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THE ROCKETEER

THURSDAY, MAY 5, 1994

NAVAL AIR WEAPONS STATION, CHINA LAKE

VOL. 50, No. 9

Twelve honored at awards luncheon

*Michelson Laboratory Award
goes to first Point Mugu employee,
and several China Lakers, as
others receive Thompson
and McLean awards*

By Peggy Shoaf
Staff Writer

Before recognizing 12 outstanding Naval Air Warfare Center Weapons Division employees at the annual Michelson Lab, L.T.E. Thompson and William B. McLean Awards Luncheon, RAdm. Dana B. McKinney, NAWCWPNS commander, formally dedicated the ceremony to the late Dr. Jon A. Wunderlich.

Head of the Intercept Weapons Department, Wunderlich passed away Feb. 22 at Loma Linda Medical Center following a short illness.

"Jon Wunderlich meant a great deal to this organization and to many of us here today," McKinney told the 100 attendees. "I didn't have the privilege of working with Jon for a very long time, but I immediately sensed his talent, intellect and ability to motivate other people. He was a friend and mentor to many of you here, and his memory will continue to inspire all of us. It is only fitting, therefore, that we dedicate this ceremony to the memory of Jon and all the good qualities he amplified."

Michelson Lab Award

The Michelson Laboratory Award was established in 1966 to recognize individual efforts for technical excellence based on singular effort in performance of individual duties, which are outstanding in nature. Honored with the award this year were Douglas W. Cowan, Rosemarie Fabiano, Dr. Gary A. Hewer, Dr. Guenter Winkler, Josephine Covino, Larry H. Josephson, Douglas Savage, Kenneth H. Smith and Walter B. Manson.

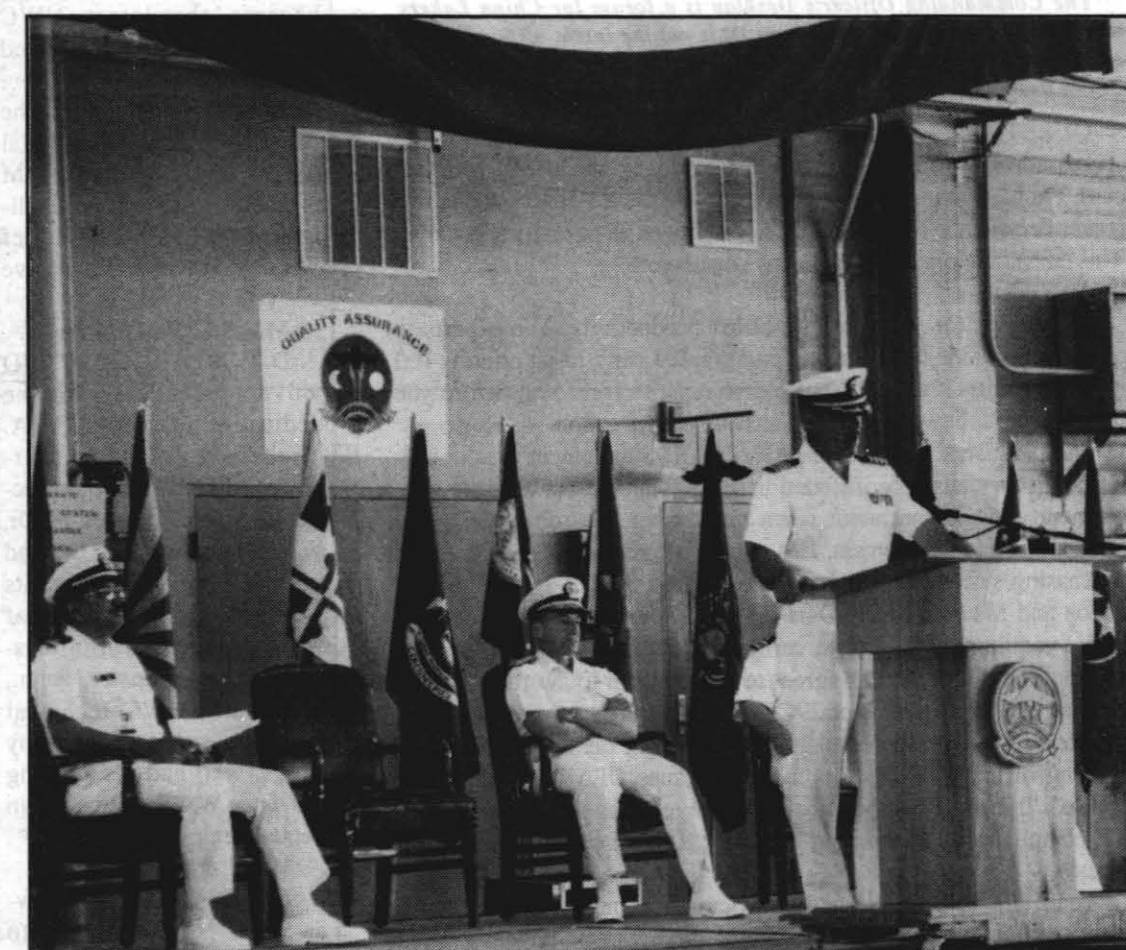
Cowan, an electronics engineer and manager of the Missile Engagement Simulation Arena project since 1986, received the award for outstanding management skills, technical expertise and personal commitment in developing the concept of MESA and directing it through the military construction process to the construction stage.

