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LiteLife is a surgical procedure that enables the seriously overweight to lose unwanted and unhealthy pounds and regain their emotional and physical health permanently.

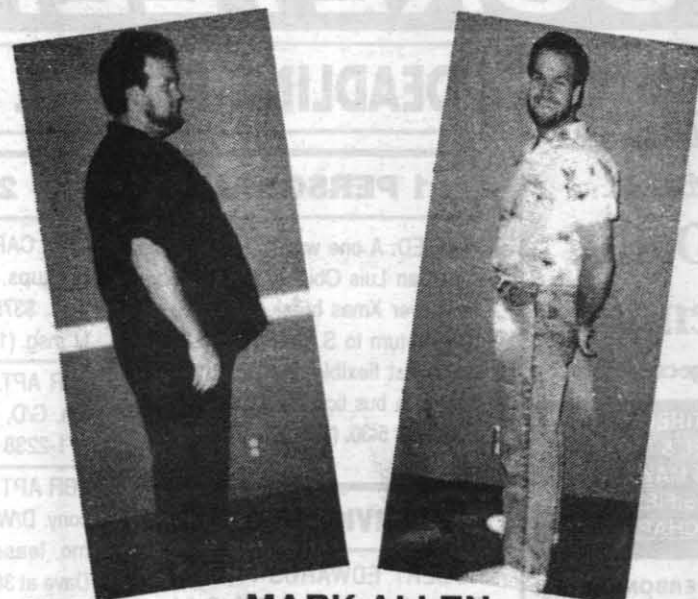


414 lbs. **BARBARA DEGROOT** 207 lbs.

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or Linda at 375-1949



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Whittier Hospital Medical Center - 15151 Janine Dr., Whittier, CA 90605

THE ROCKETEER

THURSDAY, DECEMBER 10, 1992

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 48, No. 49

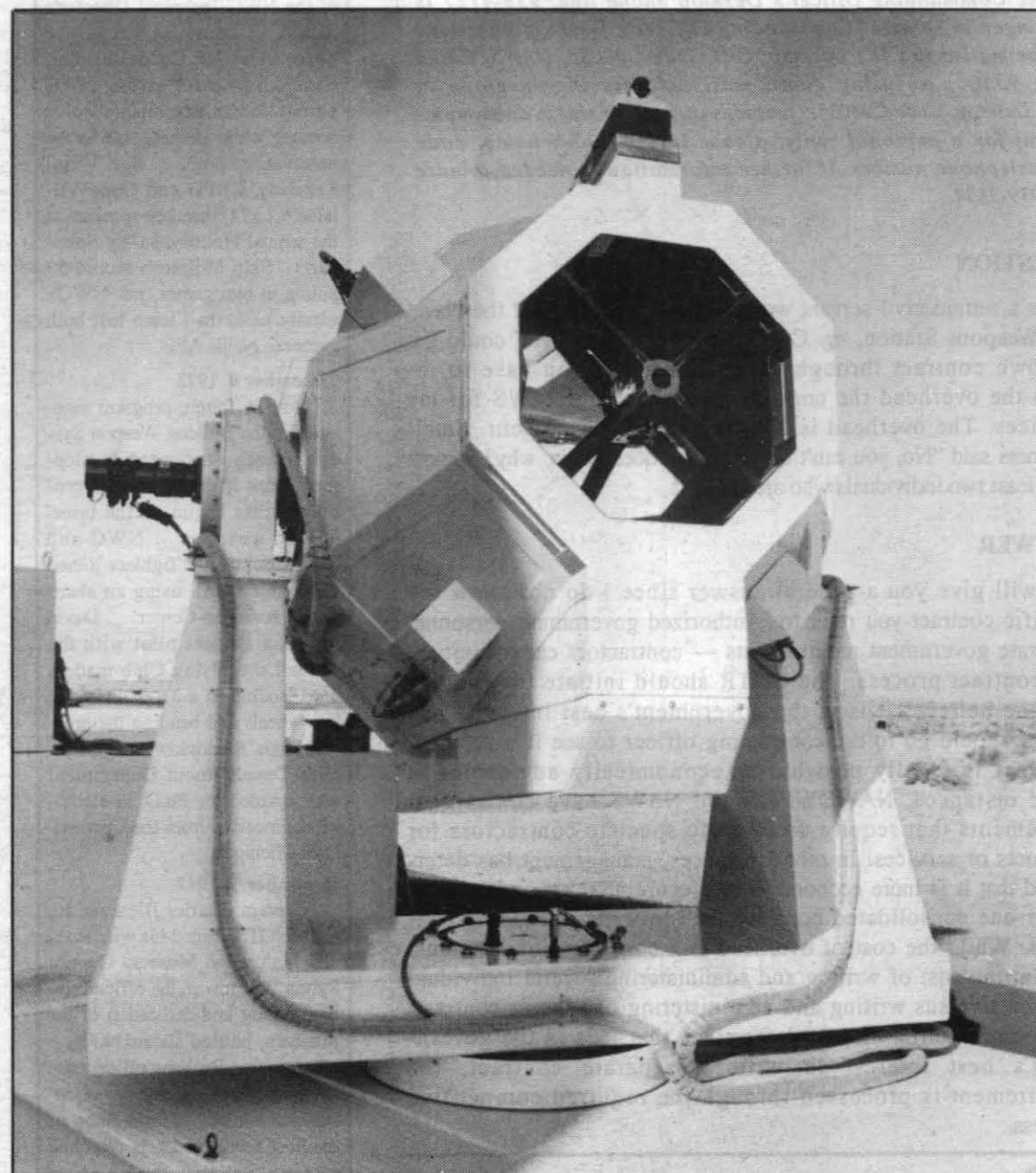


Photo by Terry Pascarella

ROBS—SDI-spawned laser radar developed at NAWCWPNS underwent testing during November.

Rapid Optical Beam Scanning laser radar demonstrated at Lake

By Barry McDonald
Editor

Imagine a radar capable of tracking 50 targets per second over a 30-degree field of regard. Such a feat recently transitioned from the realm of imagination to reality. And it's all done with mirrors and...and laser beams.

RAAdm. William E. Newman, Bill Porter and Gerald Wroat recently found this out when they glimpsed the inner workings of the Rapid Optical Beam Scanning (ROBS) system. The Naval Air Warfare Center Weapons Division Commander and the deputy commanders for R&D and T&E were given an on-site, hands-on brief by Dr. Lew DeSandre, China Lake's ROBS Program Manager the day before Thanksgiving.

DeSandre, of the Lasers and Optics Branch of the Research Department, has been supported in the effort by other branch members and by the Laser System Branch of the Aircraft Weapons Integration Branch.

The system is a mobile half-meter aperture laser radar designed for precision active tracking. The ROBS system was built by ThermoTrex Corporation of San Diego with Strategic Defense Initiative (SDI) funding from the U.S. Army Space and Strategic Defense Command. The system will be capable of evaluating precision angle, range and velocity at the 50-targets-per-second rate. It was originally intended to be used in space for mid-course discrimination and interrogation of strategic targets in a multiple-warhead strike.

DeSandre said other applications include Theatre Missile Defense threat discrimination, airborne targeting and ship-based threat tracking.

Rapid retargeting of the laser beam is accomplished by moving the secondary mirror, positioned on the end of a hollow tube, by means of Kevlar cables. The secondary optic, which was fabricated to high precision at the diamond turning facility of the Research

Please see **ROBS**, Page 5

Ribbon cutting ceremony opens Weapons Coordinating Center

By Steve Boster
Managing Editor

Members of the Naval Air Weapons Station China Lake Weapons Department team are beaming about their newest facility, the Weapons Coordinating Center, opened last month. Cdr. Warren Seal, department head, notes the new building not only brings the Magazine Operations and the Ordnance Administration division's into the same facility, it allows greatly improved customer service.

Following the ceremonial ribbon cutting, Dave Ben-

son, head of the Magazine Operations Division, noted the new building, combined with introduction of the Fleet Optical Scanning Ammunition Management System (FOSAMS) is bringing vast improvement to service provided to customers.

Diane Wadelin heads the Ordnance Administration Division. She noted the new building and FOSAMS had been more than a year in planning. "This improves our ability to meet external requirements for tracking ordnance," she added.

Commander Seal said the two improvements have "generated a new phase in ammo handling capability at

China Lake." The new building gives employees vastly improved working conditions and makes communications between divisions easier. But, FOSAMS is the real key to long-term accountability improvement.

Thanks to the optical character recognition technology installed in FOSAMS, much of the chance for human error in the tracking and accountability process has been removed. Not only does the system allow Weapons Department employees to know the status of all ordnance aboard China Lake, it automatically prepares required reports and messages. This makes the reports more

Please see **FOSAMS** Page 9

China Lake's recycling program takes hold

REPLAY's curbside pick-up has begun in housing area

10

New Voice Mail system starts soon

More bells and whistles, new access number in upgraded Meridian Mail

12

C25 names Secretary of the Quarter

High efficiency and knowledge of the Lake earn award for Shirley Tate

13

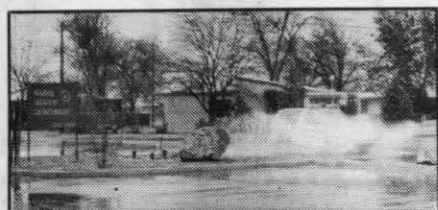


Toys for Tots

Marine Aviation Detachment gathering gifts for children of needy families

4

Weather



	Max.	Min.	Gusts	Humidity
Wed	70	25	18	35-11%
Thurs	64	30	7	56-29%
Fri	53	32	7	—
Sat	57	30	6	—
Sun	48	27	5	—
Mon	47	42	7	91-87%
Tues	62	33	6	98-45%

CORRECTION:

Last week's Weather Report was for the week of Nov. 25-Dec. 1, not Nov. 18-23 as printed. Also, the minimum temperature on Sunday, Nov. 29 was 34°, not 4°.

China Lake Calendar

Friday, Dec. 11

• SIGAda meeting, 11:30 a.m., Training Center

Saturday, Dec. 12

• MWR Children's Christmas Party, 5:30 p.m. for 6 years and under, 6:30 for children of all ages, Youth Center

Tuesday, Dec. 15

• Community CPR class, call Safety at 939-0729 for info
• Kids Night, 7 to 9 p.m., Navy Exchange
• Holiday Magic Show, 7 p.m., Station Theatre

Thursday, Dec. 17

• Final 1992 edition of *The Rocketeer*

Saturday, Dec. 19

• Breakfast with Santa, 9 a.m.-noon, Seafarer Club

THE ROCKETEER

NAVAL AIR WARFARE CENTER WEAPONS DIVISION COMMANDER

RAAdm. William E. Newman

VICE COMMANDER

Capt. Douglas W. Cook

DEPUTY COMMANDER

FOR RESEARCH AND DEVELOPMENT

William Porter

DEPUTY COMMANDER FOR TEST AND EVALUATION

Gerald Wroat

NAVAL AIR WEAPONS STATION CHINA LAKE

COMMANDING OFFICER

Capt. B. J. Craig Jr.

Public Affairs Officer

CATHY PARTUSCH

Managing Editor

STEVE BOSTER

Editor

BARRY MCDONALD

Staff Writer

PEGGY SHOAF

Photographer

TERRY PASCARELLA

Staff

KATHI RAMONT

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The Commanding Officer's Desktop



The Commanding Officer's Desktop phone line, 939-4127 is no longer in service. Commanding Officer's Desktop questions can be mailed to CO's Desktop, C/O Code C08033, NAWS, China Lake 93555, or, using guard mail, address the envelope to CO's Desktop, Code C08033. Questions can still be sent in anonymously, but for a personal reply, please include your name, code and telephone number. If further information is needed, please call 939-3354.

QUESTION

As a retired civil servant working for a contractor at the Naval Air Weapons Station, my COTR asked me to see if I could get my own contract through "Small Business" on base to reduce the overhead the contractor is charging NAWS for my services. The overhead is approximately 107 percent. Small Business said "No, you can't do that." My question is, why? I know of at least two individuals who are doing it.

ANSWER

I will give you a general answer since I do not know the specific contract you refer to. Authorized government personnel generate government requirements — contractors cannot initiate the contract process. The COTR should initiate the inquiry if (s)he believes it is in the government's best interest. The COTR should go to the contracting officer to see if a separate contract is legally possible or economically advisable. In some instances, NAWCWPNS and NAWS have contractual agreements that require us to go to specific contractors for products or services. In other instances, management has determined that it is more economical to procure products and services under one consolidated contract than to write individual contracts. While the cost of overhead is a consideration, we must look at the cost of writing and administering several individual contracts versus writing and administering one larger contract. If the contracting officer determines that it is in the government's best interest to write a separate contract, the requirement is processed through the required competitive process.

Bill Porter will be honored at Jan. 7 farewell party at Kerr-McGee Center

William B. Porter, Naval Air Warfare Center Weapons Division Deputy Commander for Research and Development, will be honored at a farewell party on Thursday, Jan. 7, 6 p.m. in the Kerr-McGee Center.

The retiring deputy commander will complete 40 years service at the Naval Ordnance Test Station, Naval Weapons Center and NAWCWPNS in early January.

The farewell in the Kerr-McGee Center starts with a

social hour, followed by presentations at 7:30 p.m. Tickets are \$10 per person and are now available from all department secretaries. Donations for a gift are also being accepted.

Heavy hors d'oeuvres will be served and a no-host bar will be available.

Prospective presentors should call the NAWS China Lake Public Affairs Office at 939-3511/6689 for additional information.

Final '92 Rocketeer edition Dec. 17

December 17 is the last *Rocketeer* issue for 1992. Deadline to submit articles for this paper is Dec. 11.

The *Rocketeer* will resume publication in January.

Pages From The Past

December 10, 1982

About 45 percent of all China Lakers gave money to the annual Combined Federal Campaign as a new record of \$180,147 in contributions was reached. . . Earl Townsend of the Weapons Planning Group became the latest recipient of the NWC Technical Director's Award. . . James R. Bowen was honored by NWC Commander, Capt. J.J. Lahr for getting NWC permission to demolish surplus housing while keeping title to the now-vacant land. . . Sgt. Virgil Kennedy, CLPD and Gene Villalbe, CLFD, were key speakers at the annual Holiday Safety Seminar. . . Skip McIntosh scored 50 points in two games, but NWC's varsity basketball team lost both games to Nellis AFB.

December 8, 1972

Donald Totten, program manager for the Bulldog Weapon System recently announced development work is done and pilot production has begun on the laser-guided weapon. . . NWC and Kern County fire fighters joined forces for a drill using an abandoned home on-center. . . David Smith, a student pilot with the China Lake Flying Club made a hard landing in a TR-2, breaking two wheels and bending the prop. . . Marko Afendykiw of the Systems Development Department was awarded his Ph.D. in electrical engineering from the University of Michigan.

