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NWC Rocketeer

Naval Weapons Center, China Lake, California 93555-6001 Vol. XLVI, No. 51, December 19, 1991

President salutes China Lake four

Commendations recognize contributions to the HARM low cost seeker development program

By Barry McDonald
Rocketeer Staff Writer

Good-natured finger-pointing ranged from the President to the Director of Navy Labs, Gerry Schiefer, and from SPAWAR to OPM, last Monday at the Commander's Meeting, for the time it took to acquire presidential award plaques and letters of commendation for four Center employees.

Richard Smith Hughes (Code 35205), J. Patrick Nalley (Code 3649), Dr. David S. Kyser (Code 3941) and Dean A. Wallace were

awarded the Presidential Quality and Management Improvement Award for 1990. Established by President George Bush in 1989, the program provides recognition for outstanding improvements in government operations, cost savings and services to the public.

The commendation letters state, in part, "I am pleased to commend you for your dedication and exemplary service...for your cost-saving work on the HARM (Low Cost Seeker (LCS)) missile system...which contributed to the Federal Government's objectives of

improved productivity and quality of Service."

Hughes and Nalley were on-hand for the presentation, Kyser was on leave and will receive his award when he returns and Wallace, who now works for private industry, will receive his award by mail.

The award recognized the significant projected cost savings, \$37 million, of the scientists' and engineers' efforts in designing three analog integrated circuits (ICs), originally

(Continued on Page 5)

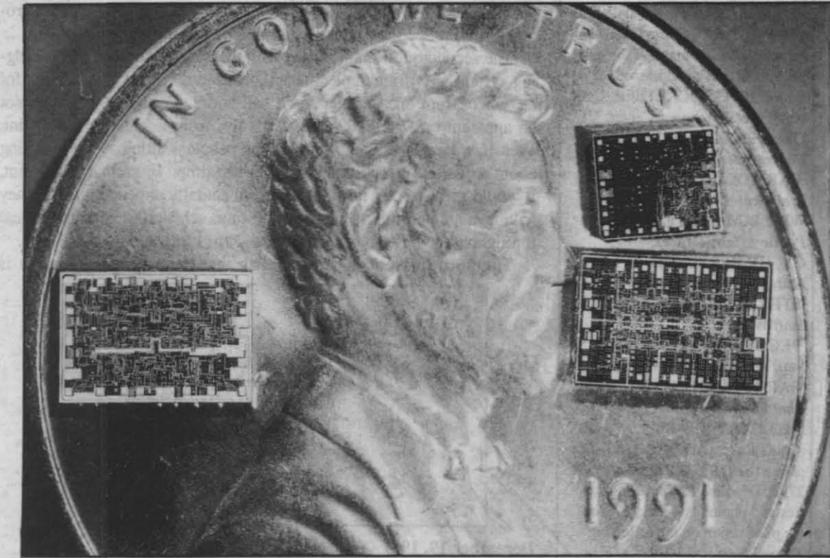
NWC seeking conservation data in homes

by Peggy Shoaf
Rocketeer Staff Writer

Water conservation is an important issue in California today, and the Naval Weapons Center wants to do its part. The Center's newest efforts in conservation is metering eight houses on-Center and retrofitting four of them with conservation materials, such as water-saving toilets, water-saving bathroom and kitchen faucets and water-saving shower heads.

According to Steve Cooper, a landscape architect with the Resources Management Branch, Environmental Project Office, the meters will be monitored for a year to determine if enough water is being conserved in the retrofitted houses to justify the expense of retrofitting all homes on-Center. "Technically, it's a

(Continued on Page 9)



PRESIDENTIAL COMMENDATION--Presidential Quality and Management Improvement Awards presented last week were late in coming, but not so late they came from the president above. The ICs responsible are (clockwise from left) the logarithmic amplifier, video amplifier and track and hold circuit used in the guidance and control section of the HARM LCS. TID photo

Vampires pick top sailor

By Barry McDonald
Rocketeer Staff Writer

In the case of AME1 (AW) Miles P. Ernst, industry's loss was the Navy's gain. Named Air Test and Evaluation Five's (VX-5) Vampire of the Year for 1992, AME1 Ernst got out of the Navy in 1979 after serving his first enlistment at the Naval Weapons Center in the aviation structural mechanics shop. But unable to find long-term employment security in industry, he signed up again, this time planning on a Navy career.

"I was totally shocked when I was chosen as supervisor of the (first) quarter," said Ernst, who supervises the egress and environmental systems shop. "I had put in one of my people for Vampire of the month but had no idea Senior Chief (AMCS Randolph) Dahms had nominated me."

A look at his service record reveals Ernst's decision was to make a distinguished career of the Navy. Among others, his awards include a meritorious unit commendation, designation as an enlisted aviation warfare specialist (EAWS) and three letters of appreciation. In addition to more than 15 years of formal education, he has 19 Navy schools and eight self-study courses to his credit.

Following the selection as VX-5's sailor of the year is the nomination for 1992 Shore Sailor of the Year for the Pacific Fleet. The nomination letter by VX-5's Commanding Officer, Capt. Garth Van Sickle says Ernst's "technical expertise (maintenance of egress/environmental systems and collateral duty inspection of various versions of six different aircraft), leadership and initiative have been a driving

(Continued on Page 3)

White Christmas?

According to John Gibson, a meteorologist at NWC, there is a potential for a wet, maybe even white, Christmas. "Storms will be tracking through California every two or three days for the next few weeks," he said. "The potential is there."

	Max	Min	Peak Gusts
Weds.	64	34	11
Thurs.	65	25	6
Fri	67	25	6
Sat.	65	22	4
Sun.	65	23	4
Mon.	60	22	5
Tues.	65	32	7

Commentary

NWC Rocketeer
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QUESTION

I have five questions, three of them are regarding the present rebadging process going on. Although I haven't gone through the rebadging process myself, a friend of mine has and shared his concerns. One, he observed all the signatures going on the badges were digitized and going into permanent storage -- or is it a temporary process, only? If they are going into permanent storage, what assurance do we, as NWC employees, have that those signatures are appropriately protected -- that a computer hacker, who may have other than good motives in regards to such a thing, could not access. I observed on previous badges, we still signed them, followed by the lamination process. I fail to see the necessity of digitizing those signatures.

The second question has to do with the apparent cost of this rebadging system. My friend noted he and his friends were waiting in line for anywhere from one to three and a half hours. Even though that is not an apparent cost to the Center, certainly from a lost time standpoint, even if we are averaging an hour for people waiting, we are talking about a quarter of a million dollars in lost time. From that standpoint, it would seem to me, it might be worth actually expending the money having a single employee spend the time scheduling each individual throughout the base so they could show up at a specific time.

The third question has to do with that the rebadging process is

going to take place again when we consolidate. I am curious in this time of trying to save money, that we are doing a process which may indeed have to be repeated three months hence. Wouldn't it have been better to have postponed this for three months and then if we don't consolidate, we could still do the rebadging. This concerns me greatly, having to do the same process twice in the very short time.

ANSWERS

(1) Signatures and photographs are being digitized and stored in the same manner as they are for your California driver's license. As you are probably aware, it is extremely difficult to maintain a computer security system that is foolproof to a dedicated and knowledgeable hacker. However, the badge system has been accredited by OPNAV standards and is protected by not only the unique hardware and software used, but by passwords and access rights. Access to the data base is limited and is strictly controlled.

Employee photographs and signatures are digitized and stored to reduce employee inconvenience in future badging operations. When it becomes necessary to rebadge, badges can be printed without the employee's presence and can be issued at the employee's worksite. This will eliminate the need for employees to wait in line at a rebadging site.

(2) Every effort has been made in the rebadging process to reduce the lost time caused by waiting in lines. The long lines to which you refer resulted from the initial start up of the rebadging process. When excessive delays were predicted, employees were advised and it was suggested to them that they might return at a later time, when there would be less delay. Most employees choose to wait rather than return. Because of the initial long lines, the procedures were changed. These changes reduced the waiting time by as much as one half to two thirds. Additionally, affected codes were allotted a specific day(s) for rebadging and attempted to schedule approximately 40 employees per hour into the rebadging area. Numerous employees showed up who were not scheduled and many appeared from 15 to 30 minutes prior to their scheduled time. This caused an increase in the waiting time. It is not feasible to schedule 6,500 appointments for rebadging. Scheduling appointments would needlessly disrupt the day-to-day badging and visitor control operations for several months.

(3) Although there is an effort underway to develop a badge common to all Naval Air Warfare Center facilities, there are no plans to rebadge Center employees immediately upon consolidation. You might notice that reference to "NAVWPNCEN" was omitted and only "CHINA LAKE" is depicted on the front of the new badge. This was done to prelude the necessity of rebadging upon consolidation. It is not anticipated that a common NAWC badge will be issued in the immediate future.

Pages from the Past



December 19, 1951

Arthur Begoon, a 29-year-old NOTS chemist died of a heart attack while skiing at McGee Mountain north of Bishop. . . Cdr. James Cunniff is reporting to the Station as the new public works officer, relieving Cdr. S.K. Wilson. . . Lt. Joe Gilbert of the NOTS Infirmary, won a Bronze Star while action while serving with an Army artillery battalion in Korea. . . Louis McDonald, head of the process and development branch at Salt Wells left NOTS for a job in the private sector.

December 16, 1966

Lt. John Williams and Lt. Gary Moore flew a UH-34 Seahorse helicopter loaded with supplies to the Kernville area in support of flood relief efforts. . . Kenneth Homb of Code 4043 presented a paper on inertial sensors in Washington last week. . . Capt. Atlee F. Clapp hosted a group of visitors from Bakersfield Jr College recently. . . Army 1Lt. James Cobb, NOTS liaison, was promoted to captain.

December 18, 1981

Larry Luxton, Sterling Haaland, Harlan Reep, Flint Jacobs and Lawrence Hartley were named winners of 1981 Michelson Laboratory Awards. . . Lee E. Lakin was presented the Navy Meritorious Civilian Service Award by Capt. J.J. Lahr. . . All the housing area on NWC is part of the City of Ridgecrest. . . Laura Oliver offers a Navy Relief Society class on knitting for interested volunteers.

December 19, 1986

Air Force volunteers removed the last B-29 Superfortresses from the NWC "boneyard" recently to be restored for museum displays. . . A Nevada National Guard CH-54 helicopter brought the first two F/A-18's to NWC to use as live fire test beds. . . Carl Austin, LCdr. Keith Hahn and Capt. R.M. Gugowski, presented the first check from the Coso Joint Venture to Capt. John Burt, NWC Commander.

China Lake Calendar

- Thursday, Dec. 19**
New style area access badges required for all NWC restricted areas.
- Saturday, Dec. 21**
Breakfast with Santa, 9 a.m. to 12 noon, Seafarer Club.
- Tuesday, Dec. 24**
Family Day at NWC, 11 a.m. to 2 p.m.
- Dec. 23-Jan. 3**
NWC Weapons Exhibit Center open 8 a.m. to 4 p.m., except Dec. 25 and Jan. 1.
- Tuesday-Wednesday, Dec. 31-Jan. 1**
Kids New Year's Eve Party, 8 p.m. to 8 a.m., NWC Youth Center.

