE



East or West
Models: Corner of Church and Gateway
Open: Sat. 12-5 & Sun. 1-4
Ask for Tim Dedmon

40 MISC. FOR SALE

ENCYCLOPEDIA - THE NEW BOOK OF KNOWLEDGE. 20 volumes \$40. 446-7592.

FOR SALE: TEAKWOOD COUCH with 2 matching chairs, burnt orange cushions. Excellent condition. \$275/OBO. 446-3142.

50 PETS & SUPPLIES

LOST: Cat, orange Tabby w/Burgundy collar w/bell. Lost in Hill vicinity on base. Answers to the name Witchita. Call 446-5311. Leave message.

55 REAL ESTATE

BY OWNER: 530 Mary Ann, 3BR, 1 3/4 BA, 1350 sq. ft., beautiful landscaping, dual cooling, F/P, dbl. garage, in ground SPA outside master BR, Quality carpeting, exterior just painted. \$83,900. Call 375-1984.

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Combined Federal Campaign offers opportunity to serve

Washington D.C.--This fall the largest employee charity drive in the world is contacting four million Americans and asking them to participate in the Combined Federal Campaign (CFC) 1990. CFC is the annual charitable solicitation of Federal employees in the workplace. Last year Federal civilian and military workers contributed 170 million dollars.

The CFC is the largest employee charity drive in the world and serves more organizations than any other program of its kind. For 27 years donations by Federal employees have consistently increased. There is a 60 percent participation rate of some four million employees.

The campaign is a leader and an innovator in workplace solicitations and is a tribute to the incredible generosity of Federal civil servants supporting charitable groups in their communities, throughout the nation and around the world.

Federal employees have a proud history of help-

ing people in need through individual and group voluntary efforts and the CFC is part of that tradition. This year the campaign has some 450 national agencies with local campaigns having as many as 1,000. These agencies will be feeding hungry children, counseling families, finding cures for diseases, comforting the dying, digging wells in Third World countries, protecting our environment, and improving the lives of literally millions of people.

The CFC also complements President Bush's volunteerism program since we encourage employees to support through money and their time. The President has said, "A person's life is defined by their service to others." The CFC is the Federal employee's opportunity to serve. And, they do, in a big way.

The 1990 Campaign runs until Nov. 15 at NWC. See your keyworker for details, or call Fran Rugg at NWC ext. 1336.



"Concerning Hymns, Part 4"

Someone once said that music is the universal language. Hymns of the Christian Church can reach depths in the human heart where other forms of communication cannot descend. One such hymn for me is "In the Cross of Christ I Glory."

"In the cross of Christ I glory, Towering o'er the wrecks of time; All the light of sacred story Gathers round its head sublime.

"When the sun of bliss is beaming Light and love upon my way, From the cross the radiance streaming Adds more luster to the day.

"Bane and blessing, pain and pleasure, By the cross are sanctified; Peace is there that knows no measure, Joys that through all time abide." -- Words and music by John Bowring, 1792-1872

These words are written from the perspective of one who was broken because of his own sin. He was once a wreck, but now he has been put back together by the Christ of the cross on the cross.

For this reason, he glories in Christ's cross. He knows that the cross has towered over the wrecks of time. It has towered over those with broken bodies, health and spirits. It has towered over the wrecks, human or otherwise, caused by man's sin. All the light, which comes from the sacred story of Christ into a darkened and sinful world, gathers around the cross' exalted head.

When that deep suffering caused by misfortune, affliction or grief overwhelm him, where hopes deceive and fear annoy him, he will not despair. This is so because he knows that the cross will never forsake him. His spiritual eyes can see that it glows with peace and joy. So within he is at peace and the woes of life cannot take it away. Because of the cross' faithfulness, he is rejoicing.

On the way in which he walks, the sun of complete happiness is beaming light and love. He sees by faith that there is streaming radiance from the cross. And that streaming radiance spiritually adds more luster to the day as he makes his sojourn.

The cross, as he views it from his vantage point, has made and is continuing to make holy, cursing and blessing, pain and pleasure. In the cross he has found a peace which cannot be measured. The cross has given him joys that will live within him always.

By LT G.E. Williams, CHC, USNR
Airfield Chaplain



CAPTIVE AUDIENCE--As a member of the NWC Speaker's Bureau, Lt. Joe McKay gets called upon to address some pretty interesting groups. Here he's seen demonstrating flight gear for students at Richmond School. The group included a fifth grade class along with the special education class.

Divine Services

Protestant

Sunday Worship Service, East Wing	8:00 a.m.
Sunday Worship Service, Main Chapel	10:30 a.m.
Sunday School, Annexes 1, 2 & 4	9:00 a.m.
Bible Study (East Wing), Wednesday (September thru June)	11:30 a.m.
Men's Prayer Breakfast, East Wing, Thursday	6:30 a.m.
Officers' Christian Fellowship/Christian Military Fellowships, East Wing, Thursday	7:00 p.m.

Islamic

Jumaa Prayer (Friday in Annex 4)	1:00 p.m.
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Roman Catholic

Sunday Mass, Main Chapel	9:00 a.m.
Daily Mass, Small Chapel	11:35 a.m.
Confession (Sunday), Command Chaplain's Office	8:15-8:45 a.m.
Confession By Appointment	Anytime
Religious Education Classes (Sunday) (September thru May), Annexes 1, 2 & 4	10:30 a.m.

Jewish

Weekly Services (Friday - East Wing)	7:30 p.m.
Adult Hebrew Lessons (Saturday in Annex 4)	9:00-10:00 a.m.
Sabbath School (Saturday in Annex 4)	1:00-4:00 p.m.

Chaplain S. A. Casimano, LCDR, CHC, USN
Chaplain G. L. Goodman, LT, CHC, USNR
Chaplain G. E. Williams, LT, CHC, USNR
Brian H. Zimmerman, Student Rabbi
Hearing Impaired Equipment, Nursery Available

Bullard forges path for quality

(Continued from Page 1)

Weapons Branch, Engineering Department, and was responsible for Fleet support activities on 2.75-inch rockets, 5.0-inch Zuni rocket, Sidewinder and Shrike. He was instrumental in the production and acquisition of various propulsion and ordnance systems for air-launched tactical missile programs and served as program manager for the Agile TVC propulsion technology demonstration program.

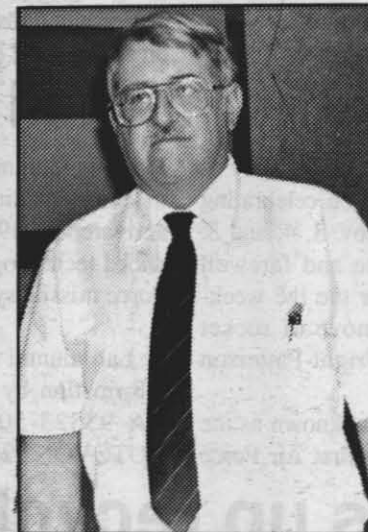
After a stint as the head of the Quality Assurance Branch of the Engineering Department, Bullard was promoted to the head of the Product Assurance Division in 1976. While there, he was responsible to the Center for performing quality assurance, reliability and system safety support to NWC program offices. The division made sure that the design which private industry or NWC's own development engineers created was actually followed in the production of the system.

The new director was then assigned as NWC Joint Cruise Missile Program Office manager and served as chairman of the Production Engineering Team for the air-launched cruise missile production readiness reviews. In 1978, he was appointed associate head, Weapons Department and was responsible for anti-air systems, including Sparrow AIM/RIM-7F/M, Sidewinder AIM-9M-PIP, AMRAAM and the Advanced Intercept Air-to-Air Missile (AIAAM). He served as acting head to the Weapons Department from July 1982 until his selection as permanent head in February 1983.

In addition, Bullard has spent time as a recruiter for the Center. A couple of times each year he would hit the road to go to a series of colleges, including his own alma mater, and talk to the young graduates-to-be about the advantages of working at China Lake. He, himself, was recruited by a college recruiter from what

was then the Naval Ordnance Test Station and is now NWC.

In 1984, Bullard received the L.T.E. Thompson Award in recognition of his in-depth knowledge of all phases of mis-

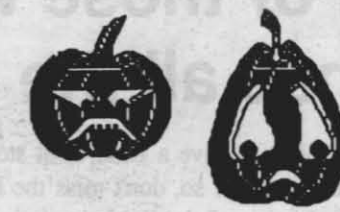


Dillard Bullard

sile weaponry -- from inception through production and acquisition. In addition, he was credited with bringing NWC to the forefront in product assurance disciplines, and establishing the Center as the nationally recognized leader in the field of soldering technology in 1976.

"I'm excited about the new directorate," concluded Bullard, "To my knowledge, there isn't another directorate like it in the government."

Once again, China Lake will be blazing a new trail.



Safety tips for a safe Halloween

Parents and children are reminded by the China Lake Police to help keep Halloween fun and accident free.

Unfortunately, every year on Halloween, children may be hurt due to auto accidents, fire injuries, falls, cuts, bruises, poisoned "treats", or other unnecessary miseries. So it's important that you ensure a safe, enjoyable evening for your children. Be sure they know the possible dangers, and make sure they know how to avoid them.

Some tips on Halloween safety:

- Wear a costume that won't "trick" you with a fall.
- Be sure you can see and be seen.
- Trick-or-treat only where you tell your parents you are going.
- Follow traffic safety rules.
- Save treats until you are home.



Electric vehicles shown on Thursday

On Thursday, Nov. 2, Southern California Edison (SCE) will make a presentation on the use of electric vehicles. The presentation, which includes a demonstration of the new G-Van (a full-size, low-emission GMC Vandura with a gross vehicle weight including cargo and passengers

of 8,600 pounds), will begin at 1 p.m. in the Public Works Conference Room, Building 981. After the SCE presentation, anyone who would like to test drive the electric G-Van may do so.

According to a Public Works official, the Naval Weapons Center is a lead laboratory for the

Navy's Electric Vehicle Program Office. Fleet operators of 15 or more vehicles in areas with poor air quality may soon be required to purchase low-emission vehicles as new replacement vehicles. This will include Federal fleets.

Keep garbage off the streets

Housing Says....Yard maintenance inspections will continue and discrepancy notices issued as required.

Garbage receptacles should be set on the curb in the early morning on pick-up days. This eliminates trash being scattered by animals during the night. Remove cans immediately after garbage pick-up and store them in a location not visible from the street.

No inoperative vehicles, trailers or boats are to be parked in the street.

Take alternate route November 1-6 Lauritsen Road to close between Nimitz & Blandy

Lauritsen Road, from Nimitz to Blandy, will be closed from Nov. 1 to 6. During this time, Public Works will be working on the water lines.

According to Randy Kirkendoll, PW Customer Relations, the intersection of Lauritsen and Blandy will be open; however, the intersection of Lauritsen and Nimitz will be closed.

Motorists are asked to use Dibb or Hussey while work on Lauritsen is in progress.



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- Marriage Counseling

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Ridgecrest, CA 93555



Creative Expressions at the

Heritage Village Club House
425 W. Heritage Dr. / Ridgecrest, CA

October 27, 28 & 29, 1989

Reception: Friday, 5:00 p.m.-7:00 p.m.

Friday10:00 a.m.-7:00 p.m.
Saturday.....10:00 a.m.-6:00 p.m.
Sunday.....10:00 a.m.-4:00 p.m.

VINCENZO'S FAMILY PIZZERIA AND SPORTS BAR

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FAMILIAR FACES--The people in this photo are friends and coworkers who are making a difference in business at NWC. Capt. Douglas Cook, NWC Commander (far right), and Dave Hamilton, head of the MIPI program office (far left), proudly join them.