December 7, 1962

Captain Charles Blenman Jr., COMNOTS, joined his wife Rhea and Maturango Museum Curator Sylvia Winslow in the official ribbon cutting and dedication of the Museum, housed aboard NOTS. . . Thirty-five BuWeps officers are at China Lake for a one-day orientation seminar. . . Mario Falbo of the Test Department is directing seat ejection tests for NASA on "Gemini" spacecraft. . . Andy Victor was named to head the Engineering Department's Standards Lab. . . Capt. Bernard McCreery was named new president of the China Lake Golf Club. . . Jan and Tom Webster, 311-A Princeton, won "Home Beautiful" honors.

December 10, 1962

The stork arrived early and Mrs. Douglas Reid, 311-B Monterey, gave birth to a baby girl in Redrock Canyon while returning from a Thanksgiving visit to Bakersfield. . . Charles V. Bradley was installed as president of the Supervisor's Association. . . Rocket cagers have now won six in a row. . . Vadm. M.D. Gardner, deputy CNO for air operations visited NOTS on Monday. . . Capt. R.H. Solier, NOTS XO presented the Bronze Star to Marine Sgt. Edwin Emanuel Jr for heroism while assigned in Korea. . . Dean Blume, a Pilot Plant employee, was killed and six others NOTS employees injured in weekend traffic accidents.

Sightseeing trip of Ridgecrest Christmas decorations planned by High Sierra Cyclists bike club on Dec. 19

Attention bike riders, are you intimidated by the high-tech equipment and competitive aura that surrounds most organized club rides? The High Sierra Cyclists bike club is once again putting on a ride every one can enjoy. On Saturday Dec. 19, the club will hold its fourth annual Christmas light ride. This slow paced ride starts at 6:30 p.m. from Frisbee's Bike Shop on Balsam Street and will wind through selected neighborhoods of Ridgecrest observing the holiday decorations. The ride will cover about 5-8 miles and take about 60-90 minutes. Limited free child care will be available to riders.

At the conclusion of the ride, participants will enjoy a hot cocoa, hot cider and dessert buffet. Riders will vote for their favorite decorated home and the club will present a gift to the residents of the winning home.

This event is open to all participants at no cost, but optional donations of nonperishable food items or unwrapped gifts will be accepted for inclusion in the clubs Christmas food baskets.

Legal lighting, warm clothing, and a holiday spirit are all the special equipment you will need for this ride. For further information contact Joe or Marlene DeLory at 375-0325.

Such an opportunity...

Microsoft's new Access is a relational database management system for Windows. Access data quickly by graphical query-by-example, build forms in minutes, generate reports easily with Report Writer. You get up to speed quickly with FormWizards & Report Wizards. Que cards provide help on-screen and Macros automate routine database tasks—just fill in the blanks. Supports Novell & Banyan LANs, and the price...

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Rental prices have been reduced to five percent of the retail cost of the package. If you are trying to decide which software package is best suited to your needs, evaluate them yourself for a low-cost rental fee. The library keeps all software packages up-to-date and orders new applications periodically.

There is lots of software on our re-use shelf. For \$5 you can purchase perfectly good software for your code and upgrade it through the PC Lab.

The fastest way to program Windows

You don't even have to be a programmer. Create sophisticated applications at the click of a button. (Visual Basic is now available for DOS.)

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• was used for over 100,000 applications in its first year

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Each additional word after 20 words10¢ each

CLASSIFICATIONS
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LOST & FOUND5
HELP WANTED10
CHURCHES12
SERVICES/SCHOOLS15
RENTALS20
REAL ESTATE25
BUSINESSES30
AUTOMOTIVE35
MISC. FOR SALE40
PETS & SUPPLIES45
GARAGE SALES50

DEADLINE FOR ALL CLASSIFIED LINE ADS IS 4:30 P.M. TUESDAY

DEADLINE FOR ALL CLASSIFIED LINE ADS IS 4:30 P.M. TUESDAY

1 PERSONALS

WANTED: A one way or roundtrip ride from San Luis Obispo area to Ridgecrest over Xmas break. Leave S. Luis 12/19 return to S. Luis 1/2. Dates are somewhat flexible. Willing to pay the price of a bus ticket = \$100. Call 375-2797 after 5:30. (1210)

15 SERVICES/SCHOOLS

ROBERT EDWARDS PAINTING - Serving the area since 1979. Call for an estimate 375-1439. Lic. #427485. (1231)

DROP-IN DAYCARE available while you Christmas shop (in town or out), run errands, clean your house, work on that special project or just need time alone. Monday-Thursday, days and evenings. \$1.50 per hour. Call Crystal at 446-3448. (1217)

20 RENTALS

MODERN, clean, 1BR w/walk-in closet, stove, refrig., microwave, pool, on-site laundry, W/T paid. \$325/mo. + dep. Call 371-4984 after 5 p.m. (1126)

20 RENTALS

2BR, CARPORT, utility room, with w/d hookups, D/W, G/D, small yard. W/T paid. \$375/mo. + \$375 dep. 446-7057, lv. msg. (1203)

2BR APT. w/d hookups in gar. Ceiling fan, G/D, D/W, fenced-in backyard, FP. 371-2238 or 371-5071. (0107)

2BR APT upstairs, small yard & balcony. D/W, G/D, refrig., gar. \$425/mo. 9 mo. lease. Also have 3BR Apt. Call Dave at 384-3283. (1217)

25 REAL ESTATE

LOVELY 24x48 mobile home for sale. 2 bedroom, 2 bathroom plus dressing room. NEW 2 Master Swamp coolers, forced air heating unit, carpeting & vertical blinds. Included washer & dryer. Located in Ridgecrest Mobile Lodge. Must be seen to be appreciated. \$13,000.00. Call 446-3939. (1210)

35 AUTOMOTIVE

1981 BUICK PARK AVENUE. \$1,500. 375-8646. (1217)

40 MISC. FOR SALE

CHILDCRAFT CRIB/YOUTH BED, matching 4 drawer dresser/changing table. White with primary color trim. FREE waterbed crib mattress. \$350. 446-3448. (1217)

FOR SALE - 3 pc. living room set. Earth tone colors \$450 OBO. 446-9633 after 4 p.m. (1217)

1 LEGACY AM/FM/CASSETTE pullout car stereo \$120 OBO. Also 1 child's Captain bed w/6 drawers & mattress. Very good cond. \$75. 446-0313. (1210)

WATERBED w/headboard, \$50. Older Skis \$30. 384-4541 after 5 weekdays or during the day weekends. (1210)

45 PETS & SUPPLIES

PET GROOMING in my home (on base). Lots of TLC. Call for appt. 446-6399. (1217)

POT BELLIED black & white mini registered male & female piglets. \$250-\$600 each. 377-5807. (1217)

BABY COCKATEILS - \$20 and up. You can hand feed or I will. 377-4419. (1217)

Classifieds Get Results!

Holiday Safety Tip Corner

The City of Ridgecrest Police Department is proud to join with The Daily Independent in encouraging all citizens to take special precautions this month to insure a safe and joyful holiday season. The holidays are a special time of year. However, statistics indicate citizens' continued vulnerability to burglary, robbery, and other crimes during the holiday season. Check this space for some tips to help you avoid becoming a victim of crime.

When shopping at night, park in well-lighted areas, as close as possible to store entrances. Be particularly aware of persons in the parking lot, especially near your car.





Tonight at 7:30, the China Lake Photographic Society will present a color slide program, "Tops in Photography," at the Kern County public library community room in Ridgecrest. The program will include internationally award winning slides in the categories of nature, pictorial/scenics, portraits, photojournalism, and special effects. Narration will explain how each photograph was made. This program is free and open to the public.

#

The fall semester Drama 27 class at Cerro Coso has scheduled its theatre laboratory production of "The Philadelphia Story" for December 11 and 12 in the College Lecture Center. Curtain time is 7:30 p.m. for both performances, and ticket prices are \$3.50 for general admission and \$2.50 for students and seniors. Tickets will be available at the door. According to college drama instructor Elena Vitale, "The Philadelphia Story" is a very entertaining and light-hearted play which all members of the family will find enjoyable. The plot centers around the spoiled daughter, Tracy Lord, of the high society Lord family of Philadelphia. Tracy's romantic entanglements with the three men in her life provide the material for some interesting moments in this popular situation comedy.

#

The Annual Exchange Club Christmas Carnival will be held Dec. 12, 1992 from 10 a.m. to 5 p.m. in Ridgecrest at the corner of Balsam St. and Ridgecrest Blvd. Visit Santa and have your picture taken, shop at the stores and gift booths. There will be games and prizes for the children.

#

Santa Claus is flying in for the third annual Holiday Hullabaloo at the Community Connection for Child Care on Thursday, Dec. 17. The Hullabaloo will be in two sessions this year, from 10 a.m. to 11 a.m. and from 11 a.m. to noon. Refresh-

ments will be served. Remember to bring a camera to catch a photo of the children with Santa.

Caregivers and parents are advised to sign up early (space is limited) by calling the Community Connection at 375-3234.

#

China Lake and Ridgecrest area skiers can take advantage of a chartered ski-bus trip to Lake Tahoe, Feb. 1-4. The trip, sponsored by the China Lake Ski Club, will cost \$259 to \$285 per person, depending on the number of people in a room. Ski Club members receive a \$20 discount.

The price includes all transportation, refreshments en route, three days of lift tickets, three nights lodging and some meals. Skiing will be at Heavenly Valley (2 days) and Kirkwood. Reservations are needed now and full payment is due Jan. 7. For reservations call Dennis Rowell at 446-5049 or Lee Wood at 377-5085.

#

Community Connection for Child Care parenting tape for the week is entitled "Child Care Options." Types of care — centers, family child care homes and care in your home. This 3 to 4 minute tape can be heard from 5 p.m. to 10 a.m. by calling 375-0446.

Gift the Gift of Education

Hands-on Macintosh Classes!

Sign ups are now being taken for the following classes for '93:

- Basic Macintosh Skills
- Beginning Microsoft Word
- Beginning Excel
- Beginning Filemaker Pro
- Beginning MacDraw II

For more information, contact Ivy Koziel or Becky Hape at 446-7671 Ext. 276 or 408

Gift Certificates for any or all of the classes are available. Call now for special Holiday Rates.

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With his sea bag over his shoulder, ACC Mark Grossman goes 'ashore'

By Barry McDonald
Editor

He wanted to leave the Navy the way he came in 20 years ago. So last Thursday, ACC(AW) Mark F. Grossman, after requesting permission to go ashore, slung his sea bag over his shoulder and walked out the front gate of Naval Air Weapons Station China Lake.

Originally Chief Grossman didn't want any sort of ceremony, but after a little arm twisting by Command Master Chief Billy Keeler, he decided on the front gate ceremony. He said afterward that he was glad he'd been persuaded to do it.

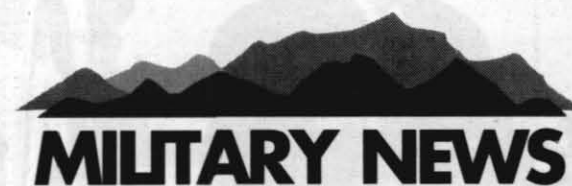
The basic ceremony was similar to most NAWS China Lake military retirements. As various items—a letter of appreciation from NAWS CO, Capt. B.J. Craig, a certificate of appreciation from the president, Dust Devil, Purple Sage, Fleet Reserve certificate and flag box—were presented by Capt. Craig, CMC Keeler put them in the sea bag. ACC Grossman presented his chief's anchors to his friend, AC1(AW) Fred Bisaro, as a show of confidence that the petty officer would make chief. Keeler gave the bag to Grossman, the CO granted his request to go ashore and the chief walked away, pausing to salute the flag.

A native of New Castle, Penn., Grossman joined the Navy in November 1972, shortly after graduating from high school. He went through boot camp at Naval Recruit Training Center, Great Lakes, Ill. Then it was on to Naval Station Mayport, Fla., where he was striking for aviation boatswain's mate, when he got "turned on to air traffic control," by a friend.

"He used to talk about what it was like to work in the tower and it sounded interesting," said Grossman. So in August 1974 he started AC "A" School at NATTC Glynnco, Ga.

He started his first job in the AC rate was at Naval Air Station Meridian, Miss., in Oct. 1974. He left Meridian as a third class petty officer in August 1976, when he was transferred to NAS Cubi Point, Republic of the Philippines.

He made both second and first class at Cubi before leaving for NAS Oceana, Va., in May 1980. From there he joined the crew of the USS New Orleans in January



RETIRING—With Capt. B.J. Craig saluting in the background, ACC Mark F. Grossman leaves the Naval Air Weapons Station China Lake and his naval career behind.

TID Photo by Don Cornelius

1984. He made two West Pac tours aboard the helicopter landing platform and returned to NAS Cubi Point in May 1987.

"I made all my advancements at one place, Cubi Point," the chief said with amusement about making chief during his second tour at Cubi. Two years later, in May 1991, he landed at China Lake and was assigned as the Air Traffic Control Branch manager.

"During your tour of duty at the Naval Air Weapons Station," Capt. Craig wrote in the letter of appreciation, "you demonstrated the highest degree of dedication and professionalism in the execution of your duties. Your extraordinary knowledge of virtually all areas of air traf-

extraordinary knowledge of virtually all areas of air traffic control and inspirational leadership style has greatly improved the effectiveness of the air operations."

Warfare Specialist all of the items in his list of decorations and awards are in multiples. The impressive list includes the Navy Achievement Medal with a Silver Star, Navy Unit Commendation with a Silver Star and Good Conduct Medal with four Bronze Stars, among others.

Grossman is headed back home to New Castle "for Christmas with mom" and then he plans to spend a couple of months traveling in the Far East courtesy of Uncle Sam, before coming back to start a second career.

Navy expands VSI and SSB programs

Lieutenants and lieutenant commanders now eligible for separation incentives

WASHINGTON (NNS)—The Navy is expanding eligibility for the Voluntary Separation Incentive and Special Separation Benefit Programs to include all active-duty Lieutenants and Lieutenant Commanders, with a few exceptions, on a first-come, first-served basis.

VSI and SSB are financial incentive programs designed to encourage selected military personnel to leave the service voluntarily before retirement. VSI is paid in an amount equal to 2.5 percent times monthly base pay times 12, multiplied by the individual's years of service. This amount is paid in equal installments, commencing upon separation from active duty, and on each separation anniversary date for an amount equal to twice the number of years of active duty service.

The second option, SSB, is a lump-sum payment made at the time of separation. The amount is equal to 15 percent of monthly base pay times 12 multiplied by the years of service.

In October, the Navy offered VSI and SSB to officers for

the first time, but only to Lieutenant Commanders "passed over" for 0-5. With the expansion of the offer to include almost all Navy 0-3's and 0-4's, a total of over 13,500 officers are eligible to apply for separation under one of these programs.

As before, BUPERS is stressing that participation in these programs is strictly voluntary, with no threat of involuntary separation or reduction-in-force action for those who decide to continue their careers until eligible for regular retirement.

Applications for these programs must be received no earlier than Dec. 1 and not later than Dec. 31. All separations are to be completed by March 30, and regular and reserve officers must complete a minimum three-year reserve appointment in addition to any obligated reserve service remaining. Other details, including information on transition benefits and assistance for those selecting VSI and SSB, are explained in NAVADMIN 189/92 (CNO Washington DC 181752Z Nov 92).