The Skipper Sez...

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

Ads up to 5 lines.....	\$3.00
Ads up to 10 lines.....	\$5.50
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. TUESDAY - PRIOR TO THURSDAY PUBLICATION

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PERSON NEEDED TO WATCH TWO CHILDREN occasional days, evenings and weekends. 446-1901.

35 AUTOMOTIVE

1980 CHEVROLETE - Manual, A/C, AM/FM/CASS. 109,500 miles. Runs great. \$600 OBO. Call 446-1621.

40 MISC. FOR SALE

TEAKWOOD STEREO CABINET, \$800 OBO. Gulbransen Electric Organ w/maple cabinet, \$500 OBO. Dresses from Singapor. Velvet jackets from Pakestan. Roller blades, kids size 4, \$25. Hot Lixx Guitar, \$30. Call 371-3545.

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20 RENTALS

1 BDRM., 1 BATH
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ERA VAUGHN REALTY
446-6561

40 MISC. FOR SALE

77 DODGE POWER WAGON - 8 cyl, 4WD, 3 spd, PS, A/C, king cab, 5th wheel pkg. 40 gal tank. \$3,200 OBO. 375-2905.

WATERBED FOR SALE - Queen size, full side, headboard w/mirror. Good size. Best offer. 446-7488.

30 SERVICES

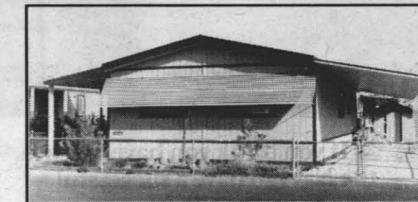
HERITAGE VILLAGE HOUSE FOR RENT - 2BR 2BA, 2 car gar, yard. Includes use of pool, gym, \$700/mo. + utilities. 805-382-1163, lv. msg.

50 PETS/SUPPLIES

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OWNER: Bill & Mary Hand

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COUCH AND LOVE SEAT SET - \$500 OBO. Call 446-7172.

DP WEIGHT BENCH AND WEIGHTS, \$125. Speakers, \$75. Call after 6pm, 446-3955.

Just Give Us A Ring For Home Delivery of The Daily Independent 375-7778

Community Events

What's happening at IWV

Every third Saturday of the month (Dec. 21) at 2 p.m., the Stroke Survivors' Support Group meets at the Beverly Manor Health Care Center, 1131 N. China Lake Blvd. The group is a resource for building a support system for those who have had a stroke and for those caring for them. For more information, call Lisa Corsey at 446-3591.

Colorful and expressionistic works of Northern California artist David Harris will be featured in *Transitions*, a new show at the Maturango Museum's Sylvia Winslow Exhibition Gallery from Jan. 11 through Feb. 5. A preview reception for

the artist and museum members will be held Friday, Jan. 10 from 7 to 9 p.m. Admission to the museum is \$1 for adults and 50 cents for children. There is no fee to museum members.

On Thursday evenings, Jan. 16-Feb. 13, the Indian Wells Valley Master Gardeners will host a Desert Gardening Workshop from 7 to 9 p.m. at the Knights of Columbus Hall. The public is invited to attend.

Registration is \$10 per person or \$15 per couple. Pre-registration is required and may be made by calling Beverly Wood, 377-5558 or Billie Stone, 377-5158.

From now through Jan. 17, the Cerro Coso Community College Fine Arts Gallery will show the second annual Alumni Invitational Art Exhibit. The show is open to the public.

During a dinner meeting at the Texas Cattle Company on Wednesday, Jan. 8, the Indian Wells Valley TV Booster's 1992 board of directors will be installed. A social hour at 6:30 p.m. begins the event. Reservations are required and may be made by calling Gene Schneider at 446-4470. Leave your name, phone number and the number of people attending on the answering machine.

Spanish courses offered through the Sierra Sands Adult Education Program

Starting the week of Jan. 27, two Spanish courses will be offered through the Sierra Sands School District's Adult Education Program. Spanish 1 introduces Spanish to students, with an emphasis on conversation. Spanish 2 is for those who have a basic understanding of the language. Both classes will be held evenings (6:30 to 9:30 p.m.) during the school week. Cost is only \$30, which includes textbooks and materials. However, if the class can help further your career, the program waives the costs. For more information, call 371-9562.

Sign Language Club meets on first Friday

Interested in learning sign language? A Sign Language Club, sponsored by the High Desert Deaf Support Services, holds meetings on the first Friday of each month. Interested parties are welcome to attend. For more information, call 377-3445 or 375-9613 (Voice/TDD).

Computing seminar set

Thirty leading manufacturers will exhibit their abilities, which include products and services uniquely associated with real-time applications during the Real-Time Computing Exhibitions seminar set for Thursday, Jan. 23, at the Kerr McGee Center from 8:30 a.m. to 4 p.m. The RTC show in Ridgecrest is sponsored by the manufacturers to bring the most advance technologies to you! Registration is free and includes breakfast and/or lunch. R.S.V.P. are requested and can be made by calling Sherry Guy at (800) 733-1811.

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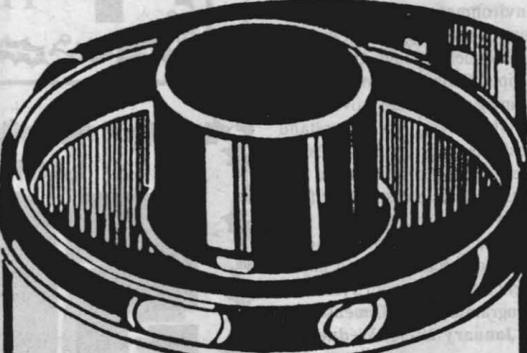
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Military News

Farmer, Delgado named sailors of quarter

By Barry McDonald
Rocketeer Staff Writer

Saying they would soon be collector's items, Capt. B.J. Craig, Naval Weapons Center Chief Staff Officer, presented NWC plaques to the senior and junior sailors of the third quarter, 1991, last Tuesday in the Aircraft Department conference room. Senior sailor honors were presented to IC1 Darnell Farmer, and AN Socorro A. Delgado received junior sailor accolade.

Senior sailor Farmer is favored by opportunity

"A career of golden opportunities" is the way IC1 Darnell Farmer, senior sailor of the third quarter, describes his time in the Navy.

The most recent example of this was his June 1991 designation as an Enlisted Aviation Warfare Specialist (EAWS). He completed the EAWS program in just ten months. During the award presentation, Quality Assurance Branch head, Lt. John Brookes, rose from the small audience to say Petty Officer Farmer was the best of the EAWS candidates.

"All of the people I needed to talk to and learn from for each section were nearby," Farmer said. "That's what I mean about having good opportunities. If I'd been trying to do it aboard a carrier, it would have taken much longer."

He says he's been lucky most of his Navy jobs allowed him to complete all of his responsibilities. (Continued on Page 4)

glas W. Cook commended IC1 Farmer in the selection letter for superb performance as NWC Fleet Liaison Coordinator. "Your expertise and personal diligence were directly responsible for the smooth deployment of 21 aircraft of various type/mission supporting six separate weapons detachments to NWC. Through your resourcefulness and "can-do" attitude, you efficiently orchestrated the numerous details required to ensure the

deployed units successfully completed their missions."

Those details include arranging for maintenance, if the detachment hasn't brought along its own crew, aircraft parking space, accommodations for personnel, airfield access badges and meeting a variety of other needs.

"I can attest to the fine work it takes to make just one detachment go smoothly, said Capt.

Craig, after presenting the plaque. "Your work has given the Naval Weapons Center a good reputation throughout the fleet."

Delgado, praised her attainment of expertise as an expeditor in the programs management unit of the Aviation Supply Division. He read, in part, "You have repeatedly demonstrated your ability to correct erroneous supply transactions, which have been instrumental in the reduction of error rates in documentation. Additionally, you have expeditiously processed supply requisitions by transmitting follow requests which have enhanced material availability."

Turning to the junior sailor of the quarter, AN Delgado, Capt. Craig, who, as Aircraft Department head is the ultimate supervisor of both selectees, said, "Where there are good leaders, there are good people coming up behind them."

Capt. Craig's letter, selecting

Higher education goals lead Delgado to career

"I originally joined the Navy for the G.I. Bill, so I could go to school," said AN Socorro "Suki" Delgado, junior sailor of the quarter. "I attended Michigan State University for three months and then realized it was too expensive. I wanted to go to college, so this was going to be my way of getting there."

Originally wanting to be a doctor, AN Delgado now says, if she gets into the program for the rate she is striking, CTI (cryptologic technician, interpretive), she'll make a career of the Navy.

Despite the success she's had learning and working as an AK (aviation storekeeper), which led to her selection as junior sailor, Delgado says there are already many people in the AK rate, and there is a need for native speaking interpreters.

She fits the bill. Born in El Paso, under a program that allowed Mexican nationals to have their (Continued on Page 6)



BRAVO ZULU--Capt. B.J. Craig, NWC Chief Staff Officer, congratulates AN Socorro Delgado of the Aviation Supply Division on her selection as junior sailor of the quarter. Senior sailor of the quarter, IC1 Darnell Farmer, NWC's Fleet Liaison Coordinator, looks on.
Photo by PH3 Cary Brady

AME1 Miles Ernst selected as VX-5 1992 Vampire of the Year

(Continued on Page 1)

force within the Egress/Environmental Branch and are equally impressive in the Quality Assurance Division.

Petty Officer Ernst has also served as branch career counselor, EAWS Board member, ejection seat safety instructor and duty section leader.

He is an active member of the Auxiliary Security Force at NWC, most recently participating in supply transportation to the site of the downed Lemoore NAS F/A-18 near Independence earlier this month.

Ernst met and married his wife Kathy, who was also stationed at NWC, during his first enlistment. Upon leaving the Navy he followed her to NAS Bermuda.

Then when she left the Navy they moved to her native Eveleth, Minn.

He re-entered the Navy in February 1983, seeing his first duty with VP-4 at NAS, Barbers Point, Hawaii, before going to the Pacific Missile Test Center, Pt. Mugu with the Naval Military Personnel Command, Sea Duty Component Detachment in 1986. Leaving in the spring of 1990 for three and one-half months of training at Whidbey Island, he reported to VX-5 in June.

AME1 Ernst and his wife have three sons -- Travis, 8, Joshua, 5, and Eric, 14 months.

In his off time he plays softball and coaches T-ball for Indian Wells Valley Youth Baseball.

He will be able to retire in five or six years and hopes he'll have the time at his next tour to be able to complete requirements for his commercial airframe and powerplant license. Then he wants to go to work refurbishing jetliners for an aircraft company near his wife's hometown.