Photo by PHAN Cary Brady



Twenty-two China Lakers receive credit for innovative ideas

At the Naval Weapons Center's ninth Model Installation Program Initiative (MIPI) presentation, 22 China Lakers received recognition for their personal efforts in helping to streamline the way we do business.

Presentations were made by Capt. Douglas Cook, NWC commander, last week at the Administration Bldg. During the ceremony, Capt. Cook encouraged the assemblage to continue turning in local MIPIs. "I need your input," he related; and he praised the involvement of China Lakers--"In the many organizations I reviewed as an Inspector General, NWC employees are more actively involved than most."

On hand from the MIPI office to facilitate in the presentation were Dave Hamilton, Wes Mathewson, and Bruce MacIntosh.

Gunars Svika (Code 3571) received his MIPI awards for streamlining/improving turn-in procedures for excess equipment.

For attempting to eliminate the need to conduct economic analyses on long-term TDY vs PCS travel costs, and establishing a uniform 55% per diem rate for long term TDY, Eva Bien (Code

22) was recognized.

Norm Ponder (Code 2837), James Nichols (Code 3952), Robert Cox (Code 3197) and Mona Alkhafi (Code 26022) submitted MIPIs recommending improvements in plant accounting procedures; their MIPIs were combined to request the elimination of the need to monitor and control plant property assets depreciated to \$0 book value, and any assets with an acquisition cost of \$500 or less.

A MIPI to change local policies and procedures on the sale and/or disposition of contaminated jet fuel brought recognition to Reuben Gomez of Code 6156.

Electa Russell (Code 2102) recommended Industrial Fund activities be allowed to include Quality of Life and Wellness/Fitness Program costs in the cost of operation because they directly or indirectly contribute to the installation's product or services.

Bud Biery of CTA (an NWC contractor) raised the issues of financial assistance for extraordinary medical expenses and ambulance services for military members. The Branch Medical Clinic developed options to resolve

these issues.

The idea of putting Bar Coding on Area Access Passes came from Jerry Stein of Code 2602, while the adoption of flexible work schedules by NWC was influenced by the MIPI of Wanda Williams (Code 2512).

Anthony Taylor (Code 2433) is responsible for adoption of a more formal use of the "Retirement Card" and deletion of a part of the issue process.

Ed Patterson's (Code 3951) MIPI led to the decision by Code 39 to test the feasibility of delegating authority to approve training requests.

The issue of outside employment was addressed by Odessa Newman-Staples (Code 2835) in her MIPI which led to the decision by the General Counsel to publish guidelines on employment outside the Federal Service on an annual basis.

Thanks to Richard Shedlock's (Code 62311) MIPI, employees

whose work entails long exposure to the sun are now issued sun screen cream by the Safety and Security Department.

Elizabeth Babcock, Code 3406, suggested recording degrees from NWC-sponsored programs

A MIPI from Duane Larimer (Code 3133) discontinued the requirement for logging in and out of Bldg. 3 by personnel using the restroom.

Delegating review and disposition authority of local command environmental assessments to NWC, resulting in more timely support to projects, was suggested by Jerry Boggs of Code 2662.

Jack Van Skike (Code 2081) recommended raising the local activity excessing approval threshold for ADPE to \$10,000, eliminating requirement to secure approval through the Defense Automation Resources Information Center.

From Chip Keyes (Code 3154)

came the suggestion to have each bankcard approving official submit a monthly copy of the Purchase Log to their department computer and information system focal point.

A fire hydrant will be installed in the area of the SNORT reservoir with a stand pipe for filling water trucks as suggested by Ed Guemes, Jr. (Code 6222).

Jane Maurice (Code 36254) suggested development of an "Availab' Equipment" catalogue listing good equipment turned in for reutilization. The first catalogue was produced in September.

An earlier presentation went to RAdm. John Weaver, commander of SPAWAR, for his request that the NIF expense/capitalization threshold be increased from the current \$5,000 threshold to \$15,000. Capt. John Burt, former NWC commander, presented the MIPI cup, hat and certificate to the Admiral in Washington.

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What kind of services does the PC Lab offer?

Most people are not aware of the numerous services that are offered through the PC Lab here at NWC. As there are more services available than can be covered in a single column, just a few are highlighted below:

Trouble desk--This is a clearing house to route all calls regarding software problems, short-term software development, and hardware maintenance to the appropriate PC Lab consultant or repair contractor. When reporting a hardware problem, identify the make and model of equipment as well as the NWC bar code number. Expect to receive a first call for servicing within 24 hours.

Software support--Four consultants are on hand to answer questions, help solve problems and recommend software best suited to fit needs for IBM PC and Macintosh applications. They'll even make house calls when the solution cannot be handled over the phone.

Data transfer--The PC Lab has the capability to transfer data from a Macintosh application to a disk to be used with the same application on an IBM PC, and vice versa. For example, with a little PC Lab magic, a Mac Word document can be used on an IBM PC.

Data recovery--When a computer says that data on a floppy or hard disk is no longer accessible, don't believe it. The PC Lab will, in most cases, be able to recover the data and return the disk to normal operating condition.

Software upgrades--When the newest version of a favorite software is available, the PC Lab can process the upgrade. As a general rule of thumb, the user will need to turn in the original software and/or the original title page of documentation to receive the upgrade. Since each manufacturer has slightly different upgrade procedures, contact the PC Lab regarding specific requirements for software in question.

Software library--A current copy of most software is maintained and available for check out on a weekly basis to preview before purchasing. Many applications are available for the IBM PC and Mac; including communications, data base, engineering, graphics, word processing, and others.

Trade shows--Every three months the Lab sponsors a trade show to bring software and hardware representatives to China Lake to display and answer questions about their latest and greatest products. This is a good opportunity to get first hand information about products that you would otherwise be limited to reading about in magazines.

Speaking of trade shows, stop by the Seafarer Club on Nov. 7 between 9 a.m. and 3:30 p.m. for the next one. The Macintosh product family will be featured, including the new Mac Ili and Mac Portable. Don't miss this one! -- By Bob Beane

Fire alarm boxes removal set

In 1981, fire alarm boxes were removed from the housing area south of Inyokern Road because the fire codes no longer required them. The removal of the fire alarm boxes has saved the Center a considerable amount of money in maintenance cost. Research also indicated 99 percent of all emergen-

cies were reported by telephone.

We are now in the process of removing the remainder of the fire alarm boxes in the housing area. This will additionally result in savings to the Center and will help to eliminate maintenance problems. For further information, call the Fire Chief at NWC ext. 2146.

Team tasked with promoting awareness of the need to recycle at home and work

In an effort to increase recycling on-Center, the Public Works Department has put together a team to devise ways to increase awareness of the need to recycle and easier ways for NWC employees to join in the recycling process. Team members are Randy Kirkendoll, Joe Burge and Kent Westover.

To aid in this endeavor, the team is exchanging ideas with Richard Senn, general manager of the company which handles Indian Wells Valley Association of Retarded Citizens' (IWWARC) profit-making groups, Desert Area Enterprises. IWWARC was recently awarded NWC's recycling contract. Under the contract, a percentage of the IWWARC recycling profits will be turned over to the Employee Services Board (ESB), which in turn, helps support Morale, Welfare & Recreation activities.

"Attitudes need to be changed about recycling," said Burge. "We (the team) feel only a small percentage of the paper used on Center is being turned in for recycling. The other percentage is just being thrown away. This causes a loss of a valuable resource and loss of revenue for the Center and MWR activities."

According to the team, a state law was recently passed saying everyone must cut down on what is going to landfills. "This makes it even more imperative for NWC employees to start thinking 'recycle' instead of 'throw away.'"

Some of the ideas the team has been discussing include heavy publicity, putting up receptacles for glass and aluminum in various locations on-Center and revitalizing and upgrading the recycling center located on Richmond Road. In addition, the group is considering keeping track of which offices are participating in recycling efforts as well as listing offices which are not.

One office worker noted she just started becoming involved in the recycling efforts. "I thought it would be a lot of trouble," she

said, "but Joe, the person who picks up the items to be recycled, suggested I keep a box (which he supplied) by my desk. Now, instead of dumping paper (including envelopes) in the trash, I just put them in the box, which is emptied weekly."

Paper products which are often wasted include white ledger paper (xerox paper), computer paper, tab cards and colored paper. In addition, the Recycling Center accepts magazines, newspaper, mix paper, envelopes, telephone books, colored book stock (slick paper), books, paper sacks and colored manila paper.

Senn noted that while collecting paper products is the main

thrust of the NWC recycling efforts, glass, aluminum and lumber are also wanted. "Lumber is the newest addition in our recycling efforts," said Senn. "We now collect and sell excess and scrap lumber."

According to Jayne Westfall, the Recycling Center's supervisor, this scrap lumber is good for firewood and kindling. "Most of the nails and foreign objects are removed from the wood before being put into crates made of skids," she said. "Crates of wood sell for \$15 each, or two for \$26."

To help raise awareness of the need for recycling, personnel from the NWC Recycling Center (Continued on Page 22)



OPEN 7 DAYS 5 a.m. to 2 p.m.

Breakfast Menu

#1 1 Hot Cake, 1 Egg, 1 Bacon or Sausage	\$2.25
#2 2 Hot Cakes, 2 Eggs, 2 Bacon or Sausage	\$3.10
#3 1 Waffle, 2 Eggs, 2 Bacon or Sausage	\$3.10
#4 2 Waffles, 2 Eggs, 2 Bacon or Sausage	\$3.95
#5 1 French Toast, 1 Egg, 2 Bacon or Sausage	\$3.00
#6 2 Scrambled Eggs, Diced Ham, Hash Browns & Toast	\$3.75
#7 2 Eggs, Chili, Hash Browns, Toast	\$3.95
#8 English Muffin, Egg, American Cheese & 1/4 Slice Ham	\$1.90
#9 -Extra- English Muffin, Egg, 2 Cheeses & Corn Beef Hash	\$2.50

Three-Egg Omelets: Includes Hash Browns, Toast or Biscuits & Gravy	
#10 Western	\$4.30
#11 Western/Chile	\$4.85
#12 Denver	\$4.20
#13 Spanish (Salsa)	\$3.85
#14 Ham & Cheese	\$4.20
#15 Cheese	\$3.85
#16 Vegetable	\$4.10
#17 Plain	\$3.50

Hearty Breakfast: 2 Eggs (any Style), Hash Browns or Home Fried Potatoes, Toast or Biscuits & Gravy - Coffee or Tea \$0.30 More

#18 3 Bacon	\$3.95
#19 4 oz. Beef Patty	\$3.85
#20 Corned-Beef Hash Patty	\$4.25
#21 2 Chicken Strips	\$3.90
#22 2 Sausage	\$3.95
#23 5 oz. Ham Steak	\$4.85
#24 Chicken-Fried Steak	\$4.95
#25 6 oz. Top Sirloin	\$5.90

Watch For Our Daily Specials	
#26 2 Enchiladas, 2 Eggs, 2 Bacon or Sausage, 2 Toast	\$5.40
#27 1 Enchilada, 1 Egg, 1 Bacon or Sausage, 1 Toast	\$2.90