Commissary issues recall of hazardous foods

The Naval Air Weapons Station China Lake Commissary has issued a hazardous food recall on two items.

The first item is Swanson Hungry Man Mexican Style Dinner, 20 oz., dated Jan 94, coded EST 4G A42. The second item is Campbells Chicken with Rice Soup, embossed coded Oct 94, P5 0562.

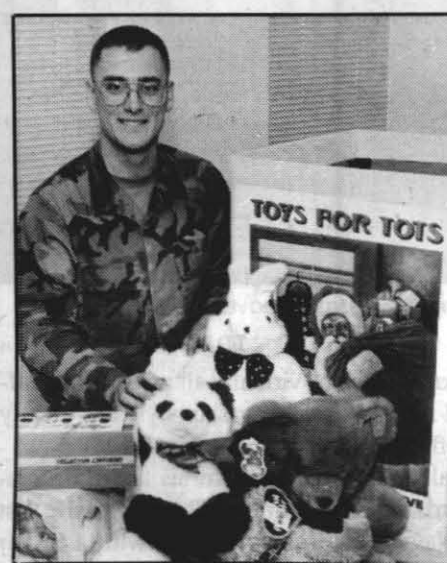
The reason for the recall is possible contamination of glass particles in these products.

Anyone who has purchased the items mentioned, can return them to the NAWS Commissary for a full refund of the purchase price.

Pearl Harbor remembered

SURVIVORS of the bombing of Pearl Harbor and others gathered at the Carriage Inn Monday morning, Dec. 7, in recognition of the 51st anniversary of the disastrous day. Commanding Officer of Air Test and Evaluation Squadron Five (VX-5), Capt. Garth A. Van Sickle, told the assemblage that while the world is now safer from the threat of nuclear war, it is even more unstable, and U.S. forces will be called upon more frequently to restore order. His remarks were drawn from "From the Sea: A Combined Vision for the Navy and Marine Corps." He said it was significant that troops were en route to Somalia as he spoke, because the vision document calls for just that type of humanitarian aid. Seated next to the captain are Lt. Gerald L. Goodman, assistant command chaplain and Pearl Harbor Survivor Duane Stevens.

Photo by Terry Pascarella



A FEW GOOD BEARS and other toys will be collected by Sgt. Daniel Rouse and other Marines.

MAD's Toys for Tots program aims to make Christmas merry for many

Started by a retired Marine colonel in 1947, Toys for Tots has become the Marine Corps' main charity activity, and the Marine Aviation Detachment at China Lake expects to provide some 450 needy families with toys again this year. "This is a Marine Corps-sponsored program," said 1st Sgt. Roland Hatley, program coordinator, "but it's only a success through the generosity of the local community."

Collection sites aboard the Station are the Golf Pro Shop, Headquarters Building, Seafarer Club, Michelson Lab, Engineering Building, gymnasium, NWC Federal Credit Union and Hall

Memorial Lanes.

In Ridgcrest boxes are located at Wal-Mart, Kmart, both NWC credit union offices, *The Daily Independent*, Benchmark Cable, Bank of America, Beverly Manor, Arby's, Mervyn's, *The News-Review* and Al & Reed's.

Gifts should be new and unwrapped, and Hatley urged donors to remember presents for teenagers.

Families who receive unemployment or welfare benefits should contact their case workers. Others should contact the Holiday Food Basket Program, which is helping to identify needy families. Call the program at 446-6756.

FRA reaches its goal of \$10,000 for Baby Brandon

Officers of China Lake Branch 95, Fleet Reserve Association have reported that the goal of \$10,000 for the Baby Brandon Melzark Heart Fund has been reached, and the branch will collect no further funds for this cause.

A complete accounting of all funds collected and handled by the Fleet Reserve Association, along with the certified check of the complete amount was presented to baby Brandon's father, James Melzark, by branch officers on Tuesday, Dec. 1.

"The membership of Branch 95, Fleet Reserve Association, would like to reiterate our sincere thanks and appreciation to all the individuals, businesses, organizations and everyone who so generously contributed, so that a small child would have a chance to be able to lead a normal and productive life," said Don Henderson, Fleet Reserve president.

Mich Lab, Ruth Stoner; CLPL, Don Waldron; Plaza, LCdr. Scott Thompson; and Airfield Galley, Tim Fulton.

Last week's winners are Mich Lab, Nancy Nelson; CLPL, Trish Hoover; Plaza, Sharon Kenly; and Airfield Galley, LCdr. Scott Thompson.

Exchange expects Santa Claus on Kids' Night, announces lunch winners

Tuesday, Dec. 15 will be Kids' Night at the Navy Exchange. No parents will be allowed from 7 to 9 p.m., and Santa Claus is expected to drop in to take requests. Kids under 10 years old can shop with a parent's verbal approval.

The NEX will provide free gift wrap-

ping, refreshments, giveaways and a \$10 gift certificate for every \$100 in purchases.

Lunch winners

Winners of free lunches from NEX eateries for the week ending Nov. 27 are:

All Faith Chapel Services

Hearing Impaired Equipment and Nursery Available

Protestant

Sunday Worship Service, East Wing 8:00 a.m.
Sunday Worship Service, Main Chapel 10:30 a.m.
Sunday School, 1008-10 Blandy & 1903-05 Mitscher 9:00 a.m.
Bible Study (East Wing), Wednesday (September thru June) 11:30 a.m.
Men's Prayer Breakfast, East Wing, Thursday 6:30 a.m.
Officers' Christian Fellowship/Christian Military Fellowships, East Wing, Thursday 7:00 p.m.

Jewish (446-4152 Messages)

Weekly Services, Friday, East Wing October through June 7:30 p.m.
Hebrew Classes, Saturday, 1902 Dibb 2-5 p.m.
Adult Education, Saturday, 1902 Dibb 10 a.m. - noon
September through June
Religious School, Sunday, 1902 Dibb 9:30 a.m.-12:30 p.m.

Roman Catholic

Sunday Mass, Main Chapel 9:00 a.m.
Daily Mass, Blessed Sacrament Chapel 11:35 a.m.
Confessions, Sundays 8:15 - 8:45 a.m.
Confessions, Weekdays By appointment
Religious Education Classes, Sunday (September thru May) 1902 Dibb, 1002 Blandy, 1008-10 Blandy & 1903-05 Mitscher 10:15 a.m.

Adult Education Classes, Thursdays (September - May)

St. Ann's School Library 7:00 - 8:00 p.m.
RCIA, St. Ann's School Library 8:15 - 9:45 p.m.
Islamic
Jumaa Prayer, Friday (1002 Blandy) 12 noon

Reduced networking service rates

To improve data/video network services, China Lake Data and Video Branch, of the Naval Air Warfare Center Weapons Division, has modified the trouble call charging policy and reduced installation and modification costs. As of Oct. 1, the first 30 minutes of a trouble call will be free. A technician will arrive on site within two hours of reported trouble, unless the trouble can be corrected remotely through the Network Management Center. Code C6311 reserves the right to bill customers if it is determined that they have caused the trouble by improperly installing equipment or making changes to their network.

Installation and modification requests submitted via Communication Service Request (CSR) will still be charged based on labor and parts, but at a lower rate than last year. The highest rate that will be charged is \$77 per hour; however, hourly charges may be lower depending on the type of job. The cost of any rework necessary due to faulty work by Code C6311 or its contractor will be covered by Code C6311.

If there are any questions regarding these services, call Patti Patin at 939-2797.

Navy Channel 17

Monday - Friday, December 14-18

5:30 p.m.: *Navy News This Week*

6:00 p.m.: *Second Half:*
The Thomas Henderson Story

6:30 p.m.: *America Cooks*

KNID ----- : CH 17

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TVIS BROADCAST SCHEDULE

Monday, Wednesday & Thursday, Dec. 14, 16 & 17

Programs listed below will be available for viewing on Channel 3 in all FOTS-equipped conference rooms throughout the Station. Those without access to such rooms can see the programs at Michelson Laboratory "Little D" conference room. A room will also be made available in the Training Center for each program — the room number will be posted in the lobby.

Monday - Dec. 14

8:30 a.m. CCI: Common User Access
9:30 a.m. CCI: Is Measurement and Business Value
11:30 a.m. Wellness: Stress and Relaxation
1:00 p.m. MacAcademy: Filemaker Pro (Part 1 of 3)
3:00 p.m. "Be A Better Butter Burner" by Covert Bailey, author of "Fit or Fat" How to Exercise So That You Burn Fat

Wednesday - Dec. 16

8:30 a.m. CCI: Excellence in I/S Competing Through Technology
9:30 a.m. CCI: Re-Engineering: User Experience
11:30 a.m. Wellness: Stress and Relaxation
1:00 p.m. MacAcademy: Filemaker Pro (Part 2 of 3)
3:00 p.m. Wellness: When I Say No I Feel Guilty

Thursday - Dec. 17

8:30 a.m. CCI: Inoperability Trends 1992
11:30 a.m. Wellness: Stress and Relaxation
1:00 p.m. MacAcademy: Filemaker Pro (Part 3 of 3)
3:00 p.m. Strategies for Successful Weight Loss

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ALARM TEST—As part of the annual Fire Safety Inspection in the NAVWS China Lake Housing Area, China Lake Fire Division Inspector Paul Hape and a resident, fellow inspector Lana Aguile, demonstrate how the alarm works. Fire fighters urge residents and employees to take extra care this holiday season and prevent fires from spoiling what would otherwise be a Merry Christmas.



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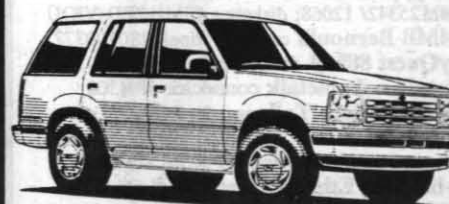
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ROBS from Page 1

Department's Advanced Optical Technology Branch, pivots about the primary mirror at the high tracking rate while maintaining proper alignment and position tolerance.

With its narrow beam width, reads project office documentation, the "system should show particular effectiveness in the area of detecting and tracking sea-skimming missiles in the presence of sea clutter and in multiple bounce conditions."

An October *Defense News* article reported an Army test of the ROBS acquisition sensor tracked a Patriot mis-

sile target until it was intercepted by an advanced Patriot. "The sensor tracked the event from 52 miles and clearly showed the target, the Patriot interceptor and the warhead detonation," according to an Army press release.

"The advantage of ROBS over conventional phased-array radars," DeSandre said, "is its high resolution, which allows it to resolve closely spaced targets over long distances." One team member said ROBS has three thousand times better resolution than X-band radar.

The ROBS instrument was transport-

ed to China Lake on its dedicated trailer, the hardware set up, all components integrated and acquisition sensors calibrated in four days. DeSandre said this set up time would be reduced as bugs are worked out and technicians become more familiar with the instrument.

The system was at China Lake for field demonstration testing through November.

Testing involved target acquisition, tracking and rapid retargeting against multiple fixed-wing aircraft. ROBS successfully performed against two aircraft and two fixed targets.

Now the instrument will go back to the ThermoTrex for upgrades and modifications based on the data gathered in the November tests.

From there it will go to White Sands to support testing of SDI's advanced missile interceptors.

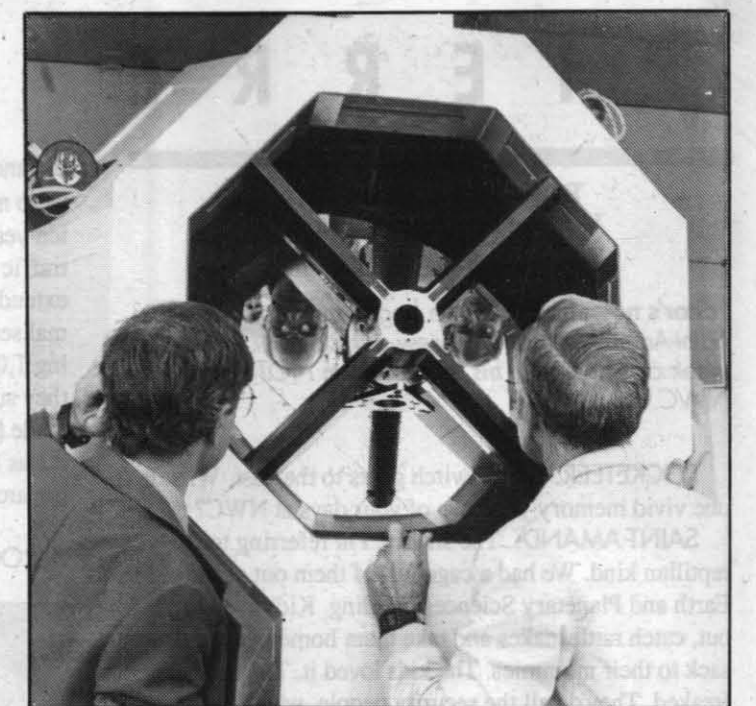
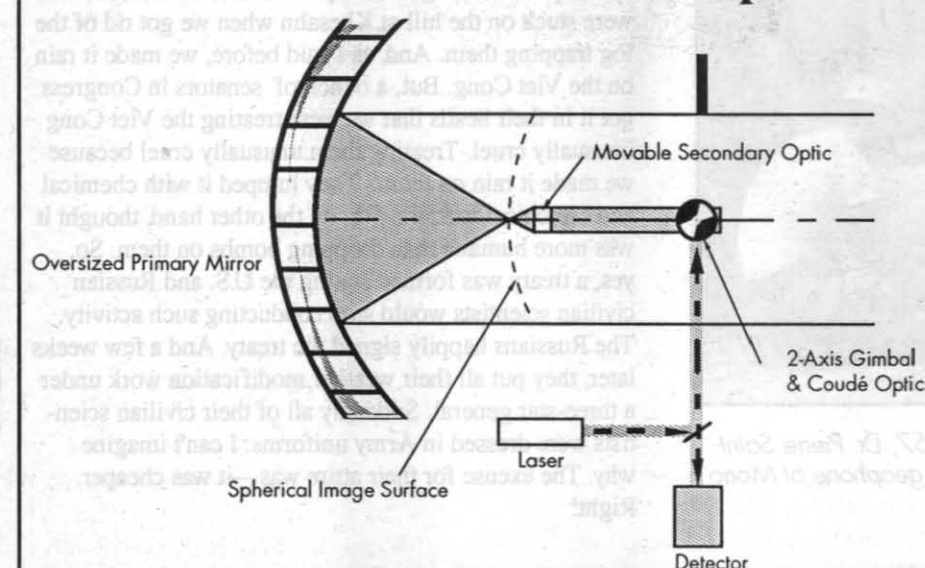


Photo by Terry Pascarella

REFLECTIONS—Dr. Lew DeSandre (foreground left, upper right in mirror) explains the inner works of ROBS to Bill Porter.