Capt. Van Sickle concluded his letter, saying, "Petty Officer Ernst has established himself as an invaluable cornerstone of the squadron's maintenance team. The expertise and professional demeanor he exhibits in every endeavor has earned him the complete admiration and respect of the entire command...A true superstar, this squadron's choice for 1992 Vampire of the Year."



VAMPIRE OF THE YEAR--VX-5 Commanding Officer, Garth Van Sickle gives the "well done" handshake to 1992 Vampire of the year, AME1 Miles Ernst at hangar ceremony.
Photo by PH2 (AW) Auch

Senior sailor Farmer eyes CPO rank

(Continued from Page 3)
and still have time to study and advance in his career. His first job at NWC, maintaining the airfield's optical lighting system, allowed him the time to work on his EAWS studies and tasks. Now he supervises a third class petty officer in that position, in addition to his fleet liaison duties.

"Growing up I always thought I'd work in a factory," said Farmer, who was born in Chicago and raised in Detroit. "But in high school I enjoyed mathematics and electrical shop and developed an interest in the electrical field. I wanted to be an electrical engineer."

The idea of another four years of school, however, he explained, didn't appeal to him, so he started talking to the Navy recruiter. After graduation he enlisted in the fall of 1975.

He went to basic electricity and electronics "A" school, followed by internal communications (IC) school and has steadily added to his knowledge in communications electronics.

Deploying to the Western

Pacific aboard the *USS Constellation* in both 1977 and 1978, he worked first in the dial telephone shop and then the intercom shop.

A tour at the IC repair shop at the Shore Intermediate Maintenance Activity, San Diego, gave him exposure to more major repairs -- the type that can't be done at sea.

Eighteen weeks of closed circuit television (CCTV) school prepared him for his next sea duty aboard the *USS Pensacola*, a landing ship dock, where he maintained the CCTV system.

Then he was assigned to the *USS Nimitz*, where he maintained three separate CCTV systems, deploying for seven months to the Mediterranean and for six months on an "around the world" cruise, rounding the tip of South America and ending at Bremerton, Wash.

Saying Navy life can be hard on relationships, he expressed great appreciation for his wife, Corrine, whom he married in 1980. "She hung in there through all that sea duty, and a lot of them don't."

Farmer has four teenage children -- Rashaud, Darnell Jr., Lanessa and Lanise.

The boys will be playing youth basketball at Kerr McGee Center in Ridgecrest this season, and dad will be coaching. He also coaches Little League. Playing basketball, himself, and fishing round out his recreational time.

About Farmer's selection, his supervisor, ACC (AW) Robert Adam said, "He earned this honor...it's not some candy-coated award. He worked for it as an objective toward the ultimate goal of getting him in khakis."

Farmer explained he came to NWC with the goal of making chief petty officer. He had completed most of the requirements when he arrived and has passed the exam each of the last four years. All he needed when he arrived on Center was the EAWS designation and a personal award.

Now an EAWS, selection as senior sailor of the quarter makes him hopeful he'll be a chief by the time sailor of the year is announced.

Recognition

James A. Finegan was promoted to staff sergeant on Dec. 1, by order of the Commandant of the Marine Corps C.E. Mundy Jr.

AK1 Vickie D. Hill re-enlisted for two years on Dec. 13. Re-enlisting officer was Lt. Mark I. Sullivan.

ABHC Jay B. Scott re-upped for two years Dec. 11. Re-enlisting officer was Lt. Steven C. Huber.

**All Faith Chapel
Christmas Schedule**

Protestant Congregation
Dec. 22, Sunday -- 8:30 a.m., Hosanna Service, East Wing
10:30 a.m., Service, Main Chapel
Sunday School Christmas Program
Dec. 24, Tuesday -- 7:00 p.m., Candlelight Service, Main Chapel

Catholic Congregation
Dec. 22, Sunday -- 9:00 a.m., Mass of 4th Sunday of Advent, Main Chapel
Dec. 24, Tuesday -- 5:00 p.m., Vigil Mass, Main Chapel
12:00 a.m., Midnight Mass (Carols at 11:45 p.m.), Main Chapel, Reception in East Wing following Mass
Dec. 29, Sunday -- 9:00 a.m., Feast of the Holy Family, Main Chapel
Dec. 31, Tuesday -- 5:00 p.m., Vigil Mass, Main Chapel



Divine Services

Protestant

Sunday Worship Service, East Wing 8:00 a.m.
Sunday Worship Service, Main Chapel 10:30 a.m.
Sunday School, 1008-10 Blandly & 1903-05 Mitscher 9:00 a.m.
Bible Study (East Wing), Wednesday 11:30 a.m. (September thru June)

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 at 1002 Blandly) 1 p.m. (DST) 12 p.m.(ST)

Roman Catholic

Sunday Mass, Main Chapel 9:00 a.m.
Daily Mass, Small Chapel 11:35 a.m.
Confessions, Weekdays By appointment
Religious Education Classes (Sunday) (September thru May) 10:15 a.m.
1902 Dibb, 1002 Blandly, 1008-10 Blandly & 1903-05 Mitscher
Scripture Classes, Tuesdays (October-January) St. Ann's Parish Hall 7-8:30 p.m.

Jewish
(375-0385 Messages)

Weekly Services (Friday - East Wing) 7:30 p.m.
Adult Hebrew Lessons (Saturday, East Wing) (September thru June) 3:00-5:00 p.m.
Religious Education (Sunday, East Wing) (September thru June) 9:30 a.m.-12:30 p.m.

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By Lt. G.L. Goodman, CHC, USNR

Chapel Call

"EMMANUEL"
There is a story about the great English writer, G.K. Chesterton, in which he is playing a letter quiz game with some friends. One of the questions is, "If you were shipwrecked and alone on a deserted island, what one book, above all others, would you wish to have with you?" One of them immediately said, "The Bible," and gives a very pious reason for his selection. Another says, "A volume of Shakespeare," and gives a very learned reason for wanting Shakespeare. Chesterton says, "Well, if I were allowed just one book on the deserted island, I would choose a one-volume manual of instruction for amateur boat-builders." Chesterton was a very practical person.

The practical message of Christmas is that God is with us, Emmanuel. According to the dictionary, the preposition means "alongside," "close to," "in the company of," or "as an associate or companion." Thus, God's revelation through Emmanuel is close, homey, complete, full intimate, face-to-face, practical. By means of human personality the eternal God was able to communicate to us in a thoroughly understandable and personal way.

In Christ, God translated the melodies of the angelic realms into the Aramaic of the market place. Emmanuel! God with us!

In Christ, God expressed the love of the ineffable by means of mudballs applied to a blind man's eyes and a lap which welcomed small children. Emmanuel! God with us!

In Christ, God communicated the wisdom of

the ages through rustic stories about farmers seeding their fields and a woman sweeping house. Emmanuel! God with us!

In Christ, God expressed the universality of his concern through dinner parties with outcasts and stories which made heroes out of underdogs. Emmanuel! God with us!

In Christ, God expressed his anger with ecclesiastical greed by wielding a whip in the commerce department of the Temple. Emmanuel! God with us!

In Christ, God communicated his oneness with our problems by walking our dusty streets, experiencing our hunger and thirst, and weeping at the graves of a friend and stepfather. Emmanuel! God with us!

In Christ, God demonstrated his sacrificial love by submitting to one of the most cruel methods of execution ever devised by mankind. Emmanuel! God with us!

In Christ, God gave a preview of our eventual resurrection by restoring the body of a friend three days dead, and then himself rising from the dead on the third day. Emmanuel! God with us!

Emmanuel, "God with us," means that our religious faith can be a personal and a practical one. It implies that God cares and loves, that he desires a personal relationship with us. Our proper response to God is more the intellectual assent or ritualistic symbolism. Our proper and practical response to God is a personal acceptance, through faith, of Emmanuel, God with us.

Variety of computer courses being offered

Word on the IBM-PC
January 21-23, Tuesday-Thursday, 0800-1600, Training Center. By Daryl Vaughn, Code 224.

Prerequisite: Basic IBM-PC operating skills.

Scope: This course covers basic word concepts, entering text, editing text, saving the document, printing the document, closing word, character formatting, paragraph formatting, page formatting, spell check, hyphenation, form letter (print merge), test columns using tabs, side-by-side text tables, numeric columns and tables, glossaries, borders, newsletter columns, intro to graphics, table of contents and outline.

4th Dimension, Intro
January 27-28, Monday & Tuesday, 0800-1600, Training Center. By Doug Bleu, Code 6441.

Prerequisite: Know the Macintosh, complete Quick Start tutorial.

Intended Audience: 4D users new to 4th Dimension.

Scope: This course introduces students to basic database concepts and provides a hands-on introduction to the design and user environments. Students learn how to build databases and to work effectively with the user environment. The course also introduces simple programming techniques through the use of scripts. Computers, software and training manuals are provided.

Objectives: To understand basic relational database design, create files and fields, build layouts to create a custom interface, build reports with the report generator, write scripts for customized functionality and implement the 4D Password System.

Programming 4th Dimension
January 29-30, Wednesday

& Thursday, 0800-1600, Training Center. By Doug Bleu, Code 6441.

Prerequisite: Completed 4th Dimension intro, have developed two or more 4th Dimension databases and have begun writing scripts and/or procedures.

Intended Audience: Experienced users of 4D.

Scope: The goal of this course is to provide the student with the skills to write more complex procedures and scripts. This will be done by explaining 4th Dimension concepts and providing tips and techniques.

Objectives: To understand the execution cycle, printing, dialogs and windows, data exchange, record selection, functions, pointers, arrays, passwords, menu

management and multi-user considerations.

Autocad 3D/Autolisp
January 27-31, Monday-Friday, 0800-1600, Training Center. By Cad Institute.

Prerequisite: Enrollees are required to have basic knowledge of Autocad (Version 10), be familiar with PC and DOS, and have some programming experience.

Scope: Students will be trained with Autocad, Version 11. This course is intended for those who already have some experience with Autocad, but also desire to learn advanced features such as Autolisp, in a relatively short period of time. The course will review basic Autocad commands, cover advanced topics such as dimensions, blocks, menu

macros, 3D wireframe models (solid primitives, section and profile renderings, and solids editing functions) and finally Autolisp programming (Syntax and the interaction between Autolisp and the drawing editor).

4th Dimension, Tutorial
January 21-23, Tuesday-Thursday, 0800-1600, Training Center (Room 109). By Stan Smith, consultant.

Prerequisite: Macintosh operating skills.

Intended Audience: Beginning users of 4th Dimension program.

Scope: This class is an introduction to 4th Dimension and is intended for those who have never used 4D or who had difficulty with the tutorial. The tutorial and quickstart books will be the main material of the class, along with instructor's lectures and help. This class is not recommended for serious programmers or those who completed the tutorial with little trouble. The focus of this course will be to provide plain english explanations for non-programmers and non-technical types or for those who need help. Special attention will be given to those who are slow or need added attention.