- Side Orders & Mini-Meals -

Country Scrambled Eggs on Biscuit, Gravy, Hash Browns	\$2.50
1 Egg, Potatoes, 1 Bacon or Sausage, Toast	\$2.10
2 Pancakes (Short Stack)	\$1.50
Small Juice & Toast (or Muffin or Danish) & Coffee	\$2.00
Fruit Cocktail, Raisin-Cinnamon Toast & Coffee	\$2.00
2 Eggs, Hash Browns, Toast & Coffee	\$2.55
Oatmeal, 2 Toast (or 1 Biscuit or 1 Muffin)	\$1.50
Cream of Wheat, 2 Toast (or 1 Biscuit or 1 Muffin)	\$1.50
Cold Cereal & Milk	\$1.20
3 Pancakes	\$1.80
2 Pancakes (Short Stack)	\$1.50
2 Waffles	\$2.50
1 Waffle	\$1.50
3 French Toast	\$2.30
3 Biscuits & Gravy	\$1.60
2 Biscuits & Gravy	\$1.10
Fruit Cocktail	\$0.60
Danish or Sweet Roll	\$1.10
Gravy Side	\$0.70
2 Toast or English Muffin	\$0.65
Raisin-Cinnamon Toast	\$0.80
French Fries or Hash Browns	\$1.00
French Fries or Hash Browns or	
Home Fries & Gravy	\$1.50
1 Egg (any style)	\$0.60
Beef Patty	\$1.50
4 Bacon or 3 Sausage	\$2.10
Ham Steak	\$2.25
6 oz. Top Sirloin	\$2.75

Position available at local production facility

No. 377A-89, Supervisory Interdisciplinary Position, GS/GM-830/854/855/893/806/896/1310/1320/1550-12/13. This position is located in the Material and Process Research Department of NAVIRSA detachment, EMPF, Ridgecrest, CA. Note: This position may be filled at the GS-12 or GM-13 level. Please indicate the grade(s) for which you are applying. A selectee brought in at the GS-12 level may be promoted to the full performance level in accordance with information provided below in "How to Apply." **Supervisory Interdisciplinary Position:** Supervisory Mechanical Engineer, GM-830-12/13; Supervisory Electronics Engineer, GM-855-12/13; Supervisory Chemical Engineer, GM-893-12/13; Supervisory Materials Engineer, GM-806-12/13; Supervisory Industrial Engineer, GM-896-12/13; Supervisory Physicist, GM-1310-12/13; Supervisory Chemist, GM-1320-12/13; Supervisory Computer Scientist, GM-1550-12/13; Supervisory Computer Engineer GM-854-12/13. **Duties:** The selectee of this position will be responsible for the performance of the following duties: overall responsibility for the EMPF Material and Process Research Laboratory; plan and coordinate all research projects and material evaluations ongoing in the EMPF material and process research laboratory; conduct research in the areas of investigations and analysis of materials to interpret their optimal usage in the manufacturing process based upon the composition, chemical properties, and changes to the materi-

al as a result of the process; serve as a researcher/technical specialist/consultant for electronics manufacturing process areas; perform exploratory research related to manufacturing process areas so as to maintain knowledge of the state-of-the-art within these areas; maintain the stature of a technical consultant/expert for those electronic manufacturing processes which include, but are not limited to, surface mount technology, automatic circuit board assembly, solder joint inspection, and new equipment and/or material for cleaning, fluxing, conformal coating and soldering; develop/host and/or participate as a presenter, panel chairperson, or general participant in seminars, symposia, or workshops; responsibility for storage and handling of all hazardous material within EMPF; provide the leadership necessary to maintain an effective work force; perform specific supervisory functions such as planning work to be accomplished; evaluating performance of subordinates; making recommendations for appointment, promotion, or reassignment, etc.; promote equal employment opportunity.

How to apply: Applicants must submit a complete and current SF-171, current Performance Appraisal, and Supplemental Experience Statement, if requested, to the Consolidated Civilian Personnel Office, Philadelphia, PA 19112-5073 not later than Nov. 16. Qualifications determinations will be made as of the closing date of this announcement. Position descriptions will not be accepted. Application

forms will not be returned or used for subsequent vacancies. Applicants rated basically eligible will be evaluated in accordance with job-related ranking factors or elements, and ranked "Qualified" or "Highly Qualified." Rating and ranking will be based on experience, training, education, self-development efforts, outside activities, awards, etc., described in SF-171 and Supplemental Experience Statement submitted by applicant and Performance Appraisals submitted by applicant. For positions being filled below the target level, the selectee may be promoted to the target position or, as appropriate, through intervening grades, without further competition upon meeting OPM qualification requirements, demonstration of ability to perform at the higher level, and assignment of increased responsibilities. Promotion, however, is not guaranteed nor promised. For any position being filled on a temporary basis, it is possible the selectee may later remain in the position on a permanent basis without further competition but this is neither guaranteed nor promised. This announcement does not preclude filling this position by any other means such as appointment from OPM Registers, reassignment, transfer or reinstatement. Selection will be made without regard to age, sex, race, color, religion, national origin, etc. All selections are subject to restrictions imposed by the Centralized Referral System for displaced DoD employees. Repromotion eligibles have already been given special consideration for this position. To be further considered they must make

specific application for this position and compete with other candidates. If the position title indicated "GM", the position is under Performance Management Recognition System procedures. A Background Survey Questionnaire 79-2 (OPM FORM 1386) should be submitted with your SF-171. Submission of OPM Form 1386 is voluntary and the information provided will be maintained separately from your SF-171. Forms may be obtained from Office of Personnel Management Job Information Centers or Federal Personnel Offices. **Qualification Requirements:** In addition to meeting the time-in-grade restrictions, applicants must meet the experience requirement specified in Civil Service Handbook X-118, Group 800/1301/1320/1550. **Evaluation Methods:** Basically eligible applicants will be evaluated on the following job related criteria on the basis of experience and training, supervisory appraisals, and awards received. Appointment to this position may be subject to drug testing.

Job-related Ranking Elements: Knowledge of advanced concepts, theories, principles, and techniques of electronics manufacturing process research; knowledge of applied research; ability to communicate orally and in writing; and ability to supervise. Note: Attach a statement describing how you meet the knowledge, skill and/or ability required by each ranking element and identify which job, volunteer work, etc., education or training shown on your SF-171 gave you this knowledge, skill and/or ability.

NSTEP posts opened...

(Continued from Page 18)

NWC; and will assist NAVAIR staff as needed.

For more specific info, contact Bill Boatright, Code 39B, NWC ext. 3002.

3. NAVAL AIR SYSTEMS COMMAND PMA 201
NAVAIR APC-201 has program management responsibility for several NWC efforts including the FMU-139/B, the FMU-140, the DSU-30/B, Advanced Interdiction Weapons Systems (AIWS), Advanced Bomb Family, MK-80 Series PBXN-109 IHE, etc. NWC has project management responsibilities for the development, production engineering support and product improvement responsibilities for the general purpose bomb efforts assigned to the Center. In establishing formal program support to the Conventional Air Launched Ordnance and Ammunition Air Program Coordinator (NAVAIRSYSCOM APC 201) the Center established a Bomb Systems Program Office to coordinate all General Purpose Bomb efforts. The technical advisor assigned will assist in the preparation of budgets, assists in the monitoring of program schedules, progress and expenditures, assist NAVAIR (APC-201) at and below the SYSCOM level, serve as liaison between NAVAIR and NWC, and assist APC 201 as needed.

For more specific info, contact Larry Brauer, Code 35B, NWC ext. 2940.

4. SOFTWARE ENGINEERING INSTITUTE (SEI), PITTSBURGH, PA

The technical advisor provides direct support to the SEI Joint Program Office. This includes review of SEI program plans, responding to Navy inquiries regarding technology transfer and providing recommendations from a Navy perspective. The technical advisor serves as a member of a project team at the SEI. Project responsibilities may include formulating computer system plans and designs, establishing computer programming requirements and performance, evaluating specifications and designs in terms of technical feasibility and timeliness, coordinating with supporting agencies changes and information pertaining to design, development and test programs and preparing technical reports.

For more specific info, contact Robert Page, Code 3922 NWC ext. 1288.

Deadline for applications is Nov. 24. Apply by a submitting a SF-171 to Code 22 (Jackie or Sandra).

Informational meeting set for CSUB's 2 + 2 Program

On Tuesday, Nov. 7, at 5 p.m., an informational meeting for the Cerro Coso Community college and California State Bakersfield College 2 + 2 program will be held in the Cerro Coso Lecture Center. The program is for local area students who wish to complete a B.A. degree in Liberal Studies.

Dr. Jim George of Cal State Bakersfield will meet with interested individuals concerning this program. The Liberal Studies degree is an interdisciplinary degree which is an approved major for individuals who wish to qualify for the Multiple Subject Credential. The Multiple Subject Credential is the credential for elementary school teachers. The Liberal Studies degree is also for individuals who wish to finish a Bachelor's Degree in Liberal Studies without a teaching emphasis.

The 2 + 2 Program is designed to allow students to take all their lower division work at Cerro Coso. Cal State Bakersfield will be offering all the upper division program requirements for the Liberal Studies degree and the Multiple Subjects Credential. Tentatively, one course per quarter in the evenings will be offered through Cal State Bakersfield.

For more information on this program, please attend this informational session. Individuals not able to attend should contact Cerro Coso Community College at 375-5001, ext. 219, to indicate interest in the program.

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Center recruits for temporary duty assignments

The Center desires to participate in the following off-center assignments in 1990. Starting dates for these assignments will vary from July to September. These assignments are being advertised at this time so that selections can be made by January to allow time to plan for the employee's absence from the Center for one year.

Only DP-3s and DP-4s with a minimum of 3 to 5 years qualifying for these series 801, 830, 855, 861, 1310, 1550, and 1520 are eligible to apply. The one exception to this is the position listed under SPAWAR 11-6.

LOCATION: All positions are located in the Washington D.C. area with the exception of the Naval Strike Warfare Center, Fallon, Nevada and SEI Carnegie Mellon University, Pittsburgh, PA Technical Advisor positions.

NSTEP POSITIONS:

1. SPAWAR 31-F: Provides technical support to SPAWAR for the development of the CVBF architecture and to serve as liaison between SPAWAR and NWC to ensure that our inputs regarding the Strike/ASUW architecture development are represented and included in the battle force-level architecture. Duties include supporting the development of the methodology of transforming top level warfare requirements into multi-warfare architectural concepts, providing analysis in

the integration of various architectural concepts, and supporting a team within SPAWAR 30 to develop a coordinated multi-center effort to conduct the overall analysis required in this architectural effort.

For more specific information, contact Larry Lincicum in Code 308, NWC ext. 2701.

2. STAFF ASSISTANT: Air Warfare, (Tactical Warfare Programs) OUSD (Acquisition) (OUSD (a)): Performs a variety of duties as a Staff Assistant in the Office of the Under Secretary of Defense (Acquisition) (OUSD(A)) in order to gain a broader perspective of the issues involved in research and development of tactical mission areas, related programs, and the planning and management of resources of the DoD. Incumbent will have responsibility for studies and evaluations related to tactical warfare of high national importance and participate in management of a portion of the planning, programming, and budgeting system (PPBS). Normal day-to-day duties include planning, evaluating and analysis in one or more of the tactical warfare R&E mission/system areas such as: close air support, battlefield interdiction, deep strike, naval strike, defense suppression and air superiority. Will also include preparation or review of Defense Studies, Mission/system Area analyses, Decision Coordinating Papers, the various documents in

the DoD PPBS, and statements and testimony to the Congress. Will work with various members of the staff of the OUSD and maintain liaison with officials in the military departments, other components of OUSD, and various contractors.

For more specific information, contact Paul Coughlin, Code 3622, NWC ext. 3483.