The award recipient noted that the majority of his time on the MESA project has been spent on keeping the project alive, acknowledging there were many others who helped him in this endeavor. He hopes to see it up and running sometime next summer.

Fabiano, head of the Advanced Technology Applications Project since 1991, was then called up to the stage to receive her honors for outstanding performance in providing leadership and direction to a dynamic, high-visibility advanced technology program, which is classified in nature.

According to the nomination form, Fabiano not only performed in an outstanding manner in stepping into this program, but has asserted the proper degree of leadership and management to ensure its continuance as a major program, as well as to see it grow.

Please see **AWARDS**, Page 14



VX-9 ESTABLISHED—Capt. Scott C. Ronnie, squadron commanding officer, addressed his troops and visitors at the disestablishment of VX-5 and establishment of VX-9 ceremonies last Friday. RAdm. John J. Zeri, Commander, Operational Test and Evaluation Force, Norfolk, Va., was the guest speaker. See story on Page 3.

Mock flood causes major damage in IWV disaster preparedness drill

For nearly three hours last Friday morning, China Lake and Ridgecrest officials were coping with the 500-year flood as part of the annual emergency preparedness exercise. In recent years, an earthquake had been simulated for the drill.

Dave Ganger, aviation safety officer for the Naval Air Weapons Station China Lake, led a design team charged with developing the flood scenario to test the ability of the Navy to cope with this type of natural disaster.

Emergency drills such as this one test the ability of NAWS officials to coordinate the response to a disaster and the ability to communicate, both on Station and to external agencies.

In the Ridgecrest-China Lake community, a key to coordination is the ability for the city emergency operations center (EOC) and the NAWS EOC to communicate. Radio, telephone and cellular phone links were used throughout the exercise to share information between the two sites.

Capt. Charles Stevenson, NAWS commanding officer, said this was a real learning experience for the people who staffed the NAWS EOC.

The simulated flood caused extensive damage to facilities at China Lake and in the city of Ridgecrest. It also cut all highway links into the Indian Wells Valley, disrupted phone, gas, electric and water service to much of the area.

Environmental Analysis Facility offers savings

New laboratory will
generate work and help
with compliance

10

Ban on honoraria for speeches, writing, etc. lifted

Justice will take no action
against employees who
accepted compensation

12

Travel Voucher Process Action Team survey

PAT has begun field
search of systems at
other DoD sites

18

Weather

	High	Low	Gusts	Humidity
Wed	100	57	16	47-12%
Thurs	84	61	23	48-13%
Fri	87	51	24	—
Sat	71	51	27	—
Sun	69	45	23	—
Mon	67	50	34	45-26%
Tues	69	38	19	73-25%
Wed	74	43	30	—
Thurs	75	48	20	62-22%
Fri	83	47	18	58-13%
Sat	83	50	19	—
Sun	88	51	16	—
Mon	89	50	17	54-12%
Tues	93	52	16	43-13%

China Lake Calendar

Tuesday, May 10

- American Cancer Society's Freshstart Program starts, 3-4 p.m., Training Center (See Announcements)

Thursday, May 12

- Annual security refresher make-up day, 10 a.m. and 1 p.m., NAWS Station Theatre

- Local SIGAda meeting, 5-7 p.m., Seafarer Club

Wednesday, May 18

- National Employee Health and Fitness Day two-mile walk/jog, 11:15 a.m., McBride Park

Wednesday, May 25

- Summer league softball rosters due

June events...

- American Heritage Week, June 6-10
- HACOM Standards Training, June 13
- Double-elimination racquetball tourney, June 24-26

THE ROCKETEER

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The Commanding Officer's Desktop



The Commanding Officer's Desktop is a forum for China Lakers who have questions of broad interest. It is not the intent of this column to circumvent the normal chain of command. Questions may be mailed to "CO's Desktop," C/O Code C08033, NAWS, China Lake.