Note: Students are asked to bring with them the tutorial that came with the 4th Dimension software package to class. The class uses the tutorial as its text.

Enrollments will be filled on a first application received, first approved basis.

For more information about any of these classes, call Annette at NWC ext. 2451.

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VX-5 needs to fill security clerk position at NWC

No. 001-L-92, Security Clerk, GS-086-04, \$15,171 per year (or higher step in accordance with regulations) -- This position is located at Air Test Evaluation Squadron FIVE (VX-5), China Lake, Calif. Incumbent assists the VX-5 security assistant in executing information and personnel security for the squadron and in managing classified control systems in the physical and personnel security programs. Assists with classified material control functions and operates secure voice and facsimile equipment. Assists with personnel security investigation request forms, security badge requests, clearances and security briefings/debriefings. (Additional information regarding qualification requirements may be found in Office of Personnel Management Handbook X-118.)

This position requires Top Secret security clearance. Applicants require one year of general experience. General experience is progressively responsible clerical, office or other work which indicates ability to acquire the particular knowledge and skills needed to perform the security clerk duties. With the exception of reassignment and voluntary change to lower grade, applications of candidates meeting the basic qualification requirements (outlined above) will be evaluated against the abbreviated crediting plan. This method of evaluation compares the candidates experience, education/training/self development, performance appraisal rating and awards as related to the position to be filled. Experience will be based on the following factors: 1. knowledge of information, per-

sonnel and physical security instructions and procedures; 2. knowledge of the VX-5 organization, mission and objectives; 3. ability to perform duties requiring attention to detail; and 4. knowledge of microcomputer operations. Note: On a separate sheet(s) of paper, as supplement to the SF-171, provide examples of personal knowledges, skills and abilities applicable to each of the factors previously identified. Special note: Any applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. The selection is contingent upon a negative drug test result and, thereafter, the selectee will be subject to drug testing (TDP). Further, all Department of the navy employees may be subject to drug testing

under certain circumstances such as reasonable suspicion. All individuals will have an opportunity to submit medical documentation that may support the legitimate use of a specific drug to the selecting official and servicing Civilian Personnel Office before a final section is made. A verified positive drug test result of a current Department of the Navy employee will also be provided to the employing activity command. To apply: Submit a SF-171, Background Survey Questionnaire and copy of most recent performance rating to the Civilian Personnel Department, Training Bldg. A, (North Entrance) Rm. 113, Naval Air Station, Lemoore, CA., 93246-5046. This ad closes when the position is filled.

Upper division writing exam is set for Jan. 21

On Jan. 21, the Upper Division Writing Competency Examination will be given at the Naval Weapons

Center Training Center. Cal-State University, Bakersfield (CSUB) and Cal-State University, Chico (CSUC) undergraduate students may satisfy the writing competency requirements by passing this exam. CSUB students must have completed at least 90 quarter units of college work prior to taking the exam. CSUC students planning to take CSCI 172, Systems Architecture, must pass the writing exam prior to the beginning of the course.

The examination fee is \$12. Checks must be made payable to Cal-State University, Bakersfield.

Undergraduate students planning on taking the exam should call Denise at NWC ext. 2648.

Naval Weapons Center seeks qualified secretarial applicants

(Continued from Page 19)

Knowledge and experience with the Macintosh PC is desired. Must be able to obtain and maintain a Secret Clearance. Promotion potential to DG-3, but not guaranteed.

No. 39-049 Secretary (Typing), DG-318-1/2, Code 3943. This position is located in the Advanced Signal Process-

ing Branch, Electro-Optics Guidance Division, Intercept Weapons Department. The incumbent provides general secretarial and administrative support to the Branch Head and all employees in the Branch. Knowledge of a MAC II is desirable, but not required. Branch is located in the newly remodeled Stran Steel I, west of Mich. Lab. Promotion potential to DG-2, but not guaranteed.

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(Continued from Page 1)

produced by industry and no longer in production.

Hughes designed an entirely new logarithmic amplifier and redesigned the video amplifier and the track and hold circuit. Kyser and Wallace, working in the Microelectronics Branch (then Code 3318), performed the chip layout, mask generation, prototype fabrication testing and packaging. Nalley, also of the Microelectronics Branch, served in a supervisory role.

The project improved performance over the original ICs and helped ensure components could be procured from multiple sources at a reduced cost.

The joint Navy/Air Force HARM LCS program was formally initiated in early 1984. Management was assigned to the Naval Weapons Center by NAVAIR (PMA 252). In addition to the design of the ICs, NWC incorporated innovations and improvements in almost every sub-assembly of the guidance section. These improvements lowered manufacturing costs by improving manufacturability, producibility and reliability. The total number of electronic parts was reduced by almost 50 percent.

The nominating letter by then Engineering Department Head Sterling Haaland, reads in part, "This project demonstrates that the scientists, engineers and management of the Naval Weapons Center, working together, can coordinate, develop new capabilities, design, fabricate, test and transition a product to production more quickly and at a lower cost than industry has typically demonstrated."

Of the 14 winners of the award for 1990, NWC was the only Navy laboratory. The total cost savings by all winners was \$103 million, over a third of which was attributed to the NWC effort.



FRIENDLY ACCUSATIONS--Presidential award winners Patrick Nalley (left) and Richard Hughes enjoy levity as blame for the delay in receiving the 1990 awards was laid on Gerry Schiefer while he was DNL. Photo by PH3 Cary Brady

Center greets family and friends on December 24

As part of the holiday festivities, Naval Weapons Center employees have the opportunity to invite family and friends into their work places on Dec. 24. Departments are responsible for planning activities, which will be held from 11 a.m. to 2 p.m.

All offices within restricted areas, including the Quarterdeck, anticipating visitors, must follow

certain NWC security guidelines.

First of all, each department needs to designate a coordinator to compile a list of expected visitors. According to John Hammonds, head of the Security Division, it is up to each department how that list is compiled.

The coordinator will hand carry a memorandum requesting badges to Joan Bouthillier, Code

2433, at the Visitor Center. The coordinator will sign for the block of badges received.

NWC employees inviting visitors to the Center should be briefed on escort responsibilities, safety and security procedures and informed which areas are designated as walk-through areas by their departments.

The designated coordinator

and sponsor should issue a temporary badge to the visitor, and log the visitor's name next to the serial number of the badge issued. If the visitor is a foreign national, note it and the visitor's country of origin on the log sheet. Visitors, 10 years of age and older, will be required to wear a badge visible above the waist while in work areas and must be

under constant escort of their sponsors. Sponsors and visitors are asked to ensure children are not allowed to roam freely while participating. Guests must leave restricted areas by 2:30 p.m.

For information about individual departments, call the department secretary. For more about security procedures, call Jim Pinnell, NWC ext. 3156.

WACOM schedules January 14 meeting for NWC Seafarer Club

Listen to nostalgic songs and music by Don Snyder during WACOM's monthly meeting set for Tuesday, Jan. 14, at the Sea-

farer Club. The meeting starts with a social period at 11 a.m. Lunch will be served at 11:30 a.m., followed by a brief meet-

ing. Reservations are required and may be made by calling Eleanor Rockdale at 446-6925 or Mary Martin at 375-5052.

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Junior Sailor of the Quarter Delgado sees CTI rate as good job experience

(Continued from Page 3)

babies in Texas, Delgado lived in Mexico and grew up speaking Spanish as a young child. Moving to Texas with her family at age 8, she began learning English in the third grade.

When she read in the *Link* the Navy was looking for native speakers, she researched the program and then put in her package to strike the CTI rate. So far, she has passed two defense language tests and is currently undergoing a security background investigation.

If selected, she will go to "A" school at San Angelo Air Force Base, just three hours from El

Paso. After "A" school she hopes to fill one of several billets currently open for native Spanish speakers, including one in Puerto Rico and another in Panama.

As a CTI, Delgado can go on to learn other languages. Already having completed two years of high school French, she says that will be her next choice for attaining proficiency. And, as soon as she can, she'll return to college part-time, majoring in linguistics.

Delgado recently married her high school boyfriend, Michael Luna, who will be completing his bachelors degree in chemistry about the time she gets out of "A" school, and the couple will go

together to her first CTI assignment.

In her off-time she enjoys short story writing, designing and making clothing and reading science fiction.

At the awards presentation, Delgado said she couldn't have achieved this level of success, "if the guys hadn't taken me under their wing." Later, she specifically mentioned AK1 Louis Zade as training her in the storekeeping trade and expressed appreciation to Aviation Supply Division head, Lt. Mark Sullivan, for helping her put together her package for the CTI program.



HIGH FIVE BEFORE FLIGHT--Lt. Dave Maybury (left) and Lt. Joe Rist prepare to fly to the *USS Ranger* to join a detachment of 45 Vampires from VX-5 who participated in carrier qualifications last month. Cats and traps were the name of the game as the Vampires conducted operational test and evaluation of the latest strike weapons systems in the shipboard environment. An essential step in the testing process, carrier evolution also allows VX-5 aircrews to hone their carrier landing skills.

Submitted by Ens. Hawkins, VX-5 PAO; Photo by PH2 Auch

Midshipmen pranksters score a first in the 'other' rivalry before big game

Reconnaissance missions, watching for the authorities while negotiating winding, twisting roads, impersonating Army soldiers... It all sounds like part of a spy thriller. Yet, 17 U.S. Naval Academy midshipmen spent a year, starting after last year's Army/Navy football game, planning to capture an Army mule before this year's game. Their meticulous planning paid off when they captured not one, but all four Army mascots, adding insult to the injury of the Navy's 24-3 upset.

This was the first time all of the mules had ever been nabbed.

Divided into two assault teams and one mule-handling team, the midshipmen developed a plan right out of the *Dirty Dozen*. The midshipmen synchronized watch-

es, assigned duties and timed the completion of each task down to the minute.

The only problem occurred when the group exited the Army gates, since by that time, the alert was out. The midshipmen eluded their West Point pursuers and had a police escort to the Army/Navy pep rally two days prior to the game, where the mules were triumphantly paraded.

Aiding the midshipmen in their efforts was Weir "Tennessee" Denton, a 76-year-old Annapolis farmer who joined their mission for very personal reasons -- he had been on watch at the Academy's dairy farm 37 years ago when the Navy goat was stolen.