3. STAFF SPECIALIST, OFFICE OF MUNITIONS (Tactical Warfare Programs) (OUSD (A)): The staff specialist will be under the immediate supervision of the Director, Office of Munitions, and will participate in the management of munitions Research, Development, and Acquisition (RD&A); the Planning, Programming, and Budgeting System (PPBS); and support activities related to the Munitions Council. Duties include formulating and/or reviewing the various documents prepared during the PPBS and acquisition process. The staff specialist will work with various members of the staff of the Office of Munitions in carrying out these functions, and will participate in communicating the results to the other elements of OUSD (A), OSD, and the Services.

For further info, contact James Bryant, Code 3205B, NWC ext. 7206.

4. Chief of Naval Operations (OP 502): Supports the Office in developing, reviewing, or revising operational requirements for all Navy and Marine air-launched weapons and ordnance. Supports the Office in developing and managing the Navy and Marine budgets used to execute the development, production and logistics programs for air-launched weapons and ordnance. Assists in reviewing Government and industrial technology base efforts and developments and proposed applications of new technologies. Provides technical liaison between OPNAV and NWC as required.

The objective of the assignments are to expand the incumbent's knowledge and understanding of the Navy's PPBS, acquisition system, and experience in various areas of new technology. It will also expand and strengthen the incumbent's knowl-

edge of the Navy's organization and how it works to define and procure weapons and ordnance systems to meet various mission phases.

For more specific information, contact Wayne Gunther, Code 35B5, NWC ext. 7565 or Tex Hoppus, Code 3522, NWC ext. 3080.

5. Chief of Naval Operations (OP-0987): The participant will be assigned a variety of duties planned to broaden his/her perspective of Navy and DoD technology assessment, development and transition. This includes exposure to technology base management, strategies, defense policies, planning, and the budgeting process. The participant will be involved in long range planning, the Balanced Technology Initiative Program and Advanced Technology Demonstrations. Participant will have direct interface with senior personnel in OSD (OUSD (R&AT), other DoD agencies, OPNAV, all SYSCOMS, ONT, and industry.

Participates in strategic planning through activities such as TRAM update, technology base guidance, war games, fleet exercise results, etc. In addition, assists in managing the execution of high payoff/high risk R&D projects that support air, surface and subsurface platforms in priority warfare areas. Includes selection process for new FY starts and support of Navy proposals in multi-agency competition.

For more specific info, contact Frank Markarian, Code 3246, NWC ext. 7395 or 7263.

6. SPAWAR 11-6 DA-3 OR DP-3, Series- 501, 506, 510, 560, or anyone who can meet the X-118 qualifications for the 500 series listed.

Assist in the preparation of guidance and instruction to the SPAWAR R&D Centers for preparation of the NIF budget, review and analyze and makes recommendations on NIF budget estimates and justification submitted by R&D Centers, analyzes NIF execution in comparison to the NIF budget plan, and determines variances from the plan, prepares recommendations for remedial action where appropriate. Assists in analyzing monthly and quarterly financial reports, assists in preparing and ana-

lyzing the audiovisual, POL, and base operating support exhibits, ACP budget exhibits, DoD R&D in-house report, internal DNL financial reports, etc.

All of the above assignments are designed to give the participant a working knowledge of DNL and SPAWAR Comptroller management policies and operations. Participant will become familiar with the SPAWAR R&D centers' assigned mission areas, resource capabilities, and management organizations.

For more specific info, contact Linda Long, Code 2834, NWC ext. 3808.

TECHNICAL ADVISOR POSITIONS:

1. NAVAL STRIKE WARFARE CENTER, Fallon, Nevada

Tactics development and analysis. TACTS data analysis. Planning and analysis for CNO-080 (major defense suppression exercise).

Electronic warfare integration. Hardware design and development and range installation. POM evaluation. Broad based weapon experience, knowledge of programmatic issues and ability to define specific technical capability required. Provides technical alternatives and develops quantitative technical data to substantiate an operational need (must not be a salesman for specific concepts.) A TOP SECRET CLEARANCE IS MANDATORY.

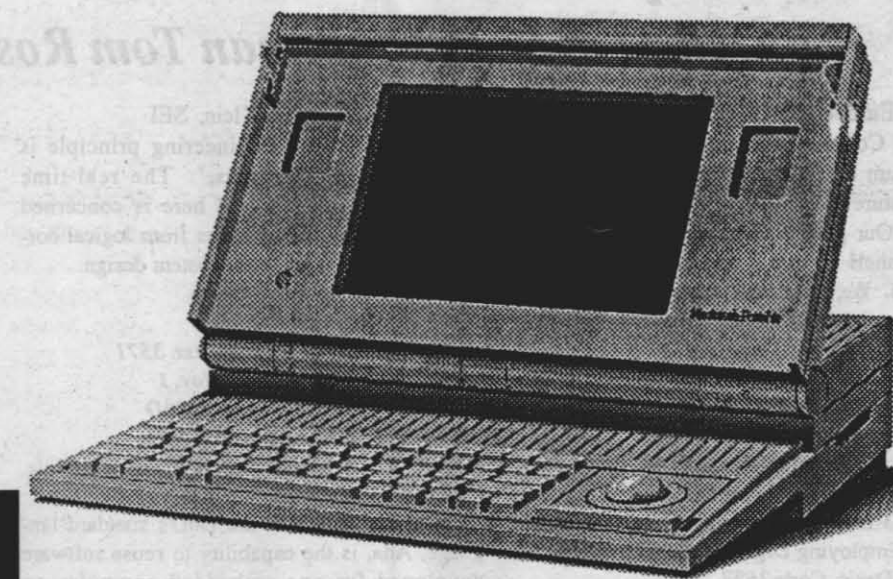
For more specific info, contact Larry Prince, Code 623, NWC ext. 6400.

2. NAVAL AIR SYSTEMS COMMAND (PMA 259)

PMA 259 has the program responsibility for several major missile programs, including Sparrow, Sidewinder, Phoenix and AAAM. NWC has project management responsibilities for the development, production engineering support and product improvement responsibilities for these weapon systems. The technical advisor assigned to PMA-259 will assist in the preparation of budgets; monitoring of program schedules, progress and expenditures, program development and briefings to SYSCOM and OPNAV codes; serves as liaison between NAVAIR and (Continued on Page 19)



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Sign-up for classes

(Continued from Page 17)

master's degree program in administration through CSUB.

MATH 477: Experimental Design and Statistical Analysis (5 quarter units)

Jan 8-Mar 16; Monday thru Friday, 1130-1230, four hours lecture per week and one hour computer lab per week; Training Center. By Mr. Ron Merriitt, NWC ext. 4652.

Prerequisite: Elementary Probability and Statistics is required, or consent of instructor.

Scope: Statistical inference using fixed, random mixed and split-plot models. Other topics include multiple and polynomial regression, analysis of covariance and use of computers in statistical analysis.

Note: CSUN systems engineering students who have not had IE 501: Engineering Statistics or equivalent and who have not had an undergraduate course in Probability and Statistics are encouraged to take this course.

General Comments

1. Textbooks are available at bookstores locally.

2. Job-related courses other than those listed above or those offered under contract with Cal-State, Chico, Cal-State, Bakersfield, or Cal-State, Northridge, must be approved on an off-Center Training Request (DD Form 1556) before registration if NWC is expected to pay for the training.

For more information about any of these programs or classes, contact Cecil Webb, NWC ext. 2648.

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Naval Weapons Center 4th Embedded Computing Technology Symposium

Oct. 31-Nov. 9, Chairman Tom Roseman, Code 31C, NWC ext. 4812

The Embedded Computing Technology Steering Committee is proud to present this symposium as a forum to expand the China Lake posture in all aspects of Embedded Computing. Our goal is to open new communication channels for the exchange of information and ideas. We encourage you to participate.

Management Perspectives Session

Jay Crawford
Code 31C - NWC ext. 5674
Tuesday, Oct. 31
Michelson Lab 1000D

8-8:45 a.m.--Opening Remarks by Capt. Douglas W. Cook, NWC Commander
8:45-9:15 a.m.--Engineering Cost Considerations in Employing Digital Control Systems by Dave Davis, Code 3627

Separating R&D from manufacturing design function leads to poor design, longer product development cycles, and higher maintenance cost. Standards for hardware and software development can overcome this problem.

9:15-9:45 a.m.--Overview of NWC Corporate Computing; its relation to embedded computing by Bill Ball, Code 27

NWC's corporate computing base not only supports the research and development of embedded systems, it faces some of the same challenges.

9:45-10:15 a.m.--The "Real Economics" of Ada by Don Reifer, Reifer Consultants

Learning and employing a new language is only part of the challenge. Proving to management that it is cost effective is another.

10:15-10:30 a.m.--Break
10:30-11 a.m.--Ridgecrest Institute for Research in Embedded Computers, Mark Sandson, CTA

Area citizens have formed a non-profit organization to bring about an entity specializing in research and advanced education in embedded computers.

11-11:30 a.m.--Overview of DoD's Software Engineering Institute (SEI), John Goodenough SEI

The SEI is a federally funded research center established by DoD to address mission critical software development and maintenance problems, including embedded systems.

Michelson Lab 1000D
1-4 p.m.--An Analytical Approach to Real-Time Systems Design in Ada, John Goode-

nough, SEI, and Mark Klein, SEI

A key software engineering principle is "separation of concerns." The real-time scheduling work reported here is concerned with separating timing issues from logical correctness issues in real-time system design.

Ada Session

Dave Pogge
Code 6441 - NWC ext. 3571
Wednesday, Nov. 1
Michelson Lab 1000D

8-8:05 a.m.--Introductions/Updates

8:05-8:35 a.m.--Resuable Navigation Module, Carl Hall, Code 3922

A major benefit of the DoD's standard language, Ada, is the capability to reuse software developed for one embedded computer on another and this reuse appears possible in a discipline like missile navigation.

8:35-9:05 a.m.--Subprograms as Parameters, Steve Wersan, Code 3561

An Ada 9x suggestion that may solve some of the technical problems that are cited in response to the request that Ada subprograms be passable as parameters to other subprograms.

9:05-9:35 a.m.--Ada in a real FSED, Linda Roush, Code 3192

Lessons learned in dealing with Dod Standards based on Advanced Avionics projects; and where holes exist in specifications.

9:35-9:50 a.m.--Break
9:50-10:30 a.m.--Ada Productivity, Sidney Bailin, CTA

A graphical design and automated Ada code generation environment

10:30-11:30 a.m.--Machine-Dependent Programming, Lee Lucas, Code 31C

Portability issues in Ada for Real-Time applications.

Officers Club - Old Dining Room
1-4:30 p.m.--Ada Compilers on Review

Take the opportunity to look at the latest in Ada compiler technology as presented by the compiler vendors. A lot of progress has been made in the speed and ease of use of Ada compilers. Come see for yourself.

Advanced Architectures Session
Vern Anderson
Code 3649 - NWC ext. 3100
Thursday, Nov. 2
Michelson Lab 1000D

8-8:05 a.m.--Introductions/Updates

8:05-8:35 a.m.--NWC Single Chip ASIC, Karl Sickle, Code 3934

A 16 bit harvard architecture computer designed using Silicon Compiler System's tool set.

8:35-9:05 a.m.--ITI's Dielectrically Isolated Process, Dean Wallace, TI

TI's high performance bipolar process with a gain bandwidth product of over 1 Ghz.