DeSandre hopes funding will be made available for fabrication of multiple copies of the final product to be used at various test and evaluation activities. Because of its connectivity to other range tracking equipment, ROBS will integrate well into the T&E community, where it could be used for tasks such as rapidly and accurately measuring submunition dispersal patterns and vector miss-distance parameters of air intercepts.

ROBS beam director concept



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PIERRE SAINT-AMAND

By Kristine L. Roquemore
Technical Information Department

Editor's note: Last week we began the story of Pierre Saint-Amand with an overview of his career. This week continues with his reflections on NOTS and NWC.

ROCKETEER: Let's switch gears to the past. What is one vivid memory you have of your days at NWC?

SAINT-AMAND: The snakes. I'm referring to the reptilian kind. We had a cage full of them out at the old Earth and Planetary Sciences building. Kids used to go out, catch rattlesnakes and take them home in a paper sack to their mommies. The kids loved it. The mothers freaked. They'd call the security people, who didn't know what to do with them, so they brought them to us. Finally, we built a cage and kept adding more and more snakes to it. Then, once a year we'd take them down to the University of Southern California where they used them to make antivenin. So, we struck a deal. We'd supply the snakes, if they'd supply the antivenin free to anyone in the Ridgecrest area that got bit. It worked out beautifully.

ROCKETEER: Weather modification techniques, and in particular, Project Popeye, was your baby, so to speak. What can you tell us about it?

SAINT-AMAND: In the middle of August 1966, the Department of Defense asked if I could get enough peo-

ple and material together to go to Vietnam. They wanted us to make it rain on the Ho Chi Minh Trail. For the next ten years the program was highly effective in limiting traffic on the trails because of the rain. We were able to extend a monsoon three months on either side of its normal season. There was a lot of rain. We went from having 1,000 infiltrators a month to less than 50. Finally, they surfaced the road from Hanoi to Saigon. But, this made it easier for the Marines to blow up the road. Plus, it was a lot easier than trying to find individuals crawling around in the bushes.

ROCKETEER: And nobody knew this was going on?



SEISMIC STUDIES —In July 1957, Dr. Pierre Saint-Amand and Gerry Malloy bury a geophone at Mono lake to record shock waves.

SAINT-AMAND: For over ten years nobody knew! I was very pleased we never had one leak in all that time. Looking back, I was also pleased we never had a loss-time accident, and considering the dynamic research we conducted it's a wonder we never did. We had a mountain of certificates for conducting research without anybody getting hurt. When I think of some of the things we were doing, it's a wonder we all didn't get killed.

ROCKETEER: What was your opinion of Congress putting a halt to the Navy conducting all weather modification research?

SAINT-AMAND: It was unfortunate and unnecessary. We used weather modification techniques to make rain and to clear fog. We helped relieve the Marines who were stuck on the hill at Khesahn when we got rid of the fog trapping them. And, as I said before, we made it rain on the Viet Cong. But, a bunch of senators in Congress got it in their heads that we were treating the Viet Cong unusually cruel. Treating them unusually cruel because we made it rain on them? They lumped it with chemical and biological warfare. We, on the other hand, thought it was more humane than dropping bombs on them. So, yes, a treaty was formed stating the U.S. and Russian civilian scientists would stop conducting such activity. The Russians happily signed the treaty. And a few weeks later, they put all their weather modification work under a three-star general. Suddenly all of their civilian scientists were dressed in Army uniforms. I can't imagine why. The excuse for their attire was—it was cheaper. Right!



WINNERS—Racquetball Tournament victors were (front row) from left, Gene Hill, Walley Beckett, Brett Ragar and Jay Josey. Back row, Larry Hill, Kirk Hoffner, Lynn Becker, Jim Herriman and Keith Niccum.

One team remains unbeaten in Adult Flag Football loop

With a 6-0 record, the "PE Bombers" hold first place in the China Lake Flag Football League. The "NADS" are 6-2 and the "Dirty Dawgs" are 4-1. Of the remaining teams, only the 4-2 "SAAK" squad has a winning record. "ASF" brings up the bottom at 0-6 on the season. In the last game, "PE Bombers" rolled past "Fine Line" 64-0, "NADS" edged "Desert Chickens" 22-20, "SAAK" ripped the same team 36-6.

PE Bombers	6	0
Dirty Dawgs	4	1
NADS	6	2
SAAK	4	2
Vamps	3	4
Fine Line	3	4
Desert Chickens	3	4
Night Attack	2	4
MAD Dogs	2	5
ASF	0	6

Racquetball tourney attracts 28

Gifts, in the form of prizes and victory, came early for participants of the MWR Holiday Classic Racquetball Tournament last weekend. Twenty-eight competitors sought honors in three divisions. In the Advanced Division, Keith Niccum captured first place followed by Gene Hill in second and Jamie Rios in third.

Sixteen entrants battled in the Intermediate Division. Brett Ragar overcame one loss in early play to defeat the previously unbeaten Walley Beckett in back-to-back matches for first place. Third place went to Lynn Becker and Carrie Meyers was fourth.

Doubles competition saw the team of Niccum and Jan Jossey defeat the twosome of Kirk Hoffner and Larry Hill in a match lasting nearly three hours. The duo of Hill and Jim Herriman ended in third place.

Randy Landis, tournament director, praised participants and sponsors for making the event a success. "It was the participation of all the players, the sponsors and the community support that made this such a success," added Landis. Another such tourney is planned next Spring under China Lake MWR sponsorship. Several Ridgecrest businesses joined MWR and the Navy Exchange Commissary as sponsors this time.

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Northridge offers engineering degree program here

Following are courses being offered this spring for the California State University, Northridge (CSUN) Engineering Program (master's degree). To enroll in these courses, call Denise at 939-2648. Registration will be held at the first class meeting. Deadline for enrolling is 10 calendar days before the starting date of the class. Enrollments in courses will be on a first-come, first-served basis, unless otherwise indicated.

EE637N: Pattern Recognition (3 units)

February 04 - May 27; Thursdays, 4:10-7:10; Training Center. By Professor Wong, CSUN, (818) 885-3883.

Prerequisite: Graduate status or experience in pattern recognition.

Text: Course syllabus will be provided by instructor at first class meeting. Students will be charged for the cost of reproduction of the syllabus.

EE642N: RF Electronics Design (3 units)

February 1 - May 26; Mondays, Wednesdays, 4:10-5:40; Training Center. By Dr. Wade Swinford, 939-0381.

Prerequisite: EE440N: Electronics II or equivalent or consent of instructor.

Text: Solid State Radio Engineering. Krauss, Bostian and Raab. Wiley/IE601: Engineering Statistics (3 units)

February 01 - May 24; Mondays,

4:10-7:10; Training Center. By Dr. Stalard, 939-3241.

Prerequisite: Undergraduate course in probability and statistics.

Text: Statistics for Experimenters. Box, Hunter and Hunter, Wiley and Son, latest edition.

IE608C: Seminar In Engineering Management: Implementing Total Quality Management (3 units)

February 2 - May 25; Tuesdays, 4:10-7:10; Training Center. By Dr. John Giovino, 939-8127.

Text: Implementing Total Quality Management. Joseph R. Jablonski. Technical Management Consortium, second edition.

AE672: Advanced Topics In Aero-Propulsion (3 units)

February 01 - May 24; Mondays, 4:10-7:10; Training Center. By Dr. Gutmark, 939-3745.

Prerequisite: AE472: Aero-Propulsion Systems and ME490: Fluid Dynamics or equivalent or consent of instructor.

Text: Mechanics and Thermodynamics of Propulsion, Hill and Peterson. Addison Wesley, latest edition.

Math477: Probability for Engineers (5 quarter units)

March 28 - June 2; Mondays, Tuesdays, Wednesdays and Thursdays, 11:30-

12:30; Training Center. By Dr. Swinford, 939-0381.

Prerequisite: EE350N: Linear Systems I or equivalent or consent of instructor.

Text: Probability, Random Variables, and Random Signal Principles. Peebles. McGraw-Hill, second edition.

Note: This is a prerequisite to EE550N: Random Processes which is a core course for the master's degree in electrical engineering through CSUN.

CSUN advisor visits

Professor Petit of Cal State University Northridge (CSUN) will be at China Lake on Dec. 14 to advise current and prospective students for the school's master's degree program in electrical engineering. Call Denise at 939-2648 for an appointment.

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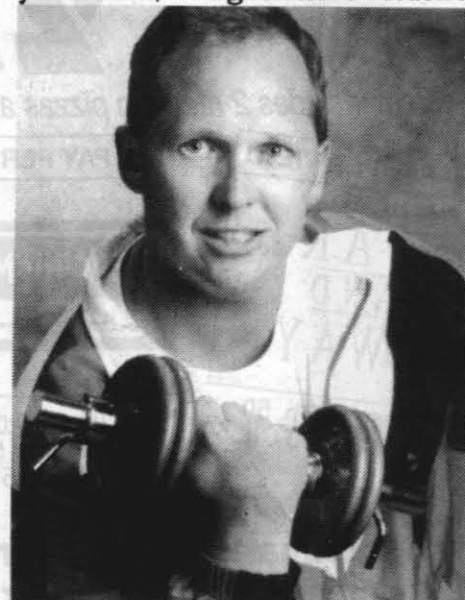
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ROCKETEER: But, weather modification was also used to help many countries experiencing drought, right?

SAINT-AMAND: Absolutely. When we were in the rain business, we went to India, Okinawa, and the Azores and were successful in ending the droughts. The Philippines is another story...We absolutely drenched them....But, it did end a four-year drought!

ROCKETEER: So, weather modification research is no longer conducted by anyone?

SAINT-AMAND: Oh no...The core techniques designed by the Earth and Planetary Science Division are now used commercially in every continent of the world. Including all the iron curtain countries. It turned into a fairly big business and they make a great deal of money at it too.

ROCKETEER: What about the hurricane studies? You really flew into the eye of hurricanes?

SAINT-AMAND: Oh yes. We moved at least 8 or 10 hurricanes.

ROCKETEER: You "moved" a hurricane? Exactly how does one "move" a hurricane?

SAINT-AMAND: This is a little complicated, but...hurricanes contain a great deal of liquid water that's cooled way below the melting point. If you cause this water to freeze you release enormous amounts of energy. One or two little ten gram cartridges...like the ones we used to seed clouds....can release more energy in the form of heat, fusion, and condensation than a small atom bomb. It takes place fairly slowly so you don't see a big flash or anything, but it heats the air and the air rises.

So, we'd go to the hurricane and fly into some rising

clouds and get the energy released before it could get into the center. We'd disturb the circulation and deprive it of its essential fuel before it could get sucked into the core.

Unfortunately, we never got to design an experiment from scratch ourselves, but we worked on a lot of them. Everyone got nervous about the possible consequences of something going wrong and the studies came to a halt. But, I've always believed, "you've gotta break the eggs to make the omelette!"

ROCKETEER: What are you feelings about retirement?

SAINT-AMAND: I'd rather be working.

ROCKETEER: But, you still are, in so many ways!

SAINT-AMAND: I am. But, I lack all the facilities I had on the station. I lack a good library for one thing. That is the single most important thing on the base. I lack the laboratory facilities and most of all, I lack the interaction with people.

ROCKETEER: You need some more students to mentor!

SAINT-AMAND: I'd love some students. I need people to interact with, teach, and discuss technical matters with. I miss the people I worked with. People like Reta. Reta Roquemore, was Pierre's trusted assistant and "right hand" from March of 1961 until November of 1981. We were together for twenty odd years. That's longer than most people stay married. She was extremely good natured. We never did have a fight—nor once!

ROCKETEER: Any other future projects you haven't mentioned?

SAINT-AMAND: I'm going to build a laboratory out in the garage. It's better I put it out there. ... so I don't burn the house down!

Next week, the conclusion, with reflections about Pierre Saint-Amand from Dr. Glenn Roquemore and Dr. Dan Gillespie.



GOOD FRIDAY EARTHQUAKE—In 1964, Alaska experienced an earthquake of magnitude 8.5. The large photo shows damage to a warehouse in the city of Valdez from seismic sea waves, and in the inset, Saint-Amand, at the scene, ready to make investigations.

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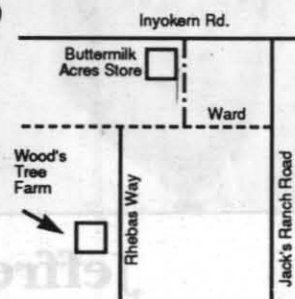
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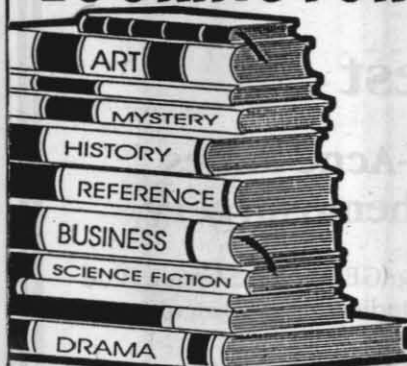
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Ethics: Employees must avoid holiday conflicts

During the holiday season, more than the usual number of questions arise concerning the acceptance of gifts and gratuities by federal employees. This is especially true because we live in a small community in which many families have both federal and contractor employees. While it is not possible to cover every situation, several common questions are addressed. If you need additional guidance, discuss the matter with your supervisor or the Office of Counsel or the Staff Judge Advocate's office.

When deciding whether or not it is permissible, under the Government Ethics and Standards of Conduct regulations, to give or accept a gift (including invitations), there are three basic considerations. The first thing to consider is whether or not it is a gift. Gift is defined as "any gift, favor, entertainment, hospitality, transportation, loan, or other tangible or intangible item or benefit...for which retail market value is not paid by the recipient or the United States government." In other words, if you pay full price for it, it isn't a gift. The second thing to consider is whether or not the gift-giver is a prohibited source. A "prohibited source" is any defense contractor or other entity that seeks business with DOD, is regulated by DOD, or has interests that may be affected by the performance of official DOD duties. Even if

both of these conditions exist, there are several exceptions permitted. The last consideration is whether or not acceptance would create the appearance of a conflict of interest. Even if there is an exception which would permit you to give or accept the gift, if it would create the appearance of a conflict of interest, you are required to decline. It is essential that federal employees remain impartial in performing their official duties.

Contractor-hosted Christmas Parties

If your spouse is a contractor employee and it is company policy to invite employee spouses to its Christmas festivities, you may attend. Payment of market value is not required unless all spouses are required to pay. This exception has also been interpreted to include other members of your immediate family who may be contractor employees.

If the contractor extends an invitation to all government personnel, acceptance would be an ethics violation unless full market value is paid by each government person who attends. Even if the market value can be determined and is paid, depending upon your official position, your acceptance might create the appearance of a conflict of interest. If so, you must decline.

If the contractor extends an invitation to all members of the community, attendance in your personal capacity would

be permissible so long as you pay the same charge assessed every member of the community. The price of the ticket is the market value of the gift. Once again, however, your official position may cause your acceptance to create the appearance of a conflict of interest. If so, you must decline.

The difference between these situations is the the personal relationship versus the official relationship. In the first situation, it is clearly the personal relationship (spouse) that has precipitated the "gift." In the second situation, it is the official position as a federal employee which has prompted the invitation. In the third situation, it is your personal membership in the community which prompted the invitation.