(Continued on Page 17)

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Promotional opportunities are available

(Continued from Page 18)

computational methods (computer modeling) for explosive interface reliability improvements. **JOB RELEVANT CRITERIA:** Knowledge of explosive components, safety-arming and arming-firing devices; knowledge of affirmative action principles including a willingness to implement EEO practices; knowledge of safety controls necessary for explosive ordnance testing; ability to plan, organize, coordinate, and manage a technical program; ability to influence and motivate others including a willingness to support and implement TQM principles; ability to communicate in writing. Must serve a one-year probationary period if not previously completed. Promotion potential to DP-4, but not guaranteed. **This vacancy announcement closes 26 December 1991.**

No. 32-024, Supervisory Interdisciplinary (General/Mechanical/Aerospace/Chemical Engineer/Physicist) DP-801/830/861/893/1310-3, Code 32741. This position is the Head, Motor Technology Section, in the Solid Propulsion Branch of the Propulsion Systems Division. This Section is responsible for investigating new technologies applicable to the design, function, evaluation, and testing of solid rocket motors, propellants and related components. These technologies will have application in the areas of insensitive munitions, reduced observables, advanced composite materials, service life, and design techniques. Section head will manage the Section and provide technical guidance. **Job Relevant Criteria:** Knowledge of operational safety management principles and procedures; knowledge of solid rocket motor design, internal ballistics, and propellant chemistry; knowledge of system analysis and design, trade-off studies, data assessment and evaluation; ability to manage an organization; ability to communicate in writing; ability to communicate orally; skill in presentation of technical material; knowledge of affirmative action principles including a willingness to implement EEO practices. Must serve a one-year supervisory probationary period if not previously completed. Full performance level is DP-3. **This vacancy announcement closes January 2, 1992.**

No. 32-025, Engineering Technician, DT-802-A, Code 3269. This position is located in the Ordnance Evaluation Branch of the Conventional Weapons Division of the Ordnance Systems Department. The incumbent, through training, will use the following equipment: motion picture, video cameras and video recorders, and still cameras. The incumbent will also train in data acquisition and reporting.

Training in related quality control and specialized equipment will be received. **Job Relevant Criteria:** Ability to communicate in writing; ability to communicate orally; ability to gather, record, and assemble scientific or engineering data; ability to learn the skills necessary to operate motion picture, video cameras and video recorders, and still cameras. Promotion potential to DT-3 but not guaranteed.

No. 35-029, Supervisory Interdisciplinary (Aerospace/Electronic/Electrical/General/Mechanical Engineer/Physicist) DP-861/855/ 801/830/1310-3/4, Code 35B5. This position is the Project Director, Advanced Bomb Project Office, Attack Weapons Department. The Naval Weapons Center has primary government technical responsibility for the development of the Advanced Bomb Family (ABF) weapons system. The system includes a new family of general and special purpose bombs, the Inertially Aided Munitions family of weapons and precision terminal guidance kits. The project office is responsible for developing and reviewing requirements, providing inputs to and reviewing all technical elements of the program, chairing the System Engineering Support Team, and managing a robust in-house risk reduction program. In addition, the project office will be responsible for reviewing and monitoring the Engineering and Manufacturing Development contractor. The project director works very closely with the sponsor on all aspects of the program. The position requires a strong technical and managerial background and close interaction with NAVAIR sponsors, major and small contractors, Navy Field Activities, and NWC team members. **Job Relevant Criteria:** Ability to plan, organize, coordinate, and manage a technical program; Knowledge of guidelines and procedures for engineering development, transition-to-production, and production; Knowledge of affirmative action principles and a willingness to implement EEO practices; Ability to communicate orally; Ability to communicate in writing. A one year supervisory probationary period may be required. Promotion potential to DP-4 but not guaranteed. **This ad will close 26 December 91.**

No. 35-030 Electrical Engineer, DP-850-1, Code 3526. This position is located in the Advanced Systems Development Branch, Weapons Systems Development Division, Attack Weapons Department. Primary duties include engineering capability to participate in formulating attack weapon system concepts, demonstrating the feasibility of critical subsystems, conducting exploratory development, system integration and demonstration and definition efforts. **Job Relevant Criteria:** Knowledge of technical research, development, test and evaluation methods; Ability to communicate in writing, Ability to communicate orally. Promotion potential to DP-3, but not guaranteed.

No. 32-023, Secretary (Typing), DG-0318-2/3, Code 3201. This position is located in the Ordnance Systems Department, Associate Department Head. Incumbent will provide secretarial and administrative support to the Associate Department Head, Head of Staff and Department Staff. Knowledge of NWC operations and regulations is desired. (Continued on Page 20)

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 1/2/3/4/7/8/9; 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.

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Personnel News

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 Blandly. **Announcements close at 4:30 p.m. on Thursday, 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.

Notice Regarding Drug Testing Designated Positions

Any applicant tentatively selected for one of these positions will be required to submit to urinalysis to detect illegal use of drugs prior to a final selection. Final selection is contingent upon a negative drug test result, and thereafter the selectee will be subject to drug testing on a random basis as the incumbent of a Testing Designated Position (TDP). Further, all Department of the Navy employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident. All individuals will have an opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test results will be provided to the selecting official and servicing Civilian Personnel Office before a final selection is made. A verified positive drug test of a current Department of the Navy employee will also be provided to the employing activity/command. (NAVWPNCENINST 12792.2, 14 Dec 90).

No. 00-017, Patent Clerk (Typing), DG-303-1/2, Code 006 - This position is located in the Office of Counsel, Patent Division. The incumbent is responsible for support to the clerical operations established by the Naval Weapons Center Patent Counsel in support of the Navy Patent Program conducted on behalf of the Chief of Naval Research. Incumbent prepares correspondence, reports, and legal documents as required apart from processing invention disclosures. Assists in the maintenance and record keeping of attorney's dockets, files of invention disclosures, and prepares applications, including statutory bar cases. Knowledge of word processing/software (WordPerfect/D.Base) on personal computers relevant but not required. Incumbent deals directly with all levels of Naval Weapons Center and NAVAIR management, inventors, the Office of Naval Research, U.S. Patent and Trademark Office, and government contractors. **Job Relevant Criteria:** Ability to communicate effectively, orally and in writing; ability to deal effectively among technical and functional personnel with poise and tactfulness; skill in grammar, punctuation, and spelling. Previous

applicants need not apply.
No. 03-031, Administrative Officer, DP-341-3/4, Code 03 - This position is located in the Prospective Naval Air Warfare Center Aircraft Weapon Systems Directorate (AWSD) Office and is the Directorate Administrator. The position is responsible for providing all directorate level administrative support for the Director, Associate, and the AWS Chief Engineer, and is the single point of contact for all administrative matters. Responsibilities include developing directorate policy, staffing the resolution of issues between directorate departments and other directorates. Conducting studies and analyses for the purpose of organizational assessment, planning, and management are functions performed in this position. A principle responsibility of this position will be to coordinate administrative management issues and policy development between China Lake and Point Mugu sites. The position will be responsible for instituting administrative process improvements, efficiencies and quality in the AWSD. The function will be performed with matrix support only. **Job Relevant Criteria:** Knowledge of per-

sonnel management in the Federal sector; knowledge of technical program administration; knowledge of Naval Weapons Center, Naval Air Systems Command Headquarters (or other major claimant level) and field activity operations and processes; ability to communicate in writing; ability to communicate orally; ability to execute Affirmative Action and EEO program objectives; knowledge of U.S. Navy Weapons Acquisition Process; knowledge of management and/or budget analysis. This position has DP-4 promotion potential, but not guaranteed. This announcement closes 12/26/91.
No. 24-025, Firefighter, GS-081-6, Code 242 - This announcement corrects the grade previously published on 11-27-91, Ad No. 24-025, from GS-5B to GS-6. This ad will be used to establish the promotion register for Firefighter, GS-081-6, which will remain in effect until March 1992. Duties include driving and operating structural pumps and a variety of crash fire trucks, responding on ambulance calls as either driver or attendant; inspecting Center's buildings and property; and conducting training classes for trainee firefighters. **Job Relevant Crite-**

ria: Knowledge of locations (streets, water distribution, alarm/detection systems, building content and layout etc.); Knowledge of firefighting; Ability to operate firefighting apparatus and equipment, (e.g., structural pumps, crash fire trucks, pumping systems, nozzles, rescue equipment, etc); Ability to direct (proper use of gears, clutch, brakes and demonstrated safe, smooth, effective operations of vehicles); and Ability to carry out assignments with minimal supervision. **SUPPLEMENTAL QUALIFICATION STATEMENT REQUIRED. THIS FORM IS AVAILABLE IN ROOM 100 OF THE HUMAN RESOURCES DEPARTMENT BUILDING. THE PERSON(S) SELECTED FOR THIS POSITION WILL BE SUBJECT TO URINALYSIS TESTING FOR USE OF ILLICIT DRUGS. SEE "NOTICE REGARDING DRUG TESTING DESIGNATED POSITIONS" IN "PROMOTIONAL OPPORTUNITIES" BOX ABOVE.** Previous applicants need not reapply.

No. 24-026 Locksmith, WG-4804-9, Code 24111 - This position is located in the Physical Security Branch, LEPS Division, Safety and Security Department. Incumbent repairs, maintains, installs, and troubleshoots all mechanical locking devices as well as some electrical locking devices. **Job relevant criteria:** Ability to use and maintain tools and equipment; Ability to read, interpret, and apply written instructions and specifications; knowledge of equipment assembly, installation, and repair; Knowledge of technical practices. Supplemental is required and may be obtained in Room 100 of the Human Resources Department, 505 Blandly. Position is at the full performance level.

No. 28-063 Budget Analyst, DA-560-2/3 (Multiple Vacancies), Code 2837 - This position is located in the Corporate Budget Branch, Budget & Resource Analysis Division, Office of the Comptroller. The incumbent is involved in preparing budgets and plans; preparing, monitoring, and evaluating financial reports, accounting and budget documents and reports; providing ongoing day-to-day advice and recommending financial solutions to managers with problems in the budget area. Responsible for responding directly to requests for information regarding the NAVWPNCEN A-11 and operating budgets from local management and off-Center financial management personnel. **Job Relevant Criteria:** Ability to gather and analyze raw financial data; ability to prepare clear and concise written reports and correspondence; ability to communicate orally; ability to deal tactfully and effectively with all levels of personnel and management; ability to function effectively as a team member. Promotion potential to DP-3.