QUESTION

We normally obtain laser printer cartridges via SPEDI or credit card. We have found it impossible to obtain these items now due to a recent decision to classify all these cartridges as hazardous material. This doesn't help productivity. Any suggestions?

ANSWER

Thank you for your concern about productivity. The experts in this area provided the following paragraph. I can't resist printing it. I hope you enjoy it as I did, but please don't stop reading before you get to paragraph two, which will answer your question.

FAR and Dept. of Defense FAR (DFAR) Supplement require specific written clauses be included in any agreement between the government and the contractor when purchasing hazardous materials. Because of this requirement, HM cannot be purchased using a verbal purchasing system such as bankcard (Clause 52.223-3 HM Identification and Material Safety Data (MSDS)—November 91). The FAR clause requires the offeror to certify that the material is/is not hazardous. The offeror further agrees to submit prior to award an MSDS meeting the requirements of 29CFR 1910.1200(g) and the latest version of FED STD 313 for all HM identified in the clause. The contracting officer shall also include the clause DFAR 252.223-7001 entitled, "Hazard Warning Labels," which requires the offeror to submit compliant hazard warning labels for HM not covered by specific statutes.

There are several alternative procurement methods for buying laser printer cartridges. A variety of them can be purchased via SPEDI. A complete listing of these is available from the SPEDI office, 939-0892/0893.

When determining the hazardous nature of toner cartridges, printer developer and self-contained batteries (camera, computer, flashlight, and so forth), the manufacturer is the authority who determines whether an item is considered hazardous material or not. If you have checked with Telemart/ServeMart/SelfServe and SPEDI and these items are unavailable, call the manufacturer. If the manufacturer determines the product to be hazardous material, cut a stub. If the manufacturer says it is not considered a hazardous material, document your purchase log as to whom you talked to and the date. Sometimes, the manufacturer will send a Material Safety Data Sheet (MSDS) that states the item is nonhazardous. If so, include it with your Statement of Account package.

An MSDS which states the item is a hazardous material does not allow for purchase of that item on the bankcard, as written clauses are required.

Ruth Louise Hurley, former NOTS employee, passes away

Ruth Louise Hurley passed away on Thursday, March 10, in Albuquerque, N.M. Hurley worked for the Navy Civil Service for 34 years, including assisting John Richmond, community manager of what was then the Naval Ordnance Test Station in its early days. Richmond was NOTS' first executive officer.

Born July 19, 1909 in Logansport, Indiana, to Charles Franklin and Cora Jeanetta Vanderfleete Bolen, Hurley is survived by her husband, Vernon L. Hurley.

Hurley was a member of the Main Street United Methodist Church and a 50-year member of Fidelity Chapter No. 58, Order of Eastern Star.

Services were held in McCloskey-Hamilton-Gundrum Funeral Home with the Rev. Don Shanks officiating. Burial was in Mount Hope Cemetery.

Pages From The Past

May 4 & 11, 1984

Sailor of the Year honors at China Lake went to AO1 Tommy Davis from the Naval Weapons Center and AMS2 Barry Robinette from Air Test and Evaluation Squadron Five. . . Robert W. Campbell became the latest NWC employee to earn a coveted Sloan Fellowship to MIT. . . Cdr. Joe Dyer received the Navy Commendation Medal for his effort on the HARM project. . . LCdr. John Cullinan heads the Navy Relief Society's annual fund drive this year.

May 3 & 10, 1974

D.T. McAllister of TID will represent NWC at the dedication of the Albert A. Michelson School in Murphys, Calif. . . The Microelectronics Branch, headed by Dr. W.P. Webster is taking the lead in developing microcircuits for new generations of weaponry. . . G.L. Hollingsworth of Warminster, Penn., was named NWC Technical Director, succeeding Leroy Riggs, who had been acting TD since Walt LaBerge left in September.

May 1 & 8, 1964

The China Lake Wildflower Show is celebrating 20 years of shows this year. . . Parachute demonstrations and jet aircraft will highlight Armed Forces Day at the Naval Air Facility. . . Dr. Chalmers Sherwin, DoD deputy director for R&D, visited NOTS last week. . . China Lake will be the target of mock attacks during the joint service "Desert Strike" war games. . . Gordon Johnson of BHS will light the symbolic torch during the Junior Olympics here.

May 7 & 14, 1954

First to move into the new Wherry Housing units are Mr. & Mrs. Floyd Wegley of the Public Works Department. . . Highlighting the May 15 Armed Forces Day show will be a fly-over demonstration of the Navy's new F-J-2 Fury. . . Capt. Robert F. Sellars has been named to relieve Capt. R.H. Soiler as executive officer next month. . . John O. Richmond, community manager, announced plans to retire on June 1. . . Capt. Levering Smith, associate technical director, will leave NOTS to take command of the Naval Ordnance Missile Test Facility at White Sands, N.M.