9:05-9:35 a.m.--To Be Announced
9:35-10:05 a.m.--Automatic Target Recognition, Dave Reade, Code 3531

NWC effort for antiship missile target selection. Target recognition algorithms and impacts on missile hardware/software.

10:05-10:20 a.m.--Break
10:20-10:50 a.m.--Wideband Active Phased Array, R.J. Schram, Code 3156

NWC's phased array radar technology using T/R modules for aircraft applications.

10:50-11:30 a.m.--Display System for Real-Time Range Test Set, Dan Harris, Code 6251A

Architecture and design of high resolution displays for the range control center.

Michelson Lab 1000D
1-1:30 p.m.--Neural Network Hardware, Richard Swenson, Code 3914

Design considerations for implementation of practical neural network architectures using analog hardware.

1:30-2:30 p.m.--JRS Integrated Design Automation System (IDAS), Erwin Warshawsky, JRS

Rapid evaluation of computer architectures and their actual implementation with constraints using the JRS IDAS

2:30-4 p.m.--Demonstration of JRS IDAS, Deborah Runner, JRS

Characteristics of the JRS IDAS tools are displayed in a hands-on demo.

PDSS Tools Session
Dick Nuckles
Code 31C - NWC ext. 4805

Friday, Nov. 3
Michelson Lab 1000D

8-8:05 a.m.--Introduction/Updates

8:05-8:35 a.m.--SEWFA, Dick Nuckles, Code 31C

An overview of 31C PDSS technology activities since the last symposium and the outlook for the future.

8:35-9:05 a.m.--Metrics and Process Improvement, Lynn Satterthwaite, Code 319

Metrics efforts will be reviewed in this presentation.

9:05-9:20 a.m.--Break
9:20-9:40 a.m.--FLINT/FORTRAN, Forrest Llyod, Code 3153

Experience with FLINT, a source code analyzer for maintenance of large FORTRAN 77 programs.

9:40-10:10 a.m.--LOGISCOPE/FORTRAN, Jeff Erwin, CTA

Experience with LOGISCOPE code analysis tool on A-6 Gould FORTRAN simulation code.

10:10-10:40 a.m.--LOGISCOPE/Ada, Janis Lindgren, Code 3191

Experience with the LOGISCOPE Ada code analyzer and ADADL.

10:40-11 a.m.--STATEMATE, David White, Code 3191

Experience with STATEMATE, a requirements analysis tool, gained creating two Avionics examples.

11-11:45 a.m.--Reuse: Where to Begin and Why, Bob Holibaugh, SEI

The SEI approach to Software Reuse.

11:45 a.m.-1 p.m.--Lunch
Michelson Lab Management Center

1-1:45 p.m.--Aircraft Ballistic Fire Control for Multiple Bombs, Robert Berry, Code 3196

The AV8B VTOL aircraft presents a unique problem for 'stick' bombing; a description is presented on the development of the perturbation equations and fine tuning of the separation velocity to flight test data.

1:45-2:15 p.m.--A-6 OFF in a PC Test Shell, Dave Watt, Code 3146

A PC Shell used to support A-6 OFF maintenance is described.

2:15-5 p.m.--Real-Time Requirements With STATEMATE, Spencer Peterson, SEI

The SEI used STATEMATE for PDSS Documentation and Rate Scheduling projects. This lessons-learned tutorial is designed primarily for engineers who are acquainted with the STATEMATE methodology.

Cal-State Bakersfield reveals winter classes

The following classes are being offered this winter for the Cal-State University, Bakersfield (CSUB).

bachelor's degree in business administration and the master's degree in administration programs. To enroll in these classes, submit an On-Center Training Request and Authorization Form (NAVWPNCEN 12410/73) via department channels to Code 224.

Registration will be held at the first class meeting. **Deadline for enrolling is 10 calendar days before the starting date of the class.**

MGT 301: Quantitative Methods for Business Decisions (5 quarter units)

Jan. 11-Mar. 15; Thursdays, 1610-2110; Training Center. By Professor Vigen, CSUB, (805) 664-2326.

Prerequisite: Math 20: Basic Functions and Calculus For Business, and Math 22: Elementary Probability and Statistics, or equivalent, or consent of instructor.

Scope: An introduction to the application of quantitative methods and information systems, including computer applications in business and industry. Information processing, allocation of resources, network analysis, and inventory planning are among the models examined as they

relate to the management decision-making process.

Note: This is a core course for the bachelor degree program in business administration through CSUB.

ADMIN 477: Types, Applications and Structuring of Contracts (5 quarter units)

Jan. 10-Mar. 14; Wednesdays, 1610-2110; Training Center. By Professor Martha Slayton, NWC ext. 2987.

Scope: Review of various types and forms of government contracts. Will include a brief look at how the various types of government, i.e., city, state and federal, conduct procurement and types of contracts used.

This will include choice of type of contract considering the statement of work and potential risk, how the various types of contracts work, how to structure the different types of contracts and how to consider contract administration when structuring a contract. Different contract types will include incentive and award fee contracts.

Note: This course satisfies a business elective for the bachelor's degree program in business administration through CSUB. The course also serves as an elective in the upcoming UCSB Government Contract Admin-

istration Program scheduled to begin April.

SOC 405: Technology and Society (5 quarter units)

Jan. 8-Mar. 26; Mondays, 1610-2110; Training Center. By Professor Travis.

Scope: This course examines the reciprocal relationship between technology and society, emphasizing the manner in which technological changes alter basic social institutions, including the family, religion, the military, and even science itself. Special attention is given to the positive and negative impacts of technology on the individual and the dilemmas posed by the creation of a technology dependent economy. Requires intensive writing.

Note: This course satisfies General Education Goal XIII for CSUB students.

PSYCH 602: Seminar in Organizational Psychology (5 quarter units)

Jan. 11-Mar. 15; Thursdays, 1610-2110; Training Center. By Professor Sasaki, CSUB.

Scope: Examination and application of theories and concepts pertaining to the behavior of individuals in contemporary work organizations. Deals with those factors which affect

positively and negatively the ability of individuals and groups of individuals to work effectively within the structure and climate of complex organizations. Topics deal with issues associated with individual values,

beliefs, attitudes and expectations as they affect the management processes, including leadership, decision-making, and communication.

Note: This is a core course for the

(Continued on Page 18)

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Health insurance open season set

Open season for health insurance will be Nov. 13 to Dec. 8. During this time, all eligible employees will be able to change insurance plans or enroll in a plan, if not currently enrolled. Plan comparison charts will be distributed to all employees as soon as they arrive from Washington. The plan comparison chart will compare all plans available to NWC employees (price, deductible, coverage).

An Open Season Health Benefits Fair will be held Nov. 13-14 from 7:30 a.m. to 4:30 p.m. at the NWC Training Center, Room 115. Brochures will be available for all the 1990 plans. This is your chance to talk to representatives of participating companies.

Mincer talks about school

Professor Tom Mincer of Cal-State University, Northridge (CSUN) will be on Center Nov. 17 to advise current and prospective students in the external degree program offered by the school in mechanical engineering.

Those who wish to see Professor Mincer are asked to make an appointment by calling Helen at NWC ext. 2648.

Annual leave hours required for co-workers in emergency status

Employees indicated below have been approved to become leave recipients under the Leave Transfer Program. These employees have exhausted annual and/or sick leave because of personal emergencies and will be in a non-pay status for at least ten days. Employees who wish to donate annual leave to the employee should fill out the form at the end of this column, clip it out and send it to Code 221. For more information about this program, call NWC ext. 2018.

George Petty, Physicist, Code 3924 -- was admitted to the Duke University Hospital on an emergency basis with the diagnosis of acute myelogenous leukemia.

Sarah Polak, Computer Specialist, Code 35604 -- is diagnosed with cancer and is currently undergoing chemotherapy. She has used all of the previously donated leave and is in need of more donations.

Polly Bainbridge, Secretary, Code 3922 -- is currently undergoing medical treatment and is indebted for leave. Her doctor estimates she will not be able to return to work until Jan. 2.

Kimberly Sorensen, Secretary, Code 2842 -- developed kidney failure and has been undergoing Hemodialysis three times a week at Loma Linda. She is also receiving Peritoneal Dialysis.

Mary Eddins, Configuration Manager, Code 2732 -- received neck and back injuries

in an automobile accident. She is now back to work part-time, but is indebted for leave.

William Eastman, Clerk Typist, Code 2851 -- has undergone back surgery to remove disk material from his spine.

John Hill, Engineering Data Management Specialist, Code 3654 -- suffered from chronic anemia and gastrointestinal complications which caused him to be on extended leave. He is indebted for over 130 hours of leave.

Debra Campbell, Administrative Assistant, Code 2803 -- is recovering from complications due to pregnancy and childbirth.

Mike Mason, Mechanical Engineering Technician, Code 3526 -- is continuing to

receive chemotherapy treatments at UCLA for his long-term illness. He is able to work intermittently between treatments.

Michael Phillips, Student Trainee (Computer Scientist), Code 2803 -- has had repeated surgeries for recurring tumors of the knee, which have led to two replacements of the knee joint.

Melody R. Reymond, Budget Analyst, Code 2836 -- who under went emergency surgery and was unable to work from mid-February until late April is indebted for leave.

Robert R. Huntley, Program Manager, Code 35A1 -- has returned to work after spinal fusion and neural surgery. He remains indebted for leave.

Leave Donation Form Complete and send to Code 221

From: _____
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I have attached a copy of my last leave and earning statement.
Signature _____ Date _____

Haaland lists priorities for lab leadership

(Continued from Page 1)

I was not thinking of the idea that you have to plan ahead and do things correctly the first time and then look for results," he said.

About his new position he said, "I'm really excited about it. I would describe my job as providing the leadership that allows the people in the Laboratory Directorate to continuously improve the processes that are required to meet customer needs."

According to Haaland, emphasis will be placed on empowering the people, becoming more customer-orientated, teamwork, measuring improvement, systems engineering, improved quality of worklife, affirmative action, and business management.

"People have a lot more power than they think," he said. "There's a lot of capability and knowledge throughout the laboratory directorate and we need to utilize that as much as possible, stressing the need for education and training as part of the continual improvement process of each individual."

Haaland believes the NWC Value Statement which states "People devoted to excellence through teamwork and innovation," represents vision and unity on the part of NWC's leadership. "But those values can't be taught," he said. "I've discovered that you've got to walk around and show people you really believe in those values. And if that doesn't happen, people need to come back to Center management and say 'you're not living up to this.'"

Becoming more customer oriented means considering the

needs of the product user outside of the organization, as well as the people inside the organization who work with the product.

Haaland is looking forward to working more closely with Capt. Paul Valovich, representing the Navy, and Col. Barry Banks, representing the Marine Corps. "They're the voice of the customer and we need to listen to them," he said. "We have the processes that produce the product. We need to make those processes, along with what they're telling us, work together for a better product."

That same teamwork will be emphasized among the departments and across the directorates. Dillard Bullard is taking on a new job focused toward quality and productivity improvements at the directorate level. "Working with him, I think the Center will be better able to meet the requirements of the future than we can right now," related Haaland.

He noted the continuous improvement process is based on the ability to use qualifying measures to see if the way of doing business really is improving.

"There's lots of tools available to do that. Simple flow-charting of our processes to better understand them is one example. We need to get people trained in the use of these tools and be able to apply them to their everyday jobs," he said.

er." He strongly supports the Wellness Program as well as individual efforts in self improvement.

He continued, "Before I left the Engineering Department we put together a compressed work schedule. It's something the people wanted to do and I can sense that they're going to live up to their half of the bargain and be just as productive on a different work schedule."