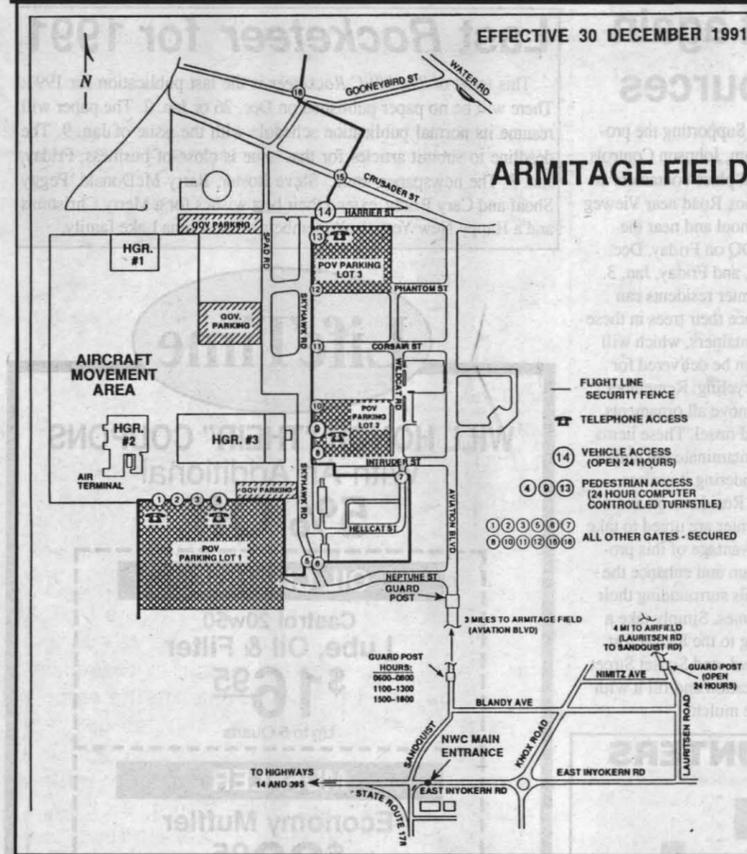
No. 28-065, Accounting Technician, DG-0525-1/2/3, (Multiple Vacancies) Code 2863 - This position is located in the Billing & Inventory Branch, Accounting Division, Office of the Comptroller. The incumbent will serve as an accounting technician in the control and maintenance of financial records and applicable subsidiary ledger accounts. Duties include the review of computer generated reports, auditing reports for accuracy and completeness and making the necessary corrections; posting and reconciling financial data to subsidiary ledgers; validating historical costs and transactions; and researching aged financial information to clear accounts. Incumbent has extensive

contact with NWC project and budget personnel. **Job relevant criteria:** Knowledge of NWC accounting system; knowledge of NAVCOMPT regulations and basic accounting principles; ability to work accurately with figures; ability to meet financial work deadlines; ability to deal effectively with people. Promotion potential to DG-3. **Previous applicants need not apply.**

No. 28-066, Accounting Technician, DG-0525-1/2/3, Code 2862 - This position is located in the Procurement Accounting Branch, Accounting Division, Office of the Comptroller. Incumbent serves as an accounting technician in the control and maintenance of procurement accounting records and subsidiary ledgers. Duties include the processing of various types of accounting records, recording and tracking commitments, obligations and accruals in the financial system; reviewing incoming contracts and amendments for accuracy and completeness; and researching and validating accounting transactions and auditing computer reports for accuracy. Incumbent has extensive contact NWC project, budget, and supply personnel and provides information on various vendor inquiries. **Job relevant criteria:** Knowledge of accounting policies and procedures; ability to research, comprehend and apply complex regulatory information; ability to communicate effectively both orally and in writing. Promotion potential to DG-3. **Previous applicants need not apply.**

No. 31-034, Clerk, DG-303-2/3, Code 31804 - This position is Custody Control Point, CCP, for the Survivability and Lethality Division, Code 318. The incumbent establishes and maintains procedures and records for secure receipt, handling, accounting, transmittal, and destruction of materials classified at the secret level and below. Responsible for maintaining current procedures documentation and training CCP alternates. **Job Relevant Criteria:** Knowledge of security policies and procedures; knowledge of inventory control procedures; ability to deal effectively with people; ability to interpret and apply rules, regulations, policies, procedures and instructions. The selectee must be able to obtain and maintain a Top Secret clearance. See "Notice Regarding Drug Testing Designated Positions" in "Promotional Opportunities" box above. The full performance level for this position is DG-3.

No. 32-022, Supervisory Interdisciplinary (General/Mechanical/Electronics Engineer) DP-801/830/855 -3/4, Code 3295 - This position is Head, Explosives Components Technology Branch, Fuze Safe-Arm Division, Ordnance Systems Department. The functions of this branch include the design and test of highly reliable explosive trains and components used in fuze safety-arming (S-A) and arming-firing (A-F) devices, the development of technology and designs to improve the insensitive munitions capability of those devices, and the application of high voltage and optical systems to explosive initiation. These efforts involve the development and testing of fuze components using detonators, explosive leads, squibs, primers, explosive boosters, and other devices using primary and secondary explosives. The branch is also responsible for conducting explosive interface tests associated with S-A and A-F devices. The branch is involved with design technology for improved understanding of explosive material behavior at high strain rates, detonation physics and



ARMITAGE FIELD FLIGHT LINE SECURITY

Recent security improvements at Armitage Field established a flight line security zone for protection of aviation assets required by Navy security directive.

LOCATION
Illustrated in the attached map, the fence provides a physical barrier between the aircraft movement area (hangars, aircraft parking, aircraft support services) and the general business area. Vehicle and pedestrian gates are strategically located to provide access for personnel conducting official business within the flight line area.

ACCESS
All personnel entering the flight line area must have an "F" on their employee/contractor badges or a department issued special-area-access pass and a need to conduct official business in the flight line area. Only government vehicles and those vehicles on the approved access list are allowed inside the flight line area. Privately owned vehicles, including bicycles, are not authorized inside the fence except for those mobility handicapped personnel. It is recommended that you park in the parking lot nearest your destination. The attached map indicates the vehicle and pedestrian gates that are operable 24 hours per day. The pedestrian turnstiles electronically read security badges and permit entry to authorized personnel. Use of a department issued special-area-access pass will require that both the individual's NWC badge and the special-area-access pass be electronically read by the card reader.

FLIGHT LINE AREA DRIVING
Only licensed drivers and vehicles, both of which must be approved by the Air Traffic Control Branch, Code 6112, may operate within the aircraft movement area. Vehicles authorized within the flight line fence but not operating in the aircraft movement area do not require a flight line licensed driver. Personnel not possessing a flight line driver's license or approved vehicle but requiring transportation within the aircraft movement area can call the points of contact listed below.

AIR TERMINAL PASSENGERS
Air terminal passengers who are authorized access to the flight line may enter through gate #4 (turnstile). Those without authorized access to the flight line or with luggage too large to pass through gate #4 must first call the air terminal for escorted transportation. They will then be met at gate #1 and escorted to the air terminal. NWC employees sponsoring visitors who will be arriving via aircraft at Armitage Field air terminal should make arrangements to meet their visitors or have appropriately coded visitor badges provided to the air terminal supervisor prior to the visitors' arrival. Sponsors for visitors will be contacted upon visitor arrival if prior arrangements were not completed.

POINTS-OF-CONTACT
Key points of contact for personnel and their telephone numbers are:
Personnel Access - NWC Sponsor or Dept. Office
Vehicle Access
- Air Traffic Control Branch..... 939-5550
Ground Transportation (aircraft movement area only)
- Air Terminal..... 939-5301/5308
- Air Terminal Passengers Taxi Service..... 939-5301/5308
NWC Protocol Office..... 939-1365

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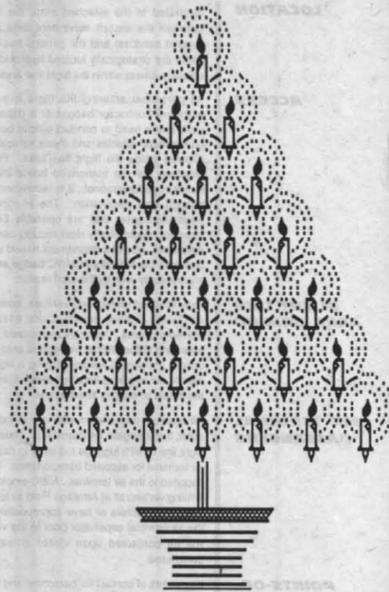
Fedcom Industries Apple DS/VAR

(Continued on Page 19)

Christmas tree recycling effort again draws support from several sources

For the second year, the Naval Weapons Center, Johnson Controls and the City of Ridgecrest are coordinating efforts to recycle Christmas trees. From 10 a.m. to 4 p.m. on Dec. 28-29 and Jan. 4-5, members of the City of Ridgecrest, Environmental Coalition, Oasis Garden Club, City of Tehachapi, Boy Scouts of America and Girl Scouts of America will gather at the vacant lot on the southeast corner of Ridgecrest Blvd. and Sunset Street to grind the trees into mulch.

The recycling program will conserve valuable land fill space and create amendment to enhance local soils.



Supporting the program, Johnson Controls will place containers at Knox Road near Vieweg School and near the BOQ on Friday, Dec. 27, and Friday, Jan. 3. Center residents can place their trees in these containers, which will then be delivered for recycling. Remember, remove all ornaments and tinsel. These items contaminate the mulch, rendering it useless.

Residents on and off Center are urged to take advantage of this program and enhance the soils surrounding their homes. Simply take a bag to the Ridgecrest Blvd. and Sunset Street location and fill it with the mulch.

Safety tips for trees

The most important safety factor of a natural tree is its freshness. The higher the moisture content of the tree, the less likely it is to dry out and become a serious fire hazard. These tips will help you get the freshest and the safest tree possible.

- Select a tree with needles that do not pull easily from its branches or break when gently bent.

- Consider professional spraying with a SFM approved chemical flame retardant.

- Clean the tree stand with a mixture of one cup of water and a capful of bleach.

- Re-cut the trunk diagonally one or two inches above the old cut and immediately place in water.

- Keep the water level in the tree stand above the cut line.

- Consider using a commercial floral preservative in the water.

- Place the tree away from heat sources, being careful not to block exits.

- Turn down room heat when leaving the house or retiring for the night.

- Check tree lights carefully for damage.

- Do not leave lights on for long periods of time.

- Remove the tree as soon as possible after the holidays.

- Never burn a tree in a fireplace or wood stove.

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Last Rocketeer for 1991

This issue of *The NWC Rocketeer* is the last publication for 1991. There will be no paper published on Dec. 26 or Jan. 2. The paper will resume its normal publication schedule with the issue of Jan. 9. The deadline to submit articles for that issue is close-of-business, Friday, Jan. 3. The newspaper staff, Steve Boster, Barry McDonald, Peggy Shoaf and Cary Brady, extend their best wishes for a Merry Christmas and a Happy New Year to all members of the China Lake family.

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December 27 is last day to enter DFG's photography competition

December 27 is the deadline for submitting entries into the Department of Fish and Game's *Outdoor California* photography contest.

Professional and amateur shutterbugs have until the last Friday in December to submit photographs for consideration in the magazine's contest. Entries must be received no later than noon at the Department of Fish and Game, 1416 Ninth Street, Room 1206-20, Sacramento, CA 95814 on Dec. 27. Rules and entry forms are available from the preceding address or by calling (916) 653-6420.

Either black-and-white prints or color slides depicting California's unique marine and interior landscapes, wild fauna and floral should be submit-

ted. Categories for plants, invertebrates, reptiles and amphibians, natural environment, mammals and fish provide for a wide latitude of photographic possibilities. A special "wildlife-in-action" category exists for those exciting snapshots depicting rhythm and motion in the natural world.