COMMUNITY EVENTS

Desert Artist's League is hosting a non-juried art show at Sage Hall during Josh's Spring Fair, May 5-8. The public is invited.

####

On Saturday, May 7, the Inyokern Airport Special Events Committee will host its annual poker run. Participants

begin and finish the run at Inyokern. Cost of each poker hand is \$10. A steak and hamburger barbecue will be served at 11 a.m., and the public is invited. Cost of the barbecue is \$8 for steak and \$5 for hamburger. Proceeds from the event benefit the scholarship fund, annual Children's Art Contest and safety seminars.

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We just completed this Pentium ALR Evolution V with Quadflex architecture as a server for a regional utility company. It has 64-megabytes of RAM, a 2GB cached RAID-5 disk storage facility, a Wangtek 2GB tape drive and serves about 50 users.

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Donations needed for graduation party

Few California high school seniors will get invitations to a \$10,000 graduation party. All seniors from the three Ridgecrest high schools will. For \$5 seniors can attend this all-night party June 9.

Food, prizes and fun will last from 9 p.m. to 6 a.m. at the China Lake Community Pool. It is anticipated that more than 600 seniors and their guests will attend. The evening will be filled with fun, food, entertainment, music, dancing, games, prizes and more. A large cash prize will be given about 5 a.m. Students must stay all night to be eligible.

Last year's party cost more than \$12,000, most of which was distributed

to the seniors in prizes. The party is sponsored by parents of the senior class, with the generous support from local businesses and clubs which have provided donations of cash, prizes and food.

The Committee for a Safe Graduation now needs assistance in raising funds and collecting prizes. Individuals, businesses, and organizations may send donations to Senior Graduation, P.O. Box 1295, Ridgecrest, CA., 93556. Donations are tax-deductible. Contributions may also be made by calling Bob or Alice Campbell at 375-2267 or Lola Brinkmeier at 375-9651.

The next meeting will be May 9 at 7 p.m. at the BHS staff lounge.

Bernoulli IDE MultiDisk 150: \$499

IOMEGA's new Bernoulli IDE MultiDisk 150 stores 150MB (300MB with compression) on a single disk and you don't need to buy a controller. Just run it off your existing IDE controller. \$499.

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50 GARAGE SALES

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50 GARAGE SALES

YARD SALE - 2018 Shangria Circle (on base) Fri. & Sat., May 6th & 7th, 8a.m.-4p.m., TV stereo, wicker chair, asst. golf club, exercise equipment & more. (0505)

BARGAINS

BARGAINS

BARGAINS

BARGAINS

DI Classifieds

Bargains big and small.

FISHING, from Page 21

stressed around ice-covered lakes and streams. Warm weather this spring has caused all lake ice to become "rotten," said Forest Service representative Gary Pingel. No matter how thick the ice appears, it is not safe. In addition, he strongly urges adults not to allow children to play on the ice or be left unattended around icy waters.

The Department of Fish and Game reminds anglers that new fishing regulations are in effect, including the rule requiring anglers to display their fishing license. Anglers are advised to obtain a copy of the 1994-1996 California Sport Fishing Regulations booklet, available free at a number of locations, including the Craftech Center onboard the Naval Air Weapons Station China Lake. Craftech also has regular fishing licenses

for \$24.40, and one-day fishing licenses for \$8.65. The Striped Bass stamp is \$3.70.

To receive current fishing information, or availability of campsites throughout Inyo and Mono Counties, call the Bishop Chamber of Commerce at (619) 873-8405 Monday through Friday from 9 a.m. to 4 p.m. and on Saturday and Sunday from 10 a.m. to 4 p.m. The Lone Pine Chamber of Commerce number is (619) 876-4444, while Mammoth Lakes Visitors Bureau's phone number is (619) 934-2712. The Mono Basin Scenic Area Visitor Center's phone number is (619) 647-3044.

Anglers can also receive a weekly fishing report from the Bishop Chamber of Commerce throughout the trout season by calling (619) 873-8405.

Fly fishing class begins tonight

Tonight, May 5, the Aguabonita Fly-fishers will offer the first session of a fly fishing class at the Grace Lutheran Church at Las Flores and Norma. Other sessions will be held on Tuesday and Thursday evenings through the month of May. Sessions begin at 7 p.m.

The class will cover all aspects of fly fishing, from equipment, casting, insects, flies, reading the water, wading and so forth. Club equipment will be available for participants' use.