Government-hosted Parties

The saying that it is better to give than to receive is truly applicable when it comes to Standards of Conduct. It is fine to invite the contractor employees who work in your office to attend an office get-together. This is true whether the party is held on government property or your personal residence. What is not permissible is to solicit or accept any contribution toward your office's party from a prohibited source.

Gift Exchanges with Contractor Employees

An exception to the prohibition on

the acceptance of gifts permits the customary exchanges between federal employees and their friends and relatives, even if those friends and relatives are contractor employees. It is the personal relationship that is the motivating factor, not the federal employee's position. Furthermore, the gift is not being given for or on behalf of the contractor.

In contrast, the participation of a select group of federal employees in a gift exchange plan with contractor employees would, at the least, create the appearance of a conflict of interest.

Gift Exchanges between Federal Employees

Supervisors are free to show as much holiday spirit as they choose toward their subordinates. However, supervisors cannot accept a gift from a subordinate nor can a subordinate offer such a gift. There is no restriction on the exchange of gifts between other co-workers.

A recent example of how these standards need to be followed occurred in Ridgcrest. A China Lake department employee went to a business in town to solicit "door prizes" for the department party. The employee allegedly told the owner that this department spent a lot of money through bankcard buys with this business and they might take that into consideration in deciding to make a donation.

Shirley Tate earns department secretary award at C25

Helping her division perform well, fast turn-around time, high efficiency and a thorough knowledge of China Lake operations are just a few of the reasons Shirley Tate received the Attack Weapons Department's Secretary of the Quarter Award. Secretary for the Missile Airframe Division at the China Lake site of the Naval Air Warfare Center Weapons Division, Tate was recognized for her work from July through September 1992 at a recent luncheon in her honor.

In his nominating letter, Tate's boss and head of the division, Bill Sutherlen, noted Tate knows the best way to solve problems and come up with new and efficient ways to do business. "I can always depend on Shirley to 'get it done' right the first time," he said.

Sutherlen also credited Tate with creating a welcom-

ing environment, effective communication skills and having a complete understanding of the division's mission and the work needed to accomplish that mission. "Shirley turns work around so fast it makes the division look good," Sutherlen said. "(She) is poised and gracious and exceeds the requirements of her performance plan. She deals very effectively with on- and off-station personnel and foreign groups, creating an excellent professional atmosphere," he concluded.

Since coming onboard China Lake 19 years ago, Tate has worked as a clerk, a file clerk and secretary. In addition to having worked in the Aviation Ordnance Department, she has worked in the Intercept Weapons Department. In 1981, she became secretary for Sutherlen when he became head of the Sea Lance Project Office.

"During a reorganization, he was asked to head the new Missile Airframe Division, and I went with him," Tate said. "He's tremendous to work with," she explained.

Tate said she enjoys being a secretary and doing things for people. One of the main reasons she likes her current job is because it is never boring. While there may be short stress periods, she feels they pass quickly enough to be almost negligible.

In addition to her secretarial duties for the division, she does the secretarial work for the Aerodynamics Branch and the Performance Analysis Branch, encompassing 13 people in each branch. What makes a Secretary of the Quarter? According to Sutherlen, it is displaying the qualities of a true professional.



Shirley Tate

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RECYCLE, From page 11

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The NAWS China Lake Recycling Center goal this year is to collect a million pounds of recyclable material. The plastic bags you will soon be getting at the Exchange will be recycled from plastic bottles collected right here on Station as part of a bottles-to-bags program between the Exchange and the Center.

The NAWS Recycling Center accepts these materials from all individuals who have access to the Station.

New Voice Mail system coming on-line soon

It's finally here! The new Meridian Mail Voice Messaging System will be ready for operation on December 18. All current users will be cutover to the new system by December 21. As of January 4, 1993, we will start installing new users into the system. We hope to have all new users up and running by the end of March.

With the new system, there will be two access numbers. This means that instead of dialing 927-9000, you will dial 939-3000 if your mailbox has a prefix of 939 or you will dial 927-2400 if your mailbox has a prefix of 927. It is recommended that those who now have a mailbox, read and delete all messages by COB on December 17, at which time direct access to the old system will be denied. CASI will keep unread messages on the old system for 30 days, but you will have to contact the CASI trouble desk (611) for an access number.

Code C63 will issue training manuals to everyone with a voice mailbox, and manuals will be available through the Telephone Services Branch, Code C6314. If you have any further questions, contact Ruth Ellingson, Code C6314(BCS) at 939-8788.

Please remember that for security reasons, it is your responsibility to change your password within five working days of notification that your mailbox has been installed. The default password is for initial temporary access only and access may be denied if your password is not changed.

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FOSAMS from Page 1

timely and, without the human factor in reading and typing, more accurate.

FOSAMS brings the NAWS China Lake Weapons Department on-line with the most current technology for tracking ordnance. Within the next few months, Cdr. Seal expects to offer real-time access to the data base by individual departments, allowing them to check on the status of ordnance in their accounts. He noted SNORT had been using this query capability on a trial basis while efforts were underway to make it available to all departments using ordnance.

Nine computer terminals in the Weapons Department are currently linked to FOSAMS. Cdr. Seal noted this was an upgrade from the original system developed by the Naval Sea Systems Command (NAVSEA). While the original system is being installed at Naval Magazines and on some ships, China Lake was not on the list for installation until at least 1995.

By getting approval from the then commander of the Naval Weapons Center, Capt. Douglas W. Cook, to buy the unique hardware needed for FOSAMS, China Lake became a test bed by the improved system. "There are a lot of pluses for us, including full life-cycle support from the NAVSEA program office," commented Cdr. Seal.

When fully operational, department ordnance representatives can use FOSAMS to easily and quickly determine the status of their ordnance. It is as user friendly as the SPEDI system is for small purchases, according to Wadelin.

Since standing up the Weapons Department in July of 1991, Cdr. Seal has brought new facilities, new systems and stronger organization to ordnance handling at China Lake. The next expected improvement is opening of a weapons breakdown facility now being developed in the explosive ordnance disposal area.



OPEN—Dave Benson and Diane Wadelin join Cdr. Warren Seal in ribbon cutting ceremony for Weapons Coordinating Center.

SIGAda chapter meets tomorrow

The China Lake chapter of the Association for Computing Machinery Special Interest Group for Ada (SIGAda) is holding its monthly meeting at the Training Center in Room 115 from 11:30 to 12:30 p.m., Friday Dec. 11.

Anyone interested in the Ada programming language or other associated software development is invited to attend SIGAda meetings.

If you have questions regarding SIGAda or have interest in future presentations or discussions please contact one of the following: Dave Bower 927-1224, Neil Degregorio at 499-5076, John Hammack at 939-0671, Linda Roush at 939-5575, or Tom Roseman at 939-4812.

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REPLAY: China Lake's recycling program takes hold in Station housing

By Janice Kaspersen
Technical Information Department

On Monday mornings in the Capehart A housing area and Wednesday mornings in Capehart B, residents see a battered pick-up truck with an odd-looking white trailer stopping along the curb. Two men climb out of the truck and empty plastic bins into the trailer's eight compartments. The trailer, which began making its rounds on Nov. 2, belongs to the Naval Air Weapons Station China Lake recycling program, REPLAY (Recycle Everything, Protect the Lake and You). The compartments are for separating recyclable materials: brown, green, and clear glass; aluminum cans; and Number 1 and Number 2 clear and uncolored plastic containers. Two trash cans are carried on the front of the trailer to accommodate the occasional bit of nonrecyclable material that gets mixed in.

Lloyd Crabtree, the recycling program manager who is known around the Station as "Tree," and Sam Treece, REPLAY's only other government employee, make the curbside collections. REPLAY purchased sets of bins for each of the 750 Capehart houses. Each set has three bins—one each for plastic, glass and aluminum. So far, only about one-quarter of the households are using the bins, Crabtree said, but he and Treece make their rounds before the regular garbage truck passes by and sometimes take recyclables that have not been left in bins—"accidental recycling," Crabtree calls it, although he says it involves more waste because the useful items are mixed in with trash.

New collection point accepts paper, glass, aluminum and more

The REPLAY trailer returns to the program's new collection site, where all materials are sorted and processed for transport off Station. The old Richmond

Road collection site (near the back gate) is now closed; the new site is in Building 01032, west of the Michelson Laboratory compound. During business hours, anyone with access to the Station can leave materials on the south side of the building. After hours or on weekends, materials can be placed in a fenced-in area at the northwest corner of the building. Barrels inside the fence are marked for glass, plastic, aluminum, ledger paper, newspaper and other items. Toner cartridges are accepted, but Crabtree says remanufacturing the cartridges actually saves more money for China Lake and suggests that people who have such a program in their workplace turn the cartridges in there. REPLAY sometimes picks up large quantities of recyclables; call 939-2522 for more information.

Where do your paper, plastic, glass, and aluminum go after REPLAY collects them? Various brokers from Los Angeles to Fresno purchase the materials; where the Station sends a particular item depends on which broker is offering the highest price. Crabtree sends "evaluation shipments" to some brokers to see whether our materials meet the brokers' standards. For example, REPLAY sorts paper into five categories: white ledger, colored ledger, newsprint, cardboard, and craft. Recycling brokers, however, distinguish as many as 43 subdivisions of these categories, so REPLAY sells to vendors that will accept paper sorted into fewer categories.

All ledger paper that REPLAY collects is shredded into eighth-inch strips—small enough to meet the security requirements for disposing of unclassified materials. Only one vendor purchases paper shredded this finely; if the strips were smaller than 1/8 inch, the fibers in the paper would be too small to be reprocessed into paper. Shredded paper is bound into 1,000-pound bales.

In addition to its two government employees, REPLAY has seven contract employees. Two of them are kept busy full-time collecting paper and other recyclable materials from the blue REPLAY bins located around the Station; the contractors collect from 700 locations every week,

many of which have more than one bin. From all sources, 500 pounds of material are brought to the recycling center every hour of every work day.

The other five contractors sort, shred and bale the collected materials. Glass and plastic are separated by color and type. Paper is sorted by category, and contaminants are removed. Depending on the recycling process for a particular material, not all foreign substances have to be removed. For example,

small amounts of colored paper can spoil a bale of white ledger paper. However, labels on glass bottles and food contaminants inside the bottles cause little concern, because the high temperature needed for glass recycling burns them away. Magazines, phone books and other paper items with glue in the binding are run through a table saw to remove the spines. A Ridgecrest recycling facility is looking into potential ways to reuse the glue. One of REPLAY's goals for early next year is the purchase of a bigger paper shredder. The current one operates 14 hours a day; a larger one could shred the same amount of paper in three hours.

More recycling means a stable market for recyclable materials

The recycling program currently brings in about \$100,000 per year; expenses are \$300,000 per year. However, as the market for recyclable materials stabilizes—and new state and federal regulations requiring organizations to recycle will ensure that industry finds a use for the materials, now that a steady supply will be available—Crabtree hopes REPLAY will pay for itself by 1994. Any profits will benefit the Morale, Welfare & Recreation Department.

One stumbling block to encouraging industry to use more recycled materials is the depletion allowances law that gives companies a tax break for using virgin materials, such as new wood pulp or newly mined minerals. Similar to the way taxes are lessened on a piece of equipment because of depreciation, taxes on a piece of property—a mine, for example, or an area of forest—are reduced as the resource the property contains is used up. The more trees that are cut, the lower the taxes on the property. No comparable tax incentives exist to encourage recycling.

California law requires 25 percent recycling

Crabtree cites two compelling reasons NAWS China Lake needs to recycle. The first is California Assembly Bill 939, which requires that all agencies in the state recycle at least 25 percent by weight of their trash by 1995. NAWS currently recycles 32 percent, but not all of that amount is counted, because we were already recycling before the law went into effect. For most recyclables, the law counts only the amount an agency began recycling after the bill was passed.

The required amount will rise to 50 percent by the year 2000. Ridgecrest and China Lake have one advantage in meeting this requirement because our landfill, unlike costly landfills in more crowded parts of the country, used to receive a great amount of "inert" materials like concrete and asphalt from road improvements. When we recycle these materials now by using them in new road beds, they make up a significant amount of our weight requirement.

The second reason, said Crabtree, is that recycling in general makes sense, even in areas that don't have an immediate shortage of landfill space. "At China Lake, some people may say we have plenty of dead, dry ground" to dispose of trash that we don't recycle, he said, but in many places landfill space is at a premium. "If we don't encourage recycling, in 10 years New York may be bringing its trash out here to us."

Recycled wood counts as part of 25 percent

The Station also has a new wood-recycling center, located at the corner of Kimball and Decatur roads southeast of the main gate. The old wood-recycling center,

which had always been difficult to reach because it was in a secure area, was in the way of construction for the Missile Encounter Simulation Arena (MESA). The new wood-recycling center accepts pruning scraps, old pallets, and other wood items. Wood scrap must be brought to the center; pick-ups are not made for wood.

By law, a landfill must be covered over with four inches of dirt at the end of each day, and the Ridgecrest landfill currently imports dirt for that purpose. However, wood mulch is also acceptable cover, and recycled wood that is turned to mulch and reused in a landfill counts as part of the Station's 25 percent recycled waste.

Eventually, Crabtree said, REPLAY may consider accepting hazardous materials, but only if they can be reused or recycled. These materials would not count toward the mandatory 25 percent, because even if they aren't recycled, they can't legally be thrown into a landfill. Disposal of most hazardous materials will continue to be handled through the Station's Environmental Project Office hazardous waste program.

Learning about recycling: myths versus facts

Crabtree has an interest in clearing up misconceptions about recycling. In the U.S., many people are concerned about overpackaging of food and other items, because excess packaging uses resources and fills up landfills faster. However, Crabtree said, there is a tradeoff: U.S. consumers throw away less food than do people in most Third World countries where less packaging is used, because the packaging helps keep the food from spoiling. Another misleading but prevalent idea is that items labeled "biodegradable," such as plastic trash bags made with cornstarch so that they break down more quickly when exposed to sunlight and moisture, are beneficial to the environment. Modern landfills, Crabtree explained, are specifically designed not to expose their contents to the elements. Most are lined, and garbage thrown into them—even organic items and food scraps—sometimes last for years without breaking down. The design of these landfills is a response to early attempts to turn wetlands into convenient dumping grounds; items thrown into the wetlands decayed quickly, but in the process they contaminated soil and water supplies.

Another fact that's useful for consumers to remember is that some materials suffer more degradation in the recycling process than others. Paper can be recycled only a certain number of times—in the U.S. it's less than two times on average, but in other countries paper is



LIFT THAT BALE—Bales of paper, cardboard, and plastic collected as part of the NAWS China Lake REPLAY effort are shipped off-Station on a regular basis. The Station's recycling accomplishments are also being considered by the City of Ridgecrest in the plan developed to meet county and state requirements for reduction of material going to landfills.

TID Photos

sometimes recycled as many as seven times—before the paper fibers are so short that the paper quality is unacceptable, or before the shortened fibers are simply washed away in the paper-making process. Aluminum, on

the other hand, suffers less than one percent degradation during recycling, so the aluminum in the cans you recycle today can be reused many times.