Judging is done by a panel of expert wildlife photographers and DFG staff. Winners for each category, in black-and-white and color, will have their winning photos displayed in a special *Outdoor California* issue. The contest's top winning photo is exhibited in the State Capitol as the "Photograph of the Year" with a plaque identifying the photographer.

Gun club plans beginner's rifle class

On Jan. 26, the Sierra Desert Gun Club will hold a beginners' rifle class. The class meets from 1 to 4:30 p.m. for nine (9) consecutive Sunday afternoons. School attendance is open to all residents of the Indian Wells Valley and adjoining areas who are at least 12 years old. Due to facilities and staffing restrictions, the class is limited to 29 students.



The course, structured for beginners, is an excellent opportunity for those who would like enough training to get started shooting. It is also a good way for people who are not interested in becoming a competitive shooter to learn the basics of firearms safety, gun handling and rifle mark-

manship. For further information, call Cecil Daley, 375-3989.

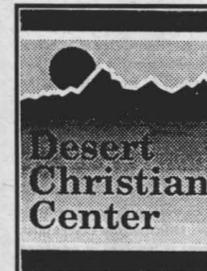
Midshipmen nab mascots

(Continued from Page 6)

Denton, who keeps three mules at his farm, taught Midshipman 1st Class David Anderson to handle mules. He also drove to West Point with his four-horse trailer and brought the four mules back to Annapolis.

In return, Navy Academy Superintendent Radm. Thomas Lynch invited Weir to sit with him on the 50-yard line during the Navy victory.

The midshipmen received a heroes welcome, with Commandant of Midshipmen Michael D. Haskins praising the group's efforts and inducting all the midshipmen into "The Order of the Mule."



Meeting at the
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Just for Christmas!

1992 fishing licenses now on sale

Just in time for the holiday season, sporting goods outlets, bait and tackle shops and department stores now have 1992 California sport fishing licenses.

Including sales agents' handling fees, the public may purchase California fishing licenses and stamps for:

- Sport fishing license -- \$23.65,
- Nonresident sport fishing license -- \$63.55,
- Resident sport fishing license, ocean only \$13.90,
- One-day sport fishing license -- \$8.40,
- Resident fishing upgrade -- \$9.75,
- Pacific Ocean, one-day -- \$5.25,
- Striped bass stamp -- \$3.70,
- Sport marine resources protection stamp -- \$3.15,
- Colorado River use stamp -- \$3, and
- Ocean enhancement stamp -- \$1.05.



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Wellness Corner

(Editor's note: This is the second of a two part series on The Twelve Pitfalls of Christmas.)

Christmas can be one of the happiest times of the year. The rituals that make up each family's traditional holiday celebration can serve as a comforting link to our past. Unfortunately, we are sometimes distracted from this holiday spirit by these very traditions and strong feelings of obligation. The result is that people often experience the holiday blues.

The following is a list of six pitfalls that can precipitate the "holiday blues," and some general suggestions about how to avoid emotional problems during this time of the year. The first six pitfalls were published in last week's *Rocketeer*.

7. Overeating

Christmas is a time of tradition, and the traditional foods of the season are overwhelmingly high-calorie sweets. To stay in control of your eating during the holidays, set realistic expectations -- don't plan on losing weight or going without your favorite Christmas treats. Instead, plan on having small portions of your favorites and give your full attention to eating them so you get as much satisfaction as you can. If you overeat, practice forgiveness, because disappointment over eating often leads to a person giving up all self-control, resulting in an eating binge.

8. Drinking too much

The best way to handle the

Rocketeer was in error last issue on NAF security change

In the Dec. 12 edition of *The Rocketeer*, Dec. 19 was incorrectly identified as the implementation date for controlled access to the Armitage Field flight line area. The correct date for implementation is Monday, Dec. 30. As of Dec. 19, the old Naval Weapons Center badges (without the black strip at the bottom) will not be recognized for access.

NWC HOTLINE
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Call: NWC ext. 3636 (24 hours)
or call the Inspector General at:
(800) 522-3451 (toll free)
288-6743 (Autovon)
(202) 443-6743 (commercial)

question of how much to drink at the various holiday festivities you'll be attending is to avoid pressures. A good host will not pressure his or her guests into drinking. Likewise, problems can be avoided if guests don't drink more than they really want, even when urged on by well-meaning friends. Statistics show that over half of all traffic accidents during the Thanksgiving, Christmas and New Year's weekends involve drivers who have been drinking. Remember not to drink on an empty stomach, and always serve food if you'll be serving alcohol. You also have the right not to drink at all, if that's what you choose.

9. Holiday obligations

Many people avoid or don't enjoy annual holiday projects like making the Christmas card list, making a gift list or planning a get-together for friends and relatives. These tasks can be looked upon as obligations. And this sense of obligation can rob the gift, card or visit of the holiday spirit it is supposed to convey. Give yourself permission to share your holidays with the friends and family members you really wish to see. During the rest of the year, we understand our limitations much better than we do at Christmas. We can allow ourselves to believe that the "magic" of the holidays will change our less-than-perfect relationships with certain people. But it is reasonable to admit that is most often not the case.

10. Excessive sympathy for the less fortunate

Because Christmas is meant to be a time of great happiness, misfortune and tragedy seem to be especially poignant during the holidays. There are even times when it seems that individuals, businesses and organizations take advantage of us, which puts us in a position of feeling both touched and manipulated. You must make a decision concerning your ability to contribute to humanitarian causes and recognize that there will be limitations in your ability to respond to every request for relief that comes your way.

11. Division of labor problems

In many families in recent years, more and more men are expected and are even volunteering to help out with household chores. However, at holiday time the division of labor seems to be women doing the cooking and cleaning while the men watch football on TV. This is, in part, due to Christmas being a time of great tradition, and tradition has women in the kitchen. To prevent the development of resentment, it is important that family members agree upon an equitable division of labor for the holidays with chores being spaced throughout the season so that no one will be subject to excessive fatigue. This division of labor, agreed upon and upheld by all parties involved, can greatly reduce resentment.

12. Year-end rules

Christmas is followed closely

by New Year's, a period of summing up of the year's events and an evaluation of its accomplishments. Feelings of disappointment or a sense of advancing age may result in feelings of unhappiness which bear some resemblance to "clinical depression." One of the ways that we can deal with this problem is to set new goals for the coming year. If the goals are reasonable, this can be a very helpful and healthy approach. Unfortunately, we often set very unrealistic goals which guarantee us feeling the

year-end blues again the next year. Reasonable goals would be goals which are challenging but attainable.

Reprinted from Insight, a special Holiday issue from Kern View Hospital, Inc., Bakersfield, Calif.

Betty Miller and Pat Oliver of the Wellness Program Office wish everyone a healthy and happy holiday season. **Merry Christmas and Happy New Year!**

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CAAC:

Don't let your friends drive drunk this holiday

During the holiday season, it is customary for us to contemplate the things we usually take for granted. We congregate with friends, sometimes travel great (or not so great) distances to be with family and other relation. With these gatherings, naturally come parties, and with these parties, naturally comes alcohol. The Naval Weapons Center's Counseling and Assistance Center personnel urge China Lakers act responsibly this year.

Most drink responsibly -- but some do not. It is each individual's responsibility to control their alcohol intake, but there are some actions a party host can take to provide some alternatives to those who may not exercise care or sound judgment regarding their use of alcohol:

- Have non-alcoholic beverages available for guests.
 - Don't force your guests to drink. Some of them may be perfectly happy to "nurse" the same drink through most of the party.
 - Have a shot glass or jigger available to avoid guests drinking too much, too soon. Better yet, consider hiring a bartender.
 - Provide and encourage guests to eat food in between drinks. High protein foods such as meats and cheeses assimilate at a slower rate and stay in the stomach longer. Or, perhaps serve a late supper an hour or so before the party ends.
 - Be a responsible host; keep an eye on your guests - and yourself, too.
- Should a guest become too intoxicated:
•Take the car keys, call a cab or let them sleep it off somewhere.

Who will bank this check?

In the year 2006, a single year of college education could cost as much as \$37,000. Will your checkbook be able to stand such a burden? Start your child's education fund now through the U.S. Savings Bond payroll savings plan.



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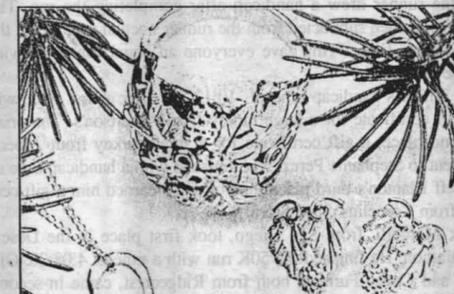
Gulf war takes new toll

Defense personnel who served in the Persian Gulf region since Aug. 1, 1990, will not be allowed to donate blood because they may carry an infectious parasite.

Sand flies carry the disease, called leishmaniasis. Dr. Enrique Mendez, assistant secretary of defense for health affairs, issued the advisory following the discovery of 22 confirmed cases of leishmaniasis among Army gulf returnees.

The ban on blood donations covers DoD military and civilian personnel who served in Saudi Arabia, Kuwait, Iraq, Bahrain, Qatar, the United Arab Emirates, Oman and Yemen.

Mendez's halt on returnees' blood donations is temporary, but open-ended, DoD spokesmen said. Among other agencies cooperating in the effort are the Food and Drug Administration, Centers for Disease Control, American Red Cross, American Association of Blood Banks and Council of Community Blood Centers.



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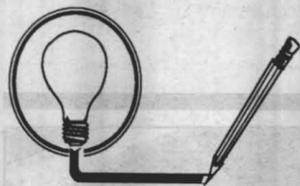
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IDEAS

The Key to Continuous Improvement

Here are some tips for originators of IDEAS. Besides your name, code and phone number, there are three things we need to process your IDEA -- 1) what the issue is; 2) what should be done to improve things; and 3) what benefits will the IDEA generate.

Give enough details so the reviewer can understand what the issue is and what you want to do -- but don't get so bogged down in writing details that you forget to send your IDEA to us. Writing your IDEA should be easy; don't let the writing process over-

whelm you. If you get stuck, give us a call and we'll help you get the facts we need down on paper.

Try to make sure you've got your facts straight. Check them out if you can and let us know who you talked to. If you have tried, and the facts, rules or regulations elude you, go ahead and submit your IDEA. We'll try to find someone to check out the issue. Just remember, the better the initial data, the faster the action will be on your IDEA.

If the issue raised is one best

addressed by your own department, then bounce it off them first. If an answer can't be found or things get bogged down, then send it to us.