Affirmative action is also a priority for Haaland. "It's good business to pay attention to affirmative action and minority hiring--to make sure we use the skills of all the people available," he said.

The other part of the job, which he noted most people with technical backgrounds shy away from, is business management. "I intend to concentrate on matching the workload with Manage to Payroll and the budget process, working as a team with the department heads to understand and do a better job in that area," he stated.

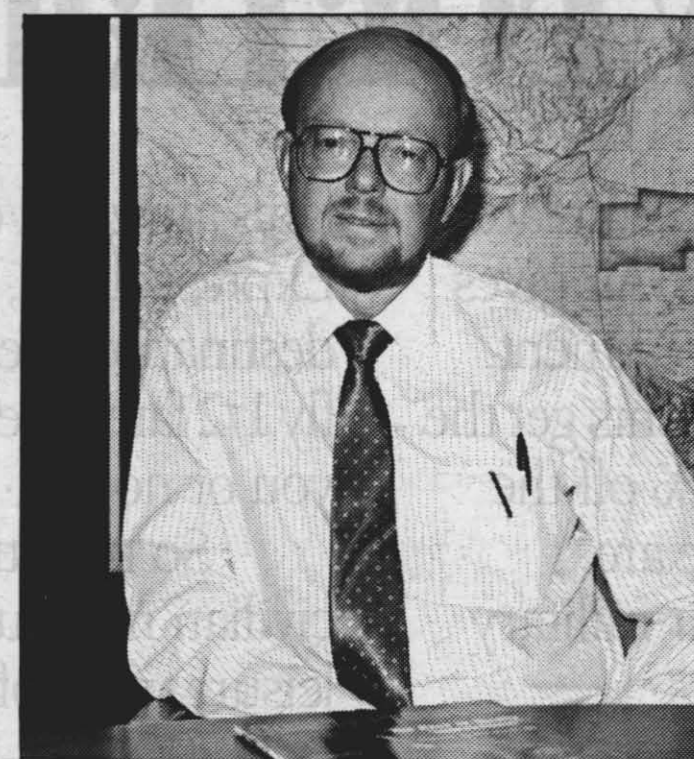
Haaland admitted that running a directorate which spans from research, technology base, and full-scale engineering development to production support will be a challenge. But he is confident of strong support from the department heads.

With three children in college, Haaland and his wife Von, a registered nurse and instructor in the LVN program at Cerro Coso, have more time to themselves than in the past. Their oldest son works as a chemical engineer in the bay area.

At home, Haaland enjoys his restoration projects. Every day he drives to work in the '51 Chevy wagon he acquired six months after coming to work here in 1968. When he can get away, Haaland retreats to the hiking and backpacking he's enjoyed since his Boy Scout days.

Haaland spent a few years at Naval Air Systems Command in Washington but prefers China Lake for the hands-on work and close proximity to the real product that's delivered to the fleet.

Having the courage to lead and survive change is important to the lab director, though he believes changes resulting from continuous improvement won't happen overnight. "We can't rest on our laurels," Haaland warned. "As good as we think we are here on the Center, we've got to be better in the future to stay a viable force in serving the fleet."



Sterling Haaland, NWC Laboratory Director

Haaland also plans to reemphasize the concept of systems engineering in the way business is done across the directorate.

"Another thing I focus on a lot is the 'quality of worklife'," said the new lab director. "Work should be fun--there should be some humor in the environment. People should care for one another."

Haaland admitted that running

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Personnel news & notes

Secretarial opportunities

This column is used to announce secretary positions for which the duties and job relevant criteria are generally similar. Secretaries serve as the principal clerical and administrative support in the designated organization by coordinating and carrying out such activities. Secretaries perform numerous tasks which may be dissimilar. Positions at lower grades consist primarily of clerical and procedural duties and, as positions increase in grades, administrative functions become predominant. At the higher levels, secretaries apply a considerable knowledge of the organization, its objectives and lines of communication. Depending on grade level, typical secretary duties are implied by the job relevant criteria indicated below.

Applicants will be rated against four or more of the following job relevant criteria: (1) ability to perform receptionist and telephone duties; (2) ability to review, track, screen and distribute incoming mail; (3) ability to review outgoing correspondence; (4) ability to compose correspondence and/or prepare non-technical reports; (5) knowledge of filing systems and files management; (6) ability to meet the administrative needs of the office; (7) ability to train clerical personnel and organize workload of clerical staff processes; (8) ability to plan and coordinate travel arrangements; (9) ability to maintain and coordinate supervisor's calendar and to arrange conferences.

Unless otherwise indicated, applicants for branch secretary will be rated on elements 1/2/3/5/8; division secretary applicants will be rated on elements 1/2/3/4/5/8/9; Program Office secretary applicants will be rated on elements 1/2/3/4/5/8/9; and department secretary applicants will be rated on elements 4/7/8/9. A SUPPLEMENTAL FORM IS REQUIRED AND MAY BE OBTAINED IN ROOM 100 OF THE PERSONNEL BUILDING.

No. 31-086, Secretary (Typing), DG-318-1/2, Code 3143 - The incumbent will provide secretarial and administrative support to the AV-8B Avionics and Weapons Integration Branch. Working knowledge and skill in using a Macintosh II personal computer with related software is desired. Ability to develop proficiency in operating a desktop personal computer is highly desirable. Promotion potential is DG-2.

No. 36-065, Secretary (Typing), DG-318-2/3, Code 368 - The incumbent provides secretarial support to the Product Assurance Division of the Engineering

Department. Knowledge of and experience on the macintosh computer is desirable but not required. Promotion potential to DG-3 but not guaranteed.

No. 39-091, Secretary (Typing), DG-318-2/3, Code 39B10 - This position is located in the Sidewinder Technical Office. The incumbent provides secretarial and administrative support to the AIM-9R Technical Director and Project staff. Experience on Macintosh and/or MS-DOS computer system is desirable. Promotion potential to DG-3. Status eligibles may apply.

No. 39-084, Secretary (Typing), DG-

318-1/2, Code 3935 - The incumbent provides secretarial support to the Standard Missile Fuze Branch I, of the Intercept Weapons Department. Duties include typing, processing travel orders and making travel arrangements. Promotion potential to DG-2.

No. 39-092, Secretary (Typing), DG-318-1/2, Code 3911 - The incumbent will provide secretarial and administrative support to the RF Missile Systems Branch. Promotion potential to DG-2.

No. 62-067, Secretary (Typing), DG-318-1/2, Code 62 - This position is located in the Range Department office. The incumbent will provide secretarial and administrative support to the department secretary. Knowledge and experience on the Macintosh Computer is desirable but not required. Promotion potential to DG-2, but not guaranteed.

Master's degree program outlined

Professor Petit of California State University, Northridge (CSUN) will be on Center Nov. 9 to advise current and prospective students in the master's degree program in electrical engineering offered by the school.

Those wanting an appointment to see Professor Petit should call Helen at NWC ext. 2648.

Non-appropriated funds

The following vacancies are not Civil Service positions. These positions are paid for from non-appropriated funds and are administered in accordance with policies established by the Department of Defense. Persons selected for these positions have no Civil Service status and are not eligible for appointment to positions in the Civil Service. Persons interested in applying for these positions should fill out a standard application form (SF-171). Applicants need not be presently employed in a Non-Appropriated Fund Instrumentality (NAFI) position, nor must they be employed at the Naval Weapons Center. The SF-171 should clearly be marked "NAFI" on the top and should have the appropriate announcement number listed in Block 1 on the form. Completed applications can be delivered to Room 100 or to Room 120 in the Personnel Building or can be mailed to: Naval Weapons Center, Personnel Dept. (Code 226), ATTN: NAFI Service Team, China Lake, CA 93555-6001.

Ann. No. 22-8928, Operations Clerk, AS-303-4, (Salary range \$5.63 to \$6.56 per hour), permanent full time, Code 2296 - The incumbent prepares various reports and other statistical, financial data pertaining to NAFI. Duties include, maintaining suspense files, contract files, regulations; typing correspondence, reports, forms and other related material pertaining to operations and purchase orders for authorized customer; provides working direction to clerks as required; and performs other related duties as assigned. Services of a qualified typist are not required; however, typing skills are desired. THIS IS NOT A CIVIL SERVICE POSITION.

Ann. No. 22-8925, Recreation Aid, (Craftech Center), PS-189-3/4, (salary range \$4.99 to \$6.22 per hour), permanent part time, Code 2296 - The incumbent coordinates the usage of the following Craftech Center facilities: Horse Stables, Tape Library, Woodshop, and Leathercraft. The incumbent plans and instructs various craft classes, and helps patrons in the proper use of tools and machines in the Craftech Center.

Job Relevant Criteria: Knowledge of tools and equipment used in the Craftech Center; knowledge of resale, as well as planning and instructing various craft classes.

Madrigal visits Center

Dr. Orlando Madrigal of Cal-State University Chico will be on Center Nov. 20 to advise current and prospective students in the external degree programs offered by the school.

Those who wish to see Dr. Madrigal are asked to make an appointment by telephoning Helen Benes, NWC ext. 2648.

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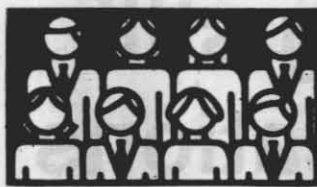
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Promotional opportunities

Applications for positions listed below are being accepted from Department of Navy employees currently working at NWC and from eligible employees of attached activities who are permanently assigned to NWC. This group includes employees with career or career conditional appointments; employees with permanent Veterans Readjustment Act (VRA) appointments; temporary employees with reinstatement eligibility; and handicapped employees with Sch. (A) continuing appointments. Also included are spouses, with competitive status, of civilian sponsors hired by a DOD activity within NWC's commuting area. Applications from other groups will be accepted when specified in an advertisement. Vacancies are subject to restrictions imposed by the DOD Priority Placement Program. Applicants must meet all legal and regulatory requirements, including minimum qualifications requirements, by the closing date of the advertisement. Evaluation of applicant's qualifications will involve using at least two assessment measures. Assessment measures are work experience, annual performance assessment rating and narrative, education, training, performance assessment and awards.

Eligible spouses (of military sponsors) with competitive employment status may apply for employment preference. Those enrolled in this program will automatically receive consideration for employment on vacancies for which they applied. For initial employment information, career counseling and enrollment, call 939-3317 for an appointment.

HOW TO APPLY: Submit the following: a current application, SF-171 or other Human Resources Department pre-approved form; a copy of your most recent annual performance assessment narrative (note: a copy of your performance plan should be attached if the annual performance narrative description does not clearly state the tasks/duties performed); and a completed Background Survey Questionnaire. A supplemental narrative which relates your qualifications to each knowledge, skill or ability (KSAs) as cited in the advertisement is always desirable and may be required if stated in the vacancy announcement. Write the title, series, level (grade), and announcement number on all application materials. Not submitting the annual performance narrative may adversely affect your evaluation scores. Prior to submitting your application, complete Cover Sheet Form 12335/2, available at the reception desk. **Make sure your address, phone number, etc. are current, correct and that all forms are complete and accurate.** If information is missing, your qualifications may not be fully and completely rated. Additional information cannot be submitted after the closing date of the announcement. A current date and a signature on the last page completes the application. Civilian Spousal Program Eligibles with competitive employment status must submit a copy of their sponsor's PCS orders with each application in order to be considered for Merit Promotion vacancies which do not state that status eligibles may apply.