"It'll be aluminum forever," said Crabtree.

Your Environment

By Dorothy Victor
Technical Information Department

It's a big job, looking after Mother Earth. Admittedly, some environmental problems have to be left to the experts to solve. Recycling, however, is a responsibility we can take on right here at home; and it's an area of environmental concern where one person can make a difference. To that end:

- Make sure you know what materials your community recycles. (See "REPLAY" article or contact the NAWS China Lake Recycling Center, Building 1032, 939-2522.)
- Purchase those materials as you shop for food and household goods.
- Recycle as much material as possible, including newspapers, aluminum, and glass.
- Use separate trash containers for organic waste, paper, and glass, in addition to other kinds of trash.

As much as we need to recycle, we need to reduce the amount of material we generate in the first place. There's too much "stuff" collecting, and the U.S. has not yet developed the capacity to recycle it all. So the name of the game is thoughtful buying and then re-using. Both the Navy and California Assessment Bill 939, which pertains to recycling, emphasize "source reduction."

One person can still make a difference

Consider the following:

•The U.S. generates more garbage than any other nation—over 1200 pounds per person per year. Of major concern, besides what to do with all this garbage, is how our land and vital groundwater supplies may be affected.

•Economically, only aluminum recycles well. And we discard enough aluminum each year to rebuild the entire U.S. commercial airline fleet every 3 months.

•One tree is cut down for every 700 paper bags. Trees help clean the air and protect the climate.

•When plastic bags and other plastic materials are thrown away, they stay around almost forever as litter or in garbage dumps.

You can reduce the amount of "stuff" you collect by adjusting your habits to minimum waste and by doing the following:

•Buy things that will last. You'll have them longer and repair money will be saved.

•Buy in bulk. Ten packs of chips for the lunchbox use much more wrapping than one large package.

Please see **RECYCLE**, Page 12



BUSINESS IS PICKING UP—Lloyd Crabtree and Sam Treece collect recyclables from plastic bins in the Capehart housing area.

PERSONNEL NEWS

PROMOTIONAL OPPORTUNITIES

Applications for positions listed below are being accepted from Department of Navy Employees currently sited at NAWC, China Lake and from eligible employees of attached activities who are permanently assigned to the China Lake site. 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 China Lake's commuting area. Applications from other groups will be accepted when specified in advertisements listed herein. Vacancies are subject to restrictions imposed by the DOD Priority Placement Program. Applicants must meet all legal and regulatory requirements, including minimum qualifications, by the closing date of the advertisement. Evaluation of applicants qualifications will involve using at least two assessment measures. Assessment measures are work experience, annual performance assessment rating and narrative, education, training, and awards.

Eligible spouses, of military sponsors, with competitive employment status or eligibility under E.O. 12362, must register in the DOD Priority Placement Program to be eligible for spousal preference. Those enrolled in this program will automatically receive consideration for employment on vacancies for which they qualified. 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 does not clearly state the task/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 highly recommended 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 score. 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 any of this 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 signature on the last page completes the application. Civilian Spousal Program Eligibles with competitive status must submit a copy of their sponsor's PCS orders with each application in order to be considered for Merit Promotion vacancies which do not state that status eligibles may apply.

Application materials are accepted, and blank forms are available, at the Reception Desk, Room 100, Human Resources Department, 505 Blandy. Announcements close at 4:30 p.m. on 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 Air Warfare Center, Weapons Division 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 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 the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test 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).

MERIT PROMOTION

No. 38-001, Program Analyst, DA-343-2/3, Code C3805 — This position is located in the Targets Projects Office, Targets Systems Department, Threat Simulation Directorate. The mission of the Targets Projects Office is to serve as the focal point for executive management of project workload related to all phases of development for target systems. The Targets Projects Office is located primarily at Point Mugu, with a small contingent at China Lake. The incumbent will be responsible to provide overall coordination, consultation, planning, policy, assessment, and monitoring and tracking related to business aspects of the target projects which are managed at China Lake. The incumbent will be responsible to conduct complex financial studies and analyses; monitor financial operations; plan, arrange, schedule, coordinate, collect data, and conduct analyses of programs or functions; analyze data, evaluate, and interpret findings, and develop conclusions and recommendations; recommend proper allocation and disposition of financial documents; prepare, analyze, and interpret financial reports; and study, analyze, and evaluate financial systems, reports, procedures, regulations, practices and operations. **Job-Relevant Criteria:** Extensive knowledge of Navy financial management practices, policies, procedures, regulations, laws and processes; knowledge of DOD Federal Acquisition Regulations and the Navy acquisition process; broad knowledge of basic economics, statistics, accounting,

computer programming and pricing; ability to plan and direct work involving complex, interrelated phases of major systems management and acquisition; and ability to communicate and defend ideas, orally and in writing, with top-level management officials and specialists. Promotion potential to DA-3, but not guaranteed.

No. 83-003, Supervisory General Engineer, DP-801-3/4, Code C8301 — This position is that of Deputy Public Works Officer, Public Works Department. This department manages construction and maintenance of facilities; military and civilian housing; transportation operations; and the geothermal and energy programs. The incumbent assists the Public Works Officer in managing the daily operations of the department and acts for him in his absence. The incumbent also provides oversight for the Facilities Support Contracts and Shore Facilities Planning Support. **Job-Relevant Criteria:** Knowledge of COMNAVFACENGCOM facilities management process, procedures, and organization; knowledge of OPNAV Shore Facilities Planning System; knowledge of Affirmative Action principles and a willingness to implement EEO practices; ability to manage an organization; ability to deal effectively with personnel at all levels; ability to supervise; ability to communicate orally; and ability to communicate in writing. Must be able to obtain and maintain a Secret clearance. May be required to serve a 1-year supervisory probationary period. Full performance level:

DP-4. Permanent Change of Duty Station (PCS) expenses are not authorized. This ad opens on 10 December and closes on 24 December.

No. 83-004, Planner/Estimator (Sheet-metal Mechanic), WD-3806-8, C8348 — This position is located in the Construction/Project Support Division, Public Works Department. The incumbent works directly under the supervision of the Production Control Branch Supervisor. The incumbent provides detailed manpower/material estimates in support of facilities and utilities distribution systems maintenance for the entire Station. This includes inspection, job write-up, material lists and sketches for construction, alteration, repair, and maintenance. **Job-Relevant Criteria:** Ability to facilitate production; knowledge of technical practices; ability to interpret instructions, specifications, etc.; knowledge of pertinent materials; and knowledge of pertinent tools and equipment. **SUPPLEMENTAL FOR PLANNER/ESTIMATOR IS REQUIRED.** Promotion potential is WD-8.

No. 86-002, Bowling Center Manager, DG-1101-3, Code C864 — This position is located in the Morale, Welfare and Recreation Department, Sports Division, Bowling Branch. The incumbent is responsible for the overall operation of a ten lane bowling center with AMF synthetic lanes and AMF 8270 Pinspotters. The responsibilities include but are not limited to staff training and supervision; league coordination; proper collection and documentation

of fees; as well as facility scheduling and reporting. **Job-Relevant Criteria:** Knowledge of the bowling industry; knowledge of affirmative action principles including a willingness to implement EEO practices; ability to relate well with people; ability to operate complex machinery; and the ability to supervise people. Incumbent may have to serve a 1-year probationary period for supervisors. No known promotion potential. This ad opens on 3 December and closes on 17 December.

SECRETARIAL COLUMN

No. 023-002, Secretary, DG-318-2, Code C0235 — The incumbent provides secretarial support including travel arrangements, correspondence, short reports, arrangement for conference rooms, keying in viewgraphs, etc., to the Chemistry Division. Knowledge of and working skill on the Macintosh II and software including Microsoft Word and Powerpoint is desirable. The full performance level of this position is DG-2.

No. 27-001, SECRETARY (TYPING), DG-318-1/2, CODE C2744 — The incumbent will provide secretarial support to the Tactical Fuze Branch of the Ordnance Development Division, Ordnance Systems Department. Knowledge of the SPEDI procurement system and experience using the Macintosh computer is desirable but not mandatory. Full performance level is DG-2. This ad closes 17 December.

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 applications 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.



Naval Air Warfare Center Weapons Division Naval Air Weapons Station, China Lake Announcements

Submit items to: Code C6411: FAX 939-0945, Ellen Mahoney; or E-Mail to TID:ANC



FINAL ISSUE OF 1992 ANNOUNCEMENTS IS SCHEDULED FOR 17 DECEMBER

The last issue of the 1992 announcements will be 17 December. The deadline to submit announcements is 14 December, 1500. Announcements will resume publication on 7 January, the deadline for that week will be Monday, 4 January, 1500. If you have any questions call Ellen Mahoney at 927-3902. (Code C6411)

NEW VOICE MAIL SYSTEM TO BE INSTALLED

The new Meridian Mail Voice Messaging System will be ready for operation on 18 December. All current users will be out over to the new system by 21 December. As of 4 January, we will start installing new users into the system. We hope to have all new users up and running by the end of March.

With the new system, there will be two access numbers. If your mailbox has a prefix of 939, you will dial 939-3000; if your mailbox has a prefix of 927, you will dial 927-2400. Both of these numbers have AUTOVON capability.

Those of you who currently have a voice mailbox, must read and delete all messages by COB on 17 December 1992, at which time direct access to the old system will be denied. CASI will keep unread messages on the old system for 30 days, but you will have to contact the CASI trouble desk (611) for an access number. In addition, you will need to reset your password and greeting on the new system, since they will not be carried over from the old system.

We will try to issue training manuals to everyone receiving a voice mailbox, but if you do not receive a manual they will be available through the Telephone Services Branch, Code C6314. If you have any further questions, contact Ruth Ellingson, Code C6314(BCS) at 939-8788.

Remember that for security reasons, it is your responsibility to change your password within 5 working days of notification that your mailbox has been installed. The default password is for initial temporary access only, and access may be denied if your password is not changed.

PLOTTER PAPER AVAILABLE

Code C8404 has one case of 11 x 17" plotter paper available. Contact Donna Charles at 939-0842 if you are interested.

SECURE FACSIMILE SERVICE

As of 4 January the secure facsimile service provided by the Video Teleconferencing Center will no longer be available. The codes should investigate other avenues to meet their secure faxing needs. Those past frequent users of this service should consider procuring a secure fax machine for regular use. (Code C8408 can assist you by providing a list of "secure" fax machines that are approved for use and are compatible with our STU-III phones.) Users who are not able to plan ahead to send documents via other means and need to utilize a secure fax should query their own departments for the location of secure fax assets. (Codes C6311/C8408)

TWO HP 9845C COMPUTER SYSTEMS AVAILABLE

Code C3932 has two HP 9845C computer systems that they are willing to transfer to any

code that has the need for them. The systems consist of two 9845C computers, two 9895A floppy drives, one 9134A hard drive, and one 7908 hard drive. For more information call, Delmer Cox at 939-0231, or Bill Maraffio at 939-0255.

XEROX FACSIMILES MAINTENANCE CONTRACT EXPIRES

On 16 December the Center-wide maintenance contract or Xerox facsimiles (FAX machines) will expire due to Center-wide budget cuts. There will no longer be "no cost" maintenance to the codes.

The Contracts Coordination Branch (C6331) is in the process of putting together an indefinite delivery type purchase order for continuing remedial maintenance and preventative maintenance. This will be a per-call (time and materials) agreement. Until the new contract is in place, if your Fax machine needs repair you will have to prepare a 9-part stub for per-call repair. The per-call charge is \$135 for each half-hour, plus parts. Each additional 15 minutes is \$27.50. The average repair call is 1 hour, plus parts.

If you have any questions call Annabelle Lipinski at 939-3427. (Code C6331)

FUNDING YOUR R&D PROJECT - PART 4 POLITICS AND REORGANIZATION

Don Gay, a China Lake employee on a rotational assignment to Washington, D.C., will give a 2-hour presentation on Tuesday, 10 December at 0900 in the Lauritsen Lab Conference Room 2. The presentation will address the recent OPNAV reorganization and focus on the parts of the organization controlling the start-up of projects and how they affect your approach to obtaining support. Organizational relationships and the transition of administrations will be briefly discussed in terms of the potential impact on R&D funding. The focus will be on understanding the Washington, D.C. environment and perspective and how to cope with it in obtaining funding for R&D projects.

REVIVAL OF THE CHINA LAKE SUN USERS GROUP

The Sun Users Group (SUG) is in the process of being revived with monthly meetings or some activities to begin in January on a regular basis. The response to the E-Mail sent to the SUG alias was very low (6 out of 43). To get a better survey of the users of Sun workstations, the call is out for anyone interested in participating in a users group. If you are interested, send an E-Mail to "david.olanyk@chinalake.navy.mil" or "david@enterprise" or call 939-3879.

Include your name, code, phone number, E-Mail address, and what you would like to see in your user group. The only list we currently have is the SUG alias which does not allow us to get information to you if your machine is down.

COMMUNITY CPR CLASS

The Safety Office, Code C8401, will be presenting an American Red Cross "Community Cardiopulmonary Resuscitation (CPR)" class on 15 December. This is an 8-hour course which covers CPR, artificial respiration, and dealing with a choking victim whether it be an adult, child, or infant.

China Lakers wishing to attend this "Community CPR" class should contact Dena Christison at 939-0729 or 939-2314 for phone

registration or additional information regarding this class. Class size is limited, so call early to ensure your space in the class.