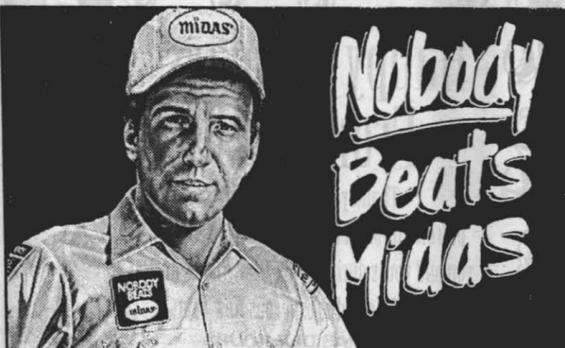
Remember, you can use the IDEAS form out of the NWC phone book or you can write it on a plain piece of paper. If you have access to a computer, send your IDEA to SCF::IDEAS or on QuickMail at IDEAS.

If you have questions or need information about the IDEAS process, we'd be glad to talk with you. You can reach Bruce MacIntosh or Melanie Truesdale in the IDEAS office at X2311, or E-mail - SCF::IDEAS, or Quick-Mail - "IDEAS"

In the last week these new Ideas were submitted: IDEAS No. 276, Bicycle Safety (proposes the Center take a more aggressive position on bicycle safety training and enforcement of rules), RM1 Charles Abbott,

Code 87; No. 277, Government Vehicles for PMTC/NWC Travelers (suggests government vehicles be provided for travelers to PMTC and NWC in place of the rental cars currently used), Betsy Chartier, Code 3627; No. 278, Rumor Repair (suggests there should be a point of contact established to act as rumor con-

trol in today's changing times), Debra Kuehn, Code 006P; and No. 279, Timecard Drop Box (suggests the timecard drop box located in the hall of the Administration Building needs to be made accessible for deposit of timecards on more days of the week), Donnie Woods, Code 051.



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NAVAIR offers executive development tool

Providing ambitious, talented employees a systematic and coherent framework in which to clarify their career goals, develop managerial potential and enhance technical expertise is the goal of the Naval Air Systems Command's newest activity -- the Senior Executive Management Development Program (SEM DP).

Briefing on new program are set in Michelson Lab on Jan. 8, 14.

According to Roger Peck, an employee development specialist with the Naval Weapons Center's Human Resources Department, participation in SEM DP is not a prerequisite for career advancement, but participants are provided significant opportunities to develop and demonstrate their qualifications for senior level and executive positions.

General briefings covering details of this program will be conducted in Michelson Laboratory's Conference Room 1000D on Wednesday, Jan. 8, at 10 a.m. and on Tuesday, Jan. 14, at 1 p.m.

The program aims at for career employees at DP-3 or DP-4 and equivalent wage grades. Only 20 candidates will be selected for the program this year.

Recognizing the diversity of career paths and individual needs, the program offers two structured

tracks, one oriented to technical management (TM), emphasizing advanced professional development; while the other is oriented to acquisition management, leading to certification as a civilian material professional (CMP).

The TM track is for participants whose career objectives focus on positions requiring specialized training, education and experience in a technical discipline, such as engineering, computer science, budget analysis and accounting, contracts and procurement, cost analysis, personnel, logistics or industrial engineering. In addition to core SEM DP requirements, TM individual development plans incorporate a minimum of 240 hours advanced technical training as specified by the participant's mentor. Specific training requirements may also be required.

The CMP individual development plans include all advanced acquisition management training and experience requirements as outlined in NAVAIRINST 12400.1, plus core SEM DP requirements.

While the program length depends upon participants' developmental requirements, Peck noted it will not exceed five years. Participants at DP-3 level or equivalent will typically require longer to accomplish objectives than those entering as DP-4s.

The development portion of the SEM DP falls into three categories -- formal training and education, professional development and developmental assignments.

Formal training includes seminars, workshops and university-sponsored courses designed to develop managerial or technical knowledge and skills within relatively structured settings. Five core courses, sponsored by the Naval Aviation Executive Institute, are required. Courses include Executive Leadership and Career Development, Contemporary Management Issues and Practices, The Politics of National Security, Washington Arena Seminar and Capitol Hill Workshop. Additional formal training includes 80 hours of basic supervisory training and local Total Quality Management training.

Professional development includes on-going activities to update and enhance professional competencies such as attendance at professional conferences, meetings and lectures, etc. Requirements include attendance of at least two headquarters or field activity lectures/presentations (which raise awareness of management concerns or issues) a year while in the program; at least one visit to NAVAIR headquarters, a depot, a RDT&E activity and private industry; participation in a minimum of one Process Action Team (PAT),

Quality Management Board (QMB), or other TQL or NAVAIR "corporate" project. To ensure participants practice what they learn about TQL, each must provide a brief written report on how they have implemented TQL principles.

Developmental assignments provide an opportunity for building knowledge of the organization and providing "hands-on" experience in numerous managerial competencies, noted Peck.

Each participant selects a mentor from NAVAIR or other agency.

They promote the development of a "corporate" outlook while simultaneously opening new lines of communication. Assignments may be structured in a variety of ways -- from short term shadow assignments to 3-12 month details. Exchanges with counterparts in program offices, functional groups or field activities are encouraged.

Each SEM DP participant selects a mentor from within NAVAIR, other commands and government agencies or private industry who has the technical and institutional knowledge, personal interest and capacity to aid the participant with his/her development. The mentor coaches and assists participants in achieving

their developmental objectives and facilitates development of an effective and realistic individual development plan and advises the participant's evaluation board on progress.

Selection, development and appraisal criteria are based on eight factors -- managing external relations, representing and coordinating, planning and leading, managing material and financial resources, developing and utilizing human resources, monitoring and reviewing results, maintaining technical expertise and promoting technical excellence.

Application packages and additional program information are available from department offices. The completed application package should consist of NAVAIR Form 12412/1, the SEM DP application form, and the applicant's performance appraisals from the previous three years. Completed packages should be submitted, via department channels to Code 224 no later than Feb. 7.

The SEM DP advisory board rates and ranks each applicant's managerial experience, technical proficiency, professional performance and good clarity as provided in the application form. A rank ordered list will be forwarded to the technical director for approval. Applicants will be notified as to their status no later than April 15.

'Blue Sheet' moves into Rocketeer starting Jan. 9

Starting with the Jan. 9 issue, the *NWC Announcements* (Blue Sheet) will cease as a separate publication and become a special section of the *NWC Rocketeer*. Deadlines and procedures for submitting items will not change.

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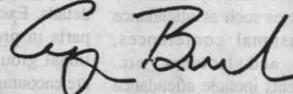
**The White House
Washington, D.C.**

On behalf of all Americans, I extend season's greetings and the heartfelt thanks of a Nation to the dedicated members of the United States Armed Forces at home and abroad. You and your families have our best wishes for a happy holiday season and for a bright and prosperous new year.

As we celebrate Christmas and Hanukkah and reflect on the dramatic events of 1991, we Americans share a sense of gratitude and joy. Each of you—wherever your post of duty, whether you served at sea, in Europe, Asia, Latin America or at bases in the United States; or in the sands of Saudi Arabia and in the liberation of Kuwait—can take pride in the accomplishments of our armed forces in the past year. Today, America is proud, free and at peace — to a great extent because of you. Yet we know that our freedom and security have been preserved by the sacrifices of our men and women in uniform. Those of you who must spend this special time of the year away from home and family feel keenly the sacrifices that are demanded in the line of duty. Rest assured that you are close in the hearts of all Americans.

Each of you—no matter where you are, no matter what your job plays a vital role in defending our way of life. Your patriotism and professionalism are a source of pride and strength for our country, and your fellow Americans will continue to keep you in our thoughts and prayers.

God bless and, and God bless the United States of America



Warm November fades into winter's chills at NWC

High pressure dominated the weather during November, according to the Naval Weapons Center's Range Meteorology Office. The high pressure system brought in warmer afternoon temperatures and below normal precipitation for the month.

Afternoon temperature readings averaged 3.8 degrees Fahrenheit warmer than normal, with morning readings only one tenth of a degree warmer than normal. The mean monthly temperature was 1.9 degrees warmer than normal.

On 13 days of the month, early morning readings dropped to 32 degrees Fahrenheit or less.

According to the report's outlook for January, valley residents can expect at least three days of

unsettled weather because of strong winds or precipitation during the month. January is the coldest month of the year, with freezing temperatures occurring on an average of 23 days.

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Skipper's Holiday Message

With the holiday season upon us, it is time to pause and reflect on the good fortune that has been ours in this nation and at the Naval Weapons Center in the past year.

We are a nation at peace again. This peace is due, in part, to the dedication to excellence shown by the men and women, military and civilian members of the NWC team. The phrase "peace on earth and good will toward men" has probably never been more universally accepted in the past 50 years than in 1991.

This is an appropriate time to commend the military-civilian team at NWC for the successes of the past year. You can be proud of the contributions you made to Desert Shield and Desert Storm. Without the work of this Center, those successes in the Persian Gulf would have been more difficult.

The times ahead will be difficult and changes will be numerous. But the optimism, can-do attitude and willingness to see the task to completion that continue to be the hallmark of NWC will stand us in good stead as the country and the Navy adjust to a new world.

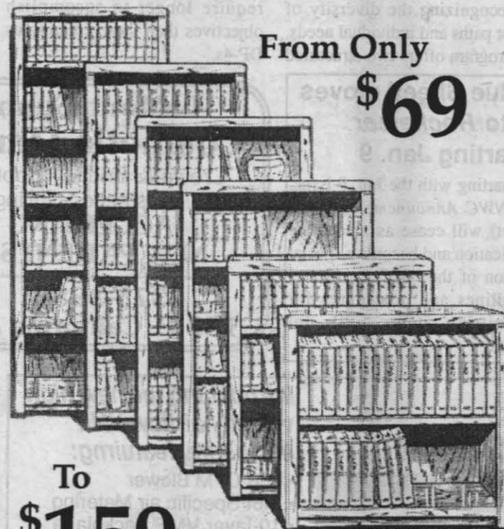
Bill Porter and I extend to all members of the China Lake family our hearty and sincere wishes for a Merry Christmas and a Happy New Year.



CAPT Douglas W. Cook

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Seafarer Club-Closed
The O' Club Barefoot Bar will be open for New Year's Eve from 6 p.m. to 2 a.m.
Please Note: Limited hours may apply prior to legal holidays of MWR facilities, depending on usage. Please inquire with the respective facility.



SECOND CAR WASH OFFICIALLY OPENS -- John Piroaska, manager of the NWC Auto Hobby Shop, and Capt. Douglas W. Cook, NWC Commander, cut the ribbon opening the Center's newest car wash, located next to the Auto Hobby Shop. Watching the event are (l to r) an unidentified customer, Tom Blackmore, head of MWR, Daniel Cleary and Sammy Williams. The manual car wash is operated by four quarters for private vehicles, or a token for government vehicles that are hard to clean or too big for the automated car wash located off Inyokern Road by the Transportation Department. While the automated car wash is open only from dawn to dusk during the winter months, the manual one is open 24 hours a day. Piroaska urges everyone to take pride in their vehicles -- whether government or private -- by keeping them clean. Photo by PH3 Cary Brady

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