Application materials are accepted, and blank forms are available, at the Reception Desk, Room 100, Human Resources Department, 505 Blandy. Announcements close at 4:30 p.m. on Friday, one week after the opening date of the announcement, unless otherwise specified. Applications received after 4:30 p.m. on the closing date will not be considered. Copies of Applications may be submitted since applications are kept in an announcement file and cannot be returned or filed in personnel folders. The Naval Weapons Center is an **Equal Opportunity Employer**; selections are made without discrimination for any non-merit reason.

No. 24-039, Firefighter Supervisory, DG-081-3, Code 242 - This announcement will be used to establish a register. Selections may be made from this announcement through April 1990. This position is that of Station Captain, located in the Fire Division of the Safety and Security Department. The incumbent is responsible for providing direct supervision for firefighting crews, including emergency medical personnel, located at one of the Center's three fire stations. **Job Relevant Criteria:** Knowledge of all phases of firefighting involving weapons, aircraft, structures, flammable liquids and explosives; ability to communicate in writing; ability to perform as a first level supervisor; knowledge of affirmative action principles including a willingness to support NWC EEO goals and policies. Incumbent may be required to serve a one year probationary period. Status eligibles may apply. Promotion potential DG-3.

No. 24-040, Police Officer, GS-083-3/4, Code 2413 - This position is located in the Operations Branch of the Police Division, Safety and Security Department. Incumbent performs basic law enforcement duties under the direction of field training officer or police supervisor. Routine cases, traffic control, traffic citations and investigation of NWC administrative violations may be handled independently. As a condition of employment, selectees must successfully complete a 19 week police academy course and be willing to work in any one of three shifts. **Job Relevant Criteria:** Ability to communicate in writing; Knowledge of Federal, State, local and county laws and regulations; ability to communicate orally.

No. 31-085, Supervisory Interdisciplinary (General/Electronics/ Electrical/Aerospace/Mechanical Engineer/Physicist/Mathematician/Computer Scientist), DP-

Personnel News & Notes

801/855/850/861/830/1310/ 1520/1550 - 3/4, Code 31D - This position is in the Advanced Systems Project Office of the Aircraft Weapons Integration Department. The incumbent, as the System Engineer for an advanced technology development program, provides system level engineering support and coordinates the efforts of a Navy engineering team conducting in-house simulation/analysis and technical evaluation of the efforts of competing contractor development teams. These development efforts include system simulation/analysis, system engineering, system design, brassboard fabrication, laboratory evaluation and flight testing. The incumbent assists the NAVWPNCEN Program Manager in supporting OPNAV/NAVAIR sponsors and maintaining inter-program/Naval lab liaisons. Moderate travel is required. **Job Relevant Criteria:** Knowledge of aircraft avionics; air intercept weapons, and system integration; knowledge of software design, development and test; knowledge of flight test requirements; ability to communicate orally; ability to communicate in writing; ability to obtain and maintain a Top Secret security clearance. Incumbent must be willing to support NWC EEO policies and goals. A one-year supervisory probationary period is required for new supervisors. Promotion potential DP-4.

No. 39-090, Supervisory Interdisciplinary (General/Electronics Engineer/Physicist, DP-801/855/ 1310-3/4, Code 3952 - This position is the head of the RF Guidance Analysis Branch, RF Guidance Division, Intercept Weapons Department. The branch is responsible for technology programs in microwave and millimeter wave transmitters, signal analysis, and target discrimination systems; operating a computer-based signal analysis facility and supporting major Navy and joint service missile programs. The incumbent's primary duties and responsibilities will be predominantly technical in nature. The incumbent will provide overall direction, coordination and management of branch activities. A background in RF guidance systems is desired. **Job Relevant Criteria:** Knowledge of RF systems and subsystems; ability to communicate in writing; ability to deal effectively with NWC management and sponsors; knowledge of personnel and policies and procedures. Incumbent must be willing to support EEO policies and goals. Incumbent may be required to serve one year probationary period. Promotion potential to the DP-4 level, but this is not guaranteed.

Discover how to sell your writing

Linda Lou Crosby, Emmy-nominated writer-producer, will be teaching a special six-week course "How to Sell What you Write" at Cerro-Coso Community College this fall.

Class starts Tuesday, Nov. 7, from 6:40-9:30 p.m., in Room 329 at the college and runs through Dec. 12. Call 375-5001 for more information.

Reassignment opportunities

This column is used to fill positions through reassignment only. For this reason, the Reassignment Opportunity Announcements are separate from the Promotion Opportunities column in the Rocketeer. Applications will be accepted until the date stated in the announcement. Employees whose work history has not been brought up to date are encouraged to file an SF-171 or 172. All applications must meet minimum qualification requirements established by the Office of Personnel Management. Information concerning the recruitment and placement program and the evaluation methods used in these reassignment opportunities may be obtained from Personnel Management Advisors (Code 096 or 097). Applications should be filed with the person whose name is listed in the announcement. The Naval Weapons Center is an Equal Opportunity Employer.

No. 30-022, Interdisciplinary Operations Research Analyst/Mathematician/Physicist/Mechanical/Electrical/General Engineer, DP-1515/1550/1310/830/ 850/801-3, Code 3082 - Multiple Vacancies These positions are located in the Strike/Antisurface Warfare Architecture Branch of the Weapons Planning Group. Each incumbent will be responsible for one or more of the following architecture, architecture assessment or related tasks including: architecture development, simulation and modeling, and scenario development. Incumbent should possess expertise in one or more of the following areas: Fleet operations and tactics; command, control and communications (C3) systems and methods; computer-based simulation and or modeling; STW/ASUW weapons and tactics; threat weapons and tactics. Branch tasks provide opportunities to work with a broad spectrum of problems and issues from a top-down perspective. Positions require the ability to work in a team atmosphere with SYSCOM and Navy Laboratory personnel. Secret clearance required. Send current SF-171 to Jim Churchill, Code 3082, NWC ext 3032.

No. 31-084, Interdisciplinary, (Electronics Engineer/Physicist), DP-855-1310-2/3, Code 3158 - This position is in the Target Recognition Systems Branch, Targeting Division, Weapons Systems Integration Department. The work to be performed is the development of algorithms for signal and image processing, and for pattern and image recognition associated with automatic aircraft recognition technology. Applicable sensors for this high resolution radar, algorithm development work include Inverse Synthetic Aperture Radar and advanced RF missile seekers. Growth in the position will involve some project direction and/or leadership of a small team of scientists. Assessment of related technology developments in industry will also be required. Three to five years experience in signal processing with background in radar sensors and ability to program in FORTRAN is preferred. To apply, send current SF-171 to A. Campbell, Code 3158, NWC ext. 3531.

No. 39-086, Supervisory Interdisciplinary (General/Mechanical/Electronics/Aerospace Engineer/Physicist), DP-801/830/ 855/861/1310-4, Code 39B10 - This position is that of head of the Sidewinder Project Office. The incumbent will report to the Head, Anti-Air Projects, Code 39B. Responsibilities include acting as point of contact for the center on all Sidewinder missile matters; supervising an office staff of administrative and deputy project managers. Responsible for a 30 million dollar budget and providing direction to an interdepartmental center team of over 200 people; giving direction on operational and production issues dealing with all sidewinder models plus transition of the in-development AIM-9R to production and operational use. Must maintain positive close customer relationships with various Navy sponsors, international industry, government, and the USAF. Position requires prior project management experience as a center point of contact to a SYSCOM; transition to production experience; knowledge of procurement and experience in dealing with senior contractor and government representative, other government organizations, and a basic knowledge of air-launched missile requirements, development and technology. Incumbent must be willing to support NWC EEO policies and goals. Incumbent may have to serve a one year probationary period. This position will only be filled by current DP-4 applicants. To apply, send current SF-171 to Bill Boatright, Code 39B, NWC ext. 3002/3004.

No. 62-071, Interdisciplinary (Electronics Engineer/Physicist), DP-855/1310-3, Code 6204 - This position is located in the Radar Cross-Section Range Office of the Range Department. The incumbent will act as a technical consultant in Radar Cross-Section technology in support of test programs wishing to use the Junction Ranch RCS test range. Besides helping to plan testing programs, the incumbent will also participate in range tests and perform other technical duties in support of the test facility. Knowledge of RF, digital, and analog hardware, as well as computer software is desirable. Please forward current 171 to John Denson, Code 6204, NWC ext. 6076.

Wind and cold doesn't stop youth from playing soccer

NWC's Youth Soccer teams didn't let a little wind and cold affect their games. In the Youth Soccer League's fourth week of games, the teams strove for skill improvement, good sportsmanship and, of course, that winning kick.

Division I

Coyotes 1, Eagles 0

Erik Johnson and Frits Van Der Hoek pushed the Eagles with their offensive moves. A strong, high kick by Kelly Gartner secured the win. Despite offensive drives and good ball control by Ben Marvin, Jesse Bass and Ryan Tullio, the Eagles couldn't score.

Cougars 3, Owls 0

Three goals by Quinn Edwards, assisted by Ryan Charlton and Jonathan Brown, earned a victory for the Cougars. Scott Saxon, Caleb Crow and Ben Roush couldn't stop these felines.

Sounders 1, Cobras 0

In a close, exciting game, a goal by Lance Satterthwaite and excellent plays by Michael Finney and Michael Dorrel were enough for a win. A valiant effort in the second half to score by David Kennedy, Ely Roberts and Eric Oho fell short for the Cobras.

Stallions 1, Appolos 0

The Stallions squeaked by with a win in this seat-gripping game due to superb play by Gianina Wunderlich and Curtis Foster and a goal by Mike Giroux. In spite of the loss, Brett L'Homme-dieu, Justin Robbins and Nicole Swallow showed their opponents and audience they were a formidable team.

Express 5, Hurricanes 1

With successful shots at goal by John Little, Ryan Spargo, Alexa Thompson, Blake Stephenson and Kyle Owen, the Express swept through the game. Adam Dubois and Joe Weidenkopf did their part in stopping the Hurricanes.

Division II

Jets 1, Roughnecks 1

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Livi Cox, Aaron Marshall and Melanie Mireles were instrumental in preventing the Roughnecks from getting the lead in this fascinating game. The Jets' goal scorer was Robert Hoffman. Goalies David Rollingson and Ray Hyles prevented the Jets from scoring more than one. Jason Persiani kicked in the Jets' only goal.

Rockets 5, Bullets 1

With goals by Pete Greedy, Brett Thomsen and Monique Robertson, and good moves by Karla Villegas, Andrew Sellen and Matt Wilson, the Rockets had an easy victory. Beth Behr, Joseph Jordan and Andrew Monestero showed good form for the Bullets. Joe Blanton booted in the Bullets lone goal.

Wolves 2, Diplomats 1

Regardless of a goal by Mark Ogren and excellent play by Donald Little and Cale Falk, the Diplomats couldn't pull off a win. The Wolves did not turn in a score sheet.

Electrons 4, Strikers 0

Despite hard efforts, the Electrons zoomed past the Strikers for the win. Strikers' players Jerome Weber and Eric Smith played a hard-fought game.

Earthquakes 5, Whitecaps 1

The Earthquakes shook up the Whitecaps with this win. Chris Peters' goal and impressive plays by Jeff Robbins, James Ferguson and Rodney Snodgrass weren't enough. The Earthquakes did not turn in a score sheet.

Division III

Lancers 2, Stings 2

With an assist by Nathan

Turner, Allen Breitengross and Nicholas Ford knocked in two for the Lancers. Kyle Gentry and Thai Gutierrez refused to let the Stings get ahead in this tied game. Mitchell Tims' two goals, strong ball control by center full-back Joshua Pezzner and good defense by Joe Triplett and Nat McDiarmid fell just short of a win.