DECNET ADDRESS CHANGE AT CHINA LAKE

On 17 December at 1700, DECnet routing will be enabled between Main Site (Mich Lab) and the Airfield (NAF). All computers on the China Lake corporate network using DECnet will be required to change their DECnet address or they will be unable to communicate with other China Lake DECnet devices. This is a relatively simple procedure for most computers but usually requires the system to be rebooted for the change to take place. THIS CHANGE DOES NOT AFFECT THE NAME OF THE HOST MACHINE. All system administrators of registered DECnet devices should have received information on this change in the Guard Mail. If you have not received this information or have further questions, contact Ron Smith at the Network Management Center, 939-6661. (Code C6311)

ORDNANCE SYSTEMS DEPARTMENT (C27) CHRISTMAS PARTY

The Ordnance Systems Department (C27) Christmas party is being held at the Seafarer Club on 12 December. A social hour will begin at 1830, dinner will be served at 1900, and dancing will begin at 2030. A dinner buffet will be served and will consist of baked chicken or roast beef, salad with choice of dressing, potato or rice, vegetable, rolls, butter, and coffee or tea at a cost of \$15.00 per person. Music will be provided by Sound Enterprises. Tickets may be purchased from Barbara Sorges (C27021), 939-7486, or Elaine Hooper (C27A), 939-7206. Tickets must be purchased by close of business 7 December. (Code C27)

RETIREMENTS

BERT NICCUM

Bert Niccum (Code C28) is retiring after 33 years of federal service, 31 of which were served at China Lake. A retirement party in his honor will be held at John's Pizza on 10 December at 1100. For gift donations and reservations contact Debbie Neil at 939-3906. (Code C238)

HERB REYNOLDS

Herb Reynolds (Code C2623) is retiring after 18 years of federal service. A farewell party in his honor will be held at Farris' at the Heritage on Tuesday, 15 December at 1900. A buffet will be served at a cost of \$12.50 per person, including tax and gratuity. For reservations, send checks payable to Farris' to Code C2623, 75 Parsons, Rooms 105 or 120 prior to 10 December. For presentations, gift donations, or information contact Edna, 927-1135, or Barb, 927-1154. (Codes C2623 and C26201)

DARRELL BYMOEN

Darrell Bymoen (Code C2942) retired on 2 December after 29 years of federal service, 26 of which were served at China Lake. Darrell has worked on a variety of projects at China Lake including Swimmer Weapon Systems, Vertical Launch ASROC, Sidewinder AIM-9R, and Multi-Mission Propulsion Technology. A farewell party will be held on Friday, 8 January at 1730 at the Seafarer Club. A buffet dinner will be served at 1800 at a cost of \$11.00. For tickets, presentations, or gift donations contact Darla Siler, 939-1207/4571 or Max Moffitt 939-4733 by 6 January. (Code C2942)

BILL UNDERWOOD

Bill Underwood (C03A03) will be retiring at the end of December after 36 years of Federal service, all of which were served at China Lake. A farewell party will be held on Thursday, 14 January, beginning at 1800 at the Seafarer Club. A dinner will be served at 1900 at a cost of \$12 per person. Dinner will include a choice of sirloin beef or chicken in orange sauce. For tickets, presentations, or gift donations contact Peggy Bell at 939-3880 by 7 January 1993.

The NAWC/PNS/NAWS Announcements, published by the Technical Information Department (Code C64), disseminates work-related information to all Center personnel and is distributed to all personnel in the Rocketeer on Thursday. To ensure accuracy, all items must be submitted in writing, preferably double spaced, and must include a sponsor code and phone number. The collection deadline for submissions is 1500 Monday. The following pickup points for material have been established for the convenience of contributors: Room 100, Training Building (Carol Corlett, Code C622); Room 1000, Mich Lab; Room 203, Administration Building (Linda Brantner, Code C6101); and Room 212, TID Building (Ellen Mahoney, Code C6411). Items may be sent to Code C6411, or by FAX to 939-0945, Code C6411, ATTN: Ellen Mahoney, or mailed electronically to TID:ANC via the VAX. Any questions regarding the Announcements may be directed to Ramona Bernard, Code C6411.

LEAVE DONORS NEEDED

The employees listed below have been approved as leave recipients under the Leave Transfer Program. These employees have exhausted annual and sick leave because of personal or medical emergencies and anticipate being in a leave without pay status for at least 80 hours. Employees who wish to help a leave recipient may donate annual leave to the employee by submitting a completed NAVWP-NCEN Form 12630/16 (Request to Donate Annual Leave to Leave Recipient). This form is available at Shop Store (Tel-Mart). A copy of your leave and earning statement is NOT required. Send your form to Code C621. For additional information please call Cindy Smith at 939-2018.

Brenda Kirkpatrick, Medical Transcriber, Branch Medical Clinic (Long Beach).
Brenda's daughter was in a car accident and severely injured her foot and requires surgery and rehabilitation.

Marvin Kennedy, Electronics Technician, Code C3312.
Marvin Kennedy is undergoing surgery and is indebted for leave.

Diane Richardson, Program Analyst, Code C2708.

Diane Richardson is undergoing foot surgery and will be home recovering. She is indebted for leave.

Leslie Brockwell, Electronics Technician, Code C3251.
Leslie Brockwell is indebted for leave for previous surgeries and is in need of another surgery.

Anita Trenholm, Electronics Technician, Code C2875.
Anita is undergoing a total hysterectomy and

is in need of leave.

Alvina S. Quintanilla, Contract Specialist, Code C654.

Alvina S. Quintanilla is undergoing daily radiation therapy for inoperable cancer of the naso-pharynx.

Jesse Ray Lewis, Jr., Police Officer, Code C8413.

Jesse Ray Lewis, Jr., has been off work for several months as a result of back surgery and its complications.

Deborah A. Birch, Secretary, Code C392A.

Deborah A. Birch received treatment for breast cancer and is indebted for leave.

Jan Slater, Security Assistant, Code C8433.

Jan Slater suffers from pseudotumor cerebri. She had brain shunt surgery to reduce brain swelling and will be home recovering.

SECURITY CLASS

SECURITY FOR SUPERVISORS (7 hrs.)
16 December; Wednesday, 0800-1600; Training Center. By: Linda Hall, Code C84301

All supervisors now have security as a critical element in their performance plans. This class addresses the supervisor's role in providing a security-conscious environment. Areas covered include communication security, information security, personnel security and badging, computer security, physical security, operation security, and security education.
Deadline: 7 December

DOS internal and external commands such as format, copy, diskcopy, dir, and chkdsk.

Presentation Method: Hands-on workshop.
Deadline: 30 December

Enrollments are filled as first request received, first approved.

ADA PROGRAMMING (40 hrs.)

4-8 January; Monday-Friday, 0800-1600; Training Center. By: John Francis, Code C2872

Prerequisite: The student must have a basic understanding of computer programming techniques. This course is not for first-time programmers.

This course provides an introduction to programming in the DOD standard language of Ada. The basic topics will include declaration of objects and types, control structures, data abstraction, Ada packages, generics, and an introduction to Ada tasking.

Software engineering principles of object-based/oriented design such as classes, derived classes and inheritance, overloading, and polymorphism, exception handling, and templates will be discussed as related to Ada.

There will be class projects and assignments. Some light outside work will be required.

Presentation Method: Hands-on workshop.
Deadline: 14 December

WRITING STATEMENTS OF WORK (8 hrs.)
17 December; Thursday, 0800-1600; Training Center. By: Mona Bonbright, Code C655

Intended Audience: Employees responsible for initiating a contract or delivery order.

Course Objective: To give the student practical and current guidance in writing Statements of Work for pending contracts or delivery orders.

Course Objective: The student will be given the latest government and NAWC guidelines in writing a Statement of Work (SOW). This course will help you to build your SOW writing skills through low-risk in-class exercises. Also, you will receive a current list of people in the Procurement Department available to provide you with personal assistance in the preparation of your SOW and the other documents which comprise the Acquisition Requirements Package (ARP). Information will also be provided on the advantages of using the newly developed ARP

downs, hierarchical outlines, the new objects (aliases, stationary) and new features of the trash can. System commands and dialog boxes are explored and learned through hands-on exercises. Topical areas include the system folder, menu bar, multiple running applications, file sharing, publish and subscribe, memory, net courtesy, and security. As a bonus, QuickTime movies and custom icon creation will be demonstrated.

Presentation Method: Hands-on workshop.
Deadline: 7 January
Enrollments are taken as first request received, first approved.

WORD, ADVANCED (16 hrs.)

19-20 January; Tuesday-Wednesday, 0800-1600; Training Center. By: Donnie Goettig, Consultant

Prerequisite: 6-months experience using Word 5.0.

In this course you will learn how to use the following:

1. Style sheets: automatic and custom, based on, next style, copying and pasting styles, linked styles, changing and editing styles.
2. Tables: multiple page tables, combining, merging and splitting cells, sorting in the table.
3. Advanced graphics: cropping, resizing, position command, flowing text around the graphic.

4. Indexes and custom menus
5. Advanced formatting
6. Tips and keyboard shortcuts

Presentation Method: Hands-on workshop.
Deadline: 5 January

Enrollments are taken as first request received, first approved.

GRAPHICS ON THE MACINTOSH (16 hrs.)

13-14 January; Wednesday-Thursday, 0800-1130; Training Center. By: Olivia Francis, OVF Graphics

Prerequisite: Basic knowledge of the Macintosh operating system.

In this course you will learn the difference between Paint, Pict, Tiff, and Postscript; the use of various graphic documents in an application; getting graphics into the Mac; using a paint and a draw program; using a postscript drawing editor; and use some typical applications packages such as a word processor and/or a graphic program. (Applications to be surveyed may include MacWrite or Word, MacPaint, MacDraw, or MacDraft. This class will not be able to cover these applications in any detail. The student is referred to other classes offered for specific applications.)

Presentation Method: Hands-on workshop.
Deadline: 30 December

Enrollments are filled as first request received, first approved.

MS-DOS, BEGINNING (8 hrs.)

13 January; Wednesday, 0800-1600; Training Center. By: Daryl Vaughn, Code C622

Intended Audience: Beginning users of IBM-PC or Zenith-compatible microcomputers.

This course is designed to provide the novice computer user with a basic understanding of how DOS manages hardware and software components, controls system operation, and directs input and output to and from peripheral devices. It includes a survey of file-storage techniques, operations commands, command structure, and utilities. Participants will learn how to use MS-

Unless otherwise noted, enroll in the following classes by submitting NAVWPNCEN 12410/73

(Rev. 12-88),
Request for On-Center Training, via department channels to Code C622.
(Code C622)



ORDNANCE SYSTEM DESIGN (32 hrs.)

22-25 February; Monday-Thursday, 0800-1600; Training Center. By: Ron Cohn, Coordinator, Code C2876

REQUIRED FOR ENROLLEES IN THE SEC PROGRAM.

This course will cover explosives, detonation physics and phenomena, warhead design and development, terminal effects/ballistic interactions/lethality, safety and arming devices, safe-separation analysis for safety and arming devices, target vulnerability, target damage effect, warhead/fuze system optimization, and proximity fuze design. The class will close with a rap session.

Deadline: 8 February

ANSI C PROGRAMMING (40 hrs.)

11-15 January; Monday-Friday, 0800-1600; Heritage Inn Flight Deck Room. By: Hewlett Packard

Prerequisites: Knowledge of a high-level programming language and of the basic command set and editor for a host operating system (MPE, RTE, or the UNIX system).

This course reviews all of the ANSI C programming language features, including ANSI C syntax, control flow, functions, pointer, structures, I/O, and standard library calls, including file I/O.

Presentation Method: Hands-on workshop.
Deadline: 28 December

Tuition fee is \$1,350 for this class. Please provide a JO# with your training request.

EXCEL MACROS (16 hrs.)

27-28 January; Wednesday-Thursday, 0800-1600; Training Center. By: Al Goettig, Consultant

Prerequisite: Experience with complex spreadsheets and at least a brief exposure to Excel's macro capability, or an understanding of spreadsheet structure and applications in combination with basic skills with a programming language such as Basic, Fortran, Pascal, etc.

Intended Audience: Experienced spreadsheet users who want to learn how to automate routine procedures and incorporate macro routines into complex data systems and simulations.

The course will cover procedures for developing macros for use with Excel spreadsheets.

File and window management techniques, interactive macros, looping procedures, and input data checking techniques will be covered. The approach used will be to develop macros to perform specific tasks. Individual elements of the macro language will be discussed in the context of the specific task being considered. Discussion of overall design of multiple spreadsheet systems and the possible uses of macros will also be included.

Presentation Method: Hands-on workshop
Deadline: 13 January

Enrollments are taken as first request received, first approved.

MACINTOSH FOR BEGINNERS (8 hrs.)

25-26 January; Monday-Tuesday, 0800-1130; Training Center. By: Marjorie Hunter, Code C0231

Intended Audience: Beginners with little or no Macintosh experience.

In this course you will learn to use the keyboard and the mouse to input information to the Macintosh; change software to suit the current application; view files and folders on a data disk; select and drag icons; open icons through the file menu; activate and close windows; use Desk Accessories such as Chooser, Finder, and Calculator; use the Clipboard to transfer information; and use some typical applications packages such as a word processor and/or a graphic program. (Applications to be surveyed may include MacWrite or Word, MacPaint, MacDraw, or MacDraft. This class will not be able to cover these applications in any detail. The student is referred to other classes offered for specific applications.)

Presentation Method: Hands-on workshop.
Deadline: 11 January

Enrollments are taken as first request received, first approved.

MACINTOSH, SYSTEM 7 (8 hrs.)

21 January; Thursday, 0800-1600; Training Center. By: Kenneth LaBaw, Consultant

Prerequisite: At least 6 months experience with Macintosh System 6.

New features of System 7 will be explained, demonstrated, and related to the student's System 6 experience. The new desktop appearance coverage includes objects (icons), win-

Team process.

Note: Enrollments are on a call-in basis only (first-to-call, first-to-be-placed). To enroll, call 939-2686. If you have any questions, call Mona Bonbright at 939-4281.

EFFECTIVE COUNSELING AND INTERVIEWING (16 hrs.)

16-17 December; Wednesday-Thursday, 0800-1600; Training Center. By: Bert Barer

Intended Audience: Supervisors and managers.

Course Objective: To provide supervisors with the latest practical skills in interviewing, allowing them time-saving techniques in evaluating a job applicant or a subordinate. Workshop participants will acquire interviewing techniques that allow (1) optimum, useful information for the supervisor in interviewing job applicants and subordinates; (2) effectiveness in these types of interviews: Job Application, Performance Evaluation, Disciplinary, and Exit; (3) establishment and maintenance of rapport in a climate of cooperation.

The class schedule will cover the following topics:

- How to prepare for the interview and design interview goals.
- How to manage the conversation.
- How to start and end smoothly.
- How to deal with difficult interviewees.
- How to cope with similarities and differences in a variety of interview types.
- How to evaluate the effectiveness of the interviews.

Note: Enrollments are on a call-in basis only (first-to-call, first-to-be-placed). To enroll or ask questions, call 939-2686.

TOTAL QUALITY LEADERSHIP OVERVIEW (8 hrs.)

11 January; Monday, 0800-1600; Training Center. By: Maurice Brown, Consultant

Intended Audience: All employees.

The general themes of this 1-day TQM workshop are Deming's 14 Points, his 7 Deadly Diseases, and an overview of his Management System with emphasis on team problem-solving processes. The workshop will provide coaching on "What to Do" by addressing data-gathering steps (Process Flow Charting), problem identification (Brainstorming and Pareto Charting), problem analysis (Force Field Analysis, Cause and Effect Analysis), and problem solution.

Attention will be focused on "working on the right problem" and understanding the difference between symptoms and causes. During the discussion on "How To Do It," time will be devoted to understanding group dynamics and their application in developing problem solutions. Topics during this portion of the training will include developing facilitation skills, staying focused on the task, maintaining effective teamwork, and dealing with dysfunctional behavior. One case study will be used near the end to bring the training together.

Enrollments are on a call-in basis only. To enroll or ask questions, call 939-2686.

REQUISITIONER'S WORKSHOP (Formerly called Small Purchase Acquisition Process) (8 hrs.)

5 January; Tuesday, 0730-1700; Training Center. By: Linda Watkins, Code C6502

This is a "how to" workshop designed to familiarize Contract personnel with the small purchase procurement process. Topics include preparation of 9-part stubs, purchase descriptions, commercial versus system orders, stub flow, lead times, GSA orders, and other information to assist and enlighten the "end user." This class will also include an overview of SPEDI.