Soccers 5, Mustangs 0

Remarkable defense by Halla Christman and Jeromy Ellingson and goals by Michael Ross, Adam Freund, Brian Sutterthwaite, Matthew Girardot and Johnathan Michelson resulted in a victory and a shut-out. Once Nick Charlton took over as goalie, the Soccers couldn't score. Melissa Murphy and Kevin King played well in the loss.

Goalbusters 4, Furries 1

Two goals each by Ben Coleman and Andy Dubois, and good plays by Nick Pritchard and Toby Adam made the Goalbusters victorious. The Furries did not turn in a score sheet.

Division IV

Blue 5, Yellow 2

Once again, due to the lack of players, the Renegades and Aztecs were split up to make a blue and yellow team. Three goals by Scott Foremaster and two by Roddy De Los Reyes, along with defensive moves by Mike Koelsch, put the Blues on top. The Yellow team's goals were made by Greg Greedy and Jessup Parsons. Caleb Moore played defense for the defeated team.

Bowl the night away!



Have "Howl"een fun at Hall Memorial Lanes from 9 p.m. to midnight on Oct. 31.

Thirty couples will be able to enjoy an evening of bowling and partying for only \$25 per couple. Snacks and two complimentary drinks are included. In addition, prizes will be given for the "BEST" costume; however, costumes are not required.

For reservations or for more information, call NWC ext. 3471.

Car wash planned

On Saturday, Oct. 28, the Scorpion Soccer Club will have a car wash to raise funds for a trip to Australia in the summer of 1990. The players will be washing cars from 9 a.m. to 4 p.m. at Mike's Unocal 76 Service Station at 401 N. China Lake Blvd.

Prices are \$3 for cars, \$4 for pickups and \$5 for vans.

FAMOUS LAST WORDS FROM FRIENDS TO FRIENDS.

"Are you OK to drive?"

"What's a few beers?"

"Did you have too much to drink?"

"I'm perfectly fine."

"Are you in any shape to drive?"

"I've never felt better."

"I think you've had a few too many."

"You kiddin, I can drive with my eyes closed."

"You've had too much to drink, let me drive."

"Nobody drives my car but me."

"Are you OK to drive?"

"What's a few beers?"

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BOTH WIN--Edward (left) and Gil Cornell both earned points for Code 39 as they competed in the Over The Hill Track Club's 10K race this past Saturday. While Cornell's son didn't run the entire race, he did participate, thus earning a point for his daddy's code. Photo by PHAN Gary Brady

Don't forget the Pro Shop for those Christmas gifts!

Christmas is just around the corner and it's time to start thinking about those special someone. Don't forget the China Lake Golf Course Pro Shop has a variety of items for that unique individual.

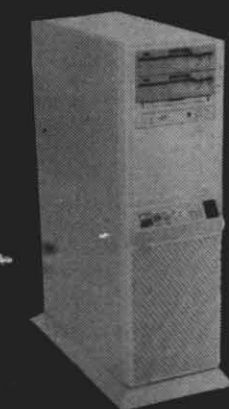
Come visit the Pro Shop and

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For more information call NWC ext. 2990.

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Sixty-nine take to the road in the OTHTC 5 & 10K run

Despite the wind and cold, a total of 69 adventurous people completed in the Over The Hill Track Club's (OTHTC) 5 & 10K races this past weekend.

In the 5K race, Chris Gibbs was the fastest male runner as he flew past the finish line with a time of 18:08. Barbara Banaszynski was the women's role model with a finishing time of 23:57.

The top three finishers in men's category were: Male, under 20 -- Alex Emigh, 29:30; Mark Hammon, 35:26; and Micah Hammon, 35:39. Male, 20-35 years of age -- Charles Bechtel, 18:40; Mike Fisher, 21:26; and Chris Toftner, 21:57. Male, 35-45 years of age -- Larry Lesniak, 19:56; Rick Titi, 23:43; and Jon Lobianco, 23:47. Male, over 45 -- Angelo deMin, 25:36; Jerry Bannister, 27:07; and Gary Bartlett, 29:36.

Women's top three finishers, per category, were: Female, under 30 -- Karen Lemonnier, 25:48; Becky Bechtel, 29:20; and Kathleen Learman, 36:57. Female, 30-40 years of age -- Shari Keyes, 29:47; Robin Hunt-Kramer, 30:49; and Teresa Kelly, 52:41. Female, over 40 -- Kathy Martin, 24:49; Bev Wood, 33:25; and Carol Schwartz, 37:00.

Tom and Kathy Rindt were the fastest runners in the 10K race. Times were 38:17 and 40:48, respectively.

The men's top three finishers in each category were: Male, under 30 -- Wilbur Lee Graves, 39:47; Chip Keyes, 40:21; and Tim Ditton, 47:23. Male, 30-40 years of age -- Gil Cornell, 39:36; Phil Martin, 40:00; and Andrew Mitchell, 41:34. Male, 40-50 years of age -- Joe Oliver, 38:34; Eric Kajiwara, 40:11; and James Furnish, 41:12. Male, over 50 -- Alex Shlanta, 41:58; William Broyles, 42:02; and Dennis Emigh, 46:50.

Top three finishers per category for the women were: Female, under 30 -- Anna Keller, 65:56. Female, 30-40 years of age -- Barbara Finger, 52:58; and Susan Hennigan, 59:52. Female, over 40 -- Diane Lucas, 41:37; Jo Kajiwara, 47:04; and June Wasserman, 59:46.

NWC employees and their dependents who participated in these races earned points for their codes in the China Lake Challenge. The opening event of the challenge takes place tomorrow at Burroughs High School track at 1 p.m. Don't miss it!

Space is limited

Hoopers should register early

Fall Youth Basketball starts soon for children 7 to 17 years of age. As there are limited spaces available, early sign-up is encouraged. Military personnel should register from Oct. 30 to Nov. 3; DoD personnel should sign-up from Nov. 6-10. If space is available, private citizens can register from Nov. 13-17. The fees are:

- E1 thru E3--\$18; second child, \$16.
- E4 thru E6--\$19; second child, \$17.

- E7 thru E9--\$20; second child, \$18.
- O1 thru O3--\$21; second child, \$19.
- O4 thru O5--\$22; second child, \$20.
- DoD--\$20; second child, \$21
- O6 & up--\$24; second child \$22

Try outs will be held the evening of Nov. 17 and the morning of the Nov. 18 at the Youth Center. Games begin Jan. 8. For further information, call NWC ext. 3097/2909.

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(Behind old Quaker Paints)

Drought ends hopes of chukar hunt on Center

Due to prolonged drought conditions in the area, the return of the China Lake Naval Weapons Center upland game bird hunt proved to be short lived. Chukar and quail counts were extremely low again this year, according to Dept. of Fish and Game and Weapons Center biologists, so the hunt has been called off.

"If conditions improve next year and bird counts rise, we'll look at opening China Lake next year for upland game hunting," said Tom Campbell, NWC biologist.

The Center was opened for limited hunting in 1987, after a five-year hiatus. Approximately 600 hunters were allowed to participate in four days of hunting in late October and early November.

Quail and chukar have been the primary take at China Lake in past years.

"It's the third year of a drought, with this being the worst year," said Campbell.

Chukar numbers will improve dramatically in a good weather year, producing triple clutches..

Heater warms water in O'Club swimming pool

Morale, Welfare & Recreation swimming in the warm water. For has just completed installing the further information, call NWC heater for the O' Club pool. Enjoy ext. 6542.



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Season over, fishing still allowed in some locations

This is the last fishing report for the season. The streams and lakes will be closing as of Oct. 31. Pleasant Valley Dam and the Owens River will be open throughout the year. Cold and snowy is the forecast for the High Sierra. Winter has officially arrived in the Eastern Sierra area for the year.

There is not much change in fishing results as far as the Big Pine area goes. At the Owens River, the fishing is still good for those using worms or nightcrawlers as bait.

In the Bishop area, Lake Sabrina has good fishing at the inlet with either power bait or salmon eggs. The Pleasant Valley Dam

area has picked up, try using power bait or lures. Crickets are



still best in the Owens River area.

Worms, nightcrawlers or gold lures will catch a nice-size trout

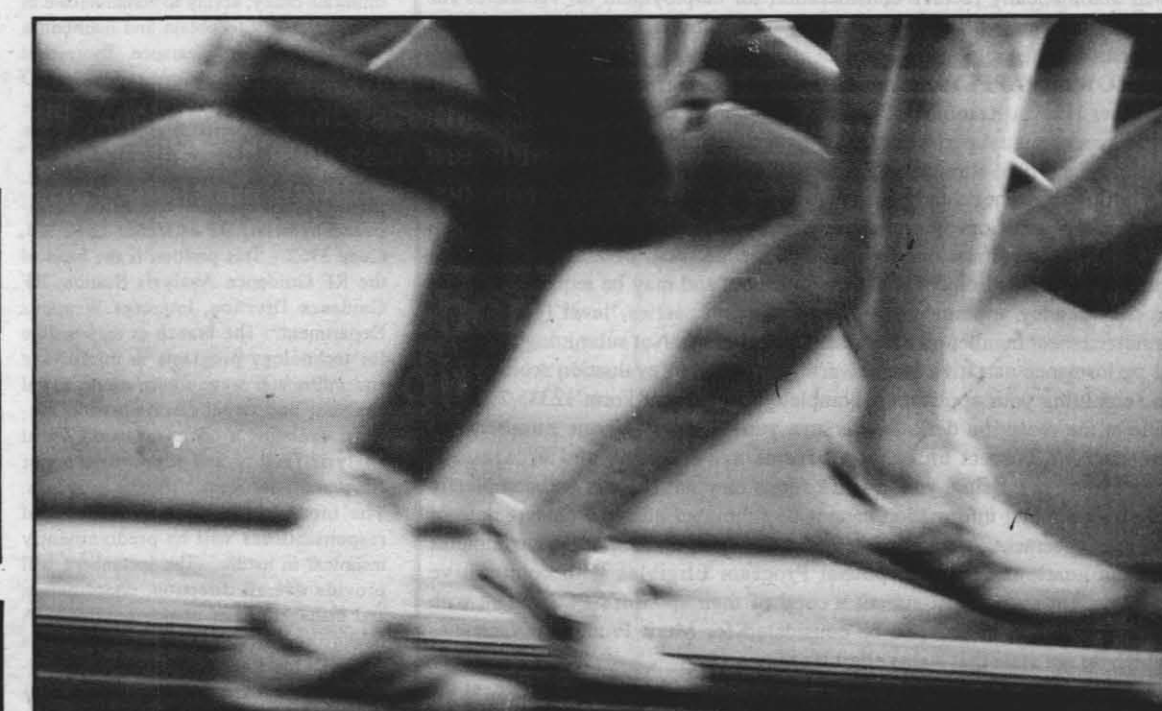
or two in the Rock Creek area.

All the lakes in the Mammoth Lakes area are reporting good fishing. Try nightcrawlers in Lake Mamie or George. Be sure to dress warmly!

Fishing is still good in the June Lake area. Lake fishing is outdoing trolling. When shore fishing, use Kastmasters, phoebes or the super duper.

Again, the Bridgeport area is having good results for shore fishermen, especially at Virginia and Twin Lakes. Use a wobbling spoon or power bait.

The Bishop Chamber of Commerce hopes everyone had a fun fishing season and is looking forward to next year's opening day.



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