Note: Enrollments are on a call-in basis only. To enroll or ask questions, call 939-2686.

EVALUATING CONTRACTOR PERFORMANCE (16 hrs.)

7-8 January; Thursday-Friday, 0800-1600; Training Center. By: Kris Kristensen, Consultant

Intended Audience: Any program manager or employee involved with monitoring or evaluating a contractors' performance.

The objective of this 2-day course is to provide the student with a solid background in the

competencies necessary to enable the Navy manager to evaluate and manage a Navy contract. Participants will learn:

- To develop and use an effective cost/schedule control system to manage contracts
- To identify the flowdown of work authorization through the organization
- To identify the earned value concept and its relationship to the terms: budgeted cost for work scheduled, budget cost for work performed, and actual cost of work performed
- To provide hands-on experience in creating a performance measurement baseline from contract data through budgeting and scheduling
- To learn the analytical techniques used to measure cost/schedule performance and to forecast cost at completion of the contract
- To identify the industry and government perspective on the analysis of performance data

This information will be presented through classroom lecture and discussion and through the use of exercises involving team participation and hands-on applications.

Note: Enrollments are on a call-in basis only. To enroll or ask questions, call 939-2686.

ADMINISTRATIVE POLICIES AND PROCEDURES FOR NEW SUPERVISORS (32 hrs.)

13, 14, 20, 21 January; Wednesdays and Thursdays, 0800-1600; Training Center. By: Center Staff

Intended Audience: New supervisors during the first year probation period.

This mandatory 4-day course provides new supervisors with basic information about important NAWC/NAWS administrative policies and procedures.

Topics covered include: a summary of general guidelines (organizational structure of DOD and subordinate commands, safety, security, Privacy Act, ethics, workers compensation, plant account, Drug Free Workplace Program, and EEO including Prevention of Sexual Harassment), affirmative employment (merit promotion, reassignment, special-interest programs, interviewing and selecting new employees, reading a 171, and obtaining performance information from previous supervisors), employee development, employee awards (and other aspects about the DEMO system), discipline (problem behavior, poor performance), and other topics of interest to supervisors.

Completing this course within the first 120 days of your supervisory probation period satisfies the mandatory training requirements for the probationary year for safety security, ethics, and prevention of sexual harassment.

Note: Enrollments are on a call-in basis only. To enroll or ask questions, call 939-2686.

CULTURAL/GENERATIONAL GAP (4 hrs.)

14 January; Thursday, 0800-1130 or 1230-1600; Training Center. By: Suzanne Hard, Consultant

Intended Audience: All NAWC/NAWS employees.

This course will look at the demographic, economic, and cultural impact of four groups on our workplace effectiveness. The four groups are *The Twenty-Something Generation*, *The Boomers*, *The Dinosaurs*, and *Gender*. The workforce is changing more rapidly than ever. When values are so different, how do you motivate, coach, and train? The new crop of employees, sometimes referred to as the "Brash Pack," have an attitude...they want access, authority, and answers...and they want it NOW. How do you manage and motivate them? The Boomers (now 30-45 years old) find themselves squeezed in the middle by their own large numbers. They see the Dinosaurs above who are not retiring and the Brashers who are pushing from below. Finally, we have the Dinosaurs—the "Command and Control Managers." They are calling many of the shots...they have the history, the networks and the savvy....

Gender differences and styles may also affect your management effectiveness. Did you always want to know how the other sex thinks? You will hear the latest research on how men and women perform similar tasks differently, such as: leading meetings, team participation, project leadership, delegation, and motivation.

This course meets the supervisor's yearly EEO training requirements.

Note: Enrollments are on a call-in basis only. To enroll or ask questions, call 939-2686.

OFFICE ORIENTATION (16 hrs.)

4-5 January; Monday-Wednesday, 0800-1600; Training Center. By: LaNelle Thompson

This workshop will help any employee reach a high level of professionalism and productivity. Updated information follows guidelines set forth by the Professional Secretaries International. This class teaches each participant how to be an effective office manager and how to build clerical skills. There will be guidelines presented for courteous and successful communications on the job, as well as techniques for handling time, paperwork, telephones, and people. There will be lecture, group exercises, workbooks, visuals, and discussion groups. To enroll, call Pat at 939-3159.

PROFESSIONAL DEVELOPMENT FOR SUPPORT STAFF (16 hrs.)

11-12 January; Monday-Tuesday, 0800-1600; Training Center. By: Eve Cappello, Ph.D.

This is the only course of its kind to offer the ABC's of professionalism with emphasis on professional behavior, productivity, and performance. Strategies for career development, improving customer/employee relations, acquiring leadership skill, and achieving goals and climbing the corporate ladder are offered in this dynamic training program. This course offers a peak performance hands-on approach on how to think, act, write, and look like a pro, and also achieve credibility and get recognition with positive, professional behavior. To reserve your space in this workshop, call Pat at 939-3159.

PROBLEM SOLVING & DECISION MAKING (16 hrs.)

12-13 January; Tuesday and Wednesday; 0800-1600; Training Center. By: Suzanne Hard, Consultant

Designed to develop your creative problem-solving abilities, this practical course will allow you to design your life more effectively by adopting problem-solving techniques that work and by eliminating ones that do not work. You will learn to recognize problems, anticipate difficulties, generate creative and realistic solutions against predetermined criteria, implement the chosen solutions, and evaluate results.

Note: Enrollments are on a call-in basis only. To enroll, call 939-3159.

TIME MANAGEMENT STRATEGIES (8 hrs.)

11 January; Monday, 0800-1600; Training Center. By: Suzanne Hard, Consultant

The focus of this course will be on interactive, experiential learning with time for analysis, feedback and development of action plans for individual participants. Dr. Hard believes in giving programs that offer pragmatic solutions to issues based on sound organizational theory and knowledge of group dynamics. Tools used will be mini-lecture, video tapes, group discussions, group and individual exercises, role playing, and assessments. Class topics include, but are not limited to: right brain versus left brain, delegation, setting priorities, and inventory of time management, interruptions, and scheduling. This class is intended for anyone who has multiple priorities and not enough time to go around.

Note: Enrollments are on a call-in basis only. To enroll, call Pat at 939-3159.

CAREER TRANSITION WORKSHOP

26 and 28 January; Tuesday and Thursday (plus pre- and post-interviews and a 2-hour wrap-up session), Training Center. By: Cerro Cose Staff

This workshop is designed for employees who, either by choice or by circumstances, are considering retirement or transitioning to other jobs, either on- or off-Center. The workshop will include self-assessment of interests and abilities, development and evaluation of options, as well as resume writing and enhancing interviewing and job search skills. As preparation for the workshop, each participant will have an individual 20-minute pre-interview with the instructor.

Each participant will also have a 20-minute post-interview with Training Center personnel. A 2-hour wrap-up session will follow. **NOTE: THIS WORKSHOP IS ON 2-DAYS, TUESDAY AND THURSDAY.** To sign up for this class, call Pat at 939-3159.

RETIREMENT PLANNING FOR YOUNGER EMPLOYEES (8 hrs.)

20 January; Wednesday, 0800-1600; Heritage Inn, Flight Deck. By: Employee Relations, Code C621

This seminar consists of several lectures which discuss the facts affecting retirement, such as those relating to Civil Service Retirement System and FERS, Thrift Savings Plan, health insurance, life insurance, Social Security, income tax and financial planning, estates and trusts and wills. This course includes pertinent topics from the Pre-retirement Seminar, with emphasis on what to look for in planning for retirement. This is recommended for employees beyond 2 years of employment and those within more than 5 years of retirement.

Note: Enrollments are on a call-in basis only. To enroll, call Pat at 939-3159.

GENADMIN MESSAGE PREPARATION (4 hrs.)

20 January; Wednesday; 0800-1600; Training Center. By: H2 Enterprises

This course is based on information obtained from Naval Telecommunications Users Manual, NTP-3. The purpose is to understand the background, purpose, and contents of the GENADMIN Naval Message Format. Participants will learn why the U.S. Armed Forces shifted to GENADMIN format, and when and how to use mandatory and optional SETs and FIELDs. The course will also review message requirements as outlined in Naval Telecommunications Users Manual, NTP-3. Many hints and tricks will be covered that can be used on a daily basis. Class size is limited.

Note: Enrollment is on a call-in basis only. To reserve a space, call 939-3159.

INTRODUCTION TO EXERCISE (12 hrs.)

5 January through 11 February; Tuesdays and Thursdays, 1645-1745; NAWS Gymnasium, Discrete Room. By: Dana Alloway

This is an introductory exercise program which will provide the opportunity for participants to practice:

- Safe use of the gym's exercise equipment
- A stretching routine designed for relaxation and stress reduction
- Flexibility exercises
- Activities which lead to muscle strengthening and development
- Exercises designed to maintain a healthy back
- The joy of movement

The goal of the program is to develop an attitude of comfort and confidence with exercise. The class is reserved for people with little or no experience with exercise. Space is limited to allow individualized instruction.

Deadline: 22 December

Enrollments are on a call-in basis. Call the Wellness Program Office at 939-2468, for information and enrollment.

ADVANCED THRIFT SAVINGS PLAN (4 hrs.)

12 January; Tuesday, 1300-1700; Training Center. By: Charla Green, Consultant

This course is for all CSRS and FERS employees who are eligible to participate in the Thrift Savings Plan. The instructor will explain how the three Plan funds can fit into a personal investment portfolio. Information on financial goals, risk tolerance, and required rates of return will be presented to help participants determine an allocation and withdrawal strategy. The group will also discuss risk reduction techniques and learn how to choose and purchase a mutual fund. Ample time will be allowed for questions and group interaction.

To enroll in this course, submit an On-Center Training Request to Code C62206. Point of contact is the Wellness Program Office, 939-2468.

Deadline: 7 January

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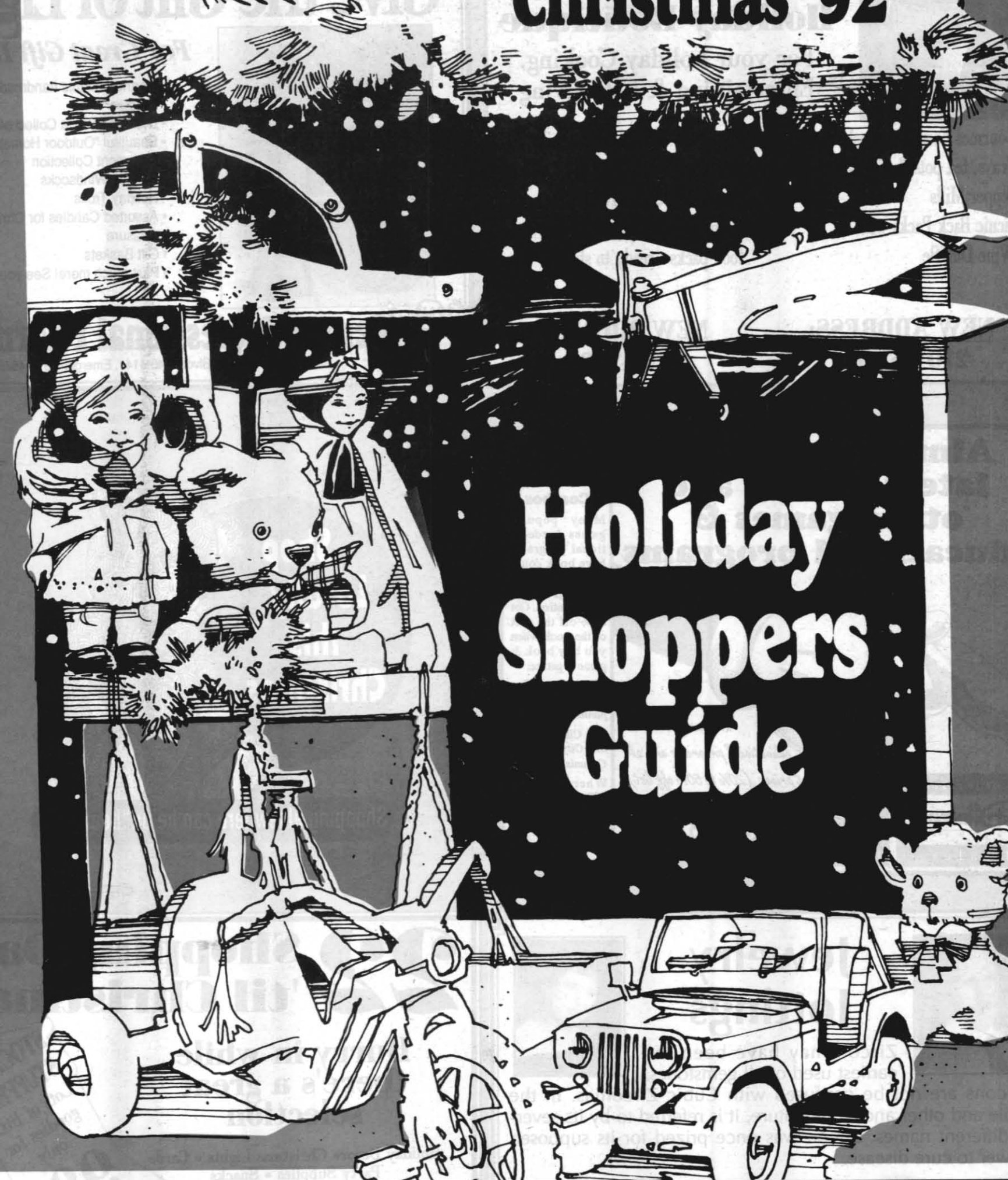
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Christmas '92



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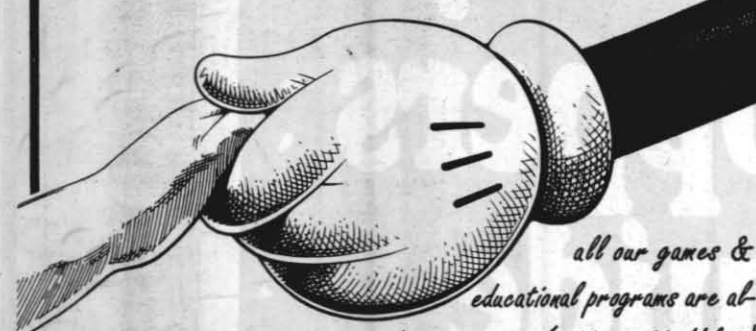
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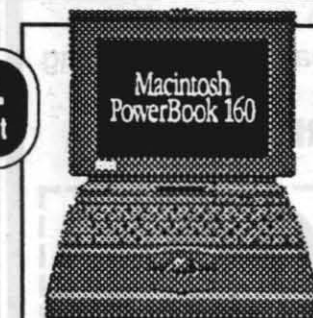
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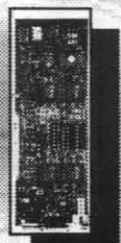


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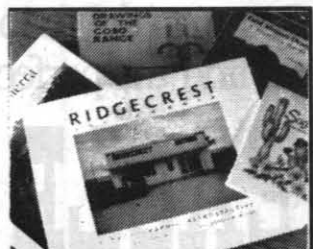
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