For more information about the class, call Chuck Newmyer at 375-5810.

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Hugging a tree can save a life!



Photo by Margie Hammett

TEACHING CHILDREN at local schools ways to survive if lost in the wilderness are Mary Schmierer (standing) and Terry Mitchell, members of the China Lake Mountain Rescue Group. Demonstrating the "Hug-A-Tree" concept, which keeps children in one place if lost, are Casey Lewis and Jessica Schwalb from Groves School. To learn how to enjoy the mountains safely, call the China Lake Mountain Rescue Group at 939-3323.

RAdm. Zerr: 'More than a name change'

Disestablishment of VX-5 and establishment of VX-9 represents a different way of doing Navy business

By Peggy Shoaf
Staff Writer

Last Friday, in Hangar 1, the final page was written in the history of Air Test and Evaluation Squadron Five. It was disestablished and Air Test and Evaluation Squadron Nine was born—a consolidation of VX-5 and VX-4 from Point Mugu.

"There may be some here who look at this event and consider what is happening here to be just a name change," said the guest speaker, RAdm. John J. Zerr, Commander, Operational Test and Evaluation Force, Norfolk, Va. "But it is not just a name change, and it is wrong to think of it as just that."

Basically, the commander said, it will be a change in the way the Department of the Navy does business.

"There have been fundamental changes in the acquisition process in the last 15 years and I don't believe we have kept up with those changes," he explained. "Fifteen years ago the world was simpler. It was very understandable. Then, a system went through a period of development. When it was ready, we did an OPEVAL (operational evaluation), and if it passed, that freed up production money, which turned on a production line, which produced things to go to the fleet—eventually."

Unfortunately, this way of doing business took too long, and, very frequently, when going from engineering development to production, severe problems resulted, which required more testing to find and fix the production problems prior to fleet introduction, he said.

"Now we are into off-the-shelf acquisition and evolutionary acquisition," the rear admiral said. "Now senior officials in DoD are espousing book burnings of spec libraries, as well as less testing and especially less operational testing. It costs too much to test they say. Others then say if we do joint testing and evaluation, obviously that will cost less."

But he admitted he had concerns about this type of change, noting the AMRAAM compatibility problem with the Navy's missile rails. "T-45 was a sort of off-the-shelf acquisition and we just finished the last phase of OPEVAL six years after students should have begun training," he said.

"And I know looking just at the 28 reports I've signed out since the end of September that the work we do is important because only eight of the programs we tested passed with flying colors. A

couple flunked and 18 had problems which needed to be fixed.

"We have to be smart enough and strong enough to hang onto our ability to ensure our warriors have war-winning tools to work with."

One way to solve this problem is to serve the fleet more and much more directly, Zerr said. "This means we have to tailor our testing more the fleet schedules and less to program bureaucracy timelines. . . . When we have untested systems in the field, a matter of overriding importance for us should be getting the testing done."

The second change that needs to be made is to accept the idea that while the squadron is part of the acquisition process, it still needs to be independent. "If we are not, we will lose our credibility with oversight agencies and they will kill Navy programs," the admiral explained. "We need to be hard-nosed testers. If we are not, 70 percent of the weapons systems in the fleet will be defective."

To be hard-nosed tests, Zerr explained the importance of helping the developers of systems understand how the systems will be tested as early as possible. "This philosophy has resulted in a 90 percent OPEVAL success rate with NAVSEA (Naval Sea Systems Command) programs, but because of the intense animosity and lack of dialogue, we only had a 60 percent success rate in aviation programs," he explained. "From the Sea" says we have to help the developers position their programs for success.

"VX-5 has a long and proud history of distinguished service to the warfighting ability of the fleet," Zerr said. "For VX-9. . . a new approach to our business is required, while at the same time, we work to maintain and strengthen our independence and testing integrity."

Capt. Scott C. Ronnie, former commanding officer of VX-5 and now CO of VX-9, agreed with Zerr that change was necessary, citing two recent major operational test failures.

The first step in the change was taken by COTF in September of 1993, Ronnie said. The results are already apparent. "As a result of the COTF initiative, we've had some recent success in the world of operational test," he said. "HARM Block IV, SSA 4.1 Software, GBU-24 and 91C, to name just a few, have all been introduced into the fleet. Though testing of those products did raise some issues, problems reported were not taken as a personal attack upon program or manufacturer's product as they had been pre-

MILITARY NEWS



NEW LOGO graces the front of Hangar 1. RAdm. John J. Zerr stresses the essence of the change, at right.

viously. They were accepted for what they were intended; recommendations by which a better product could be provided to the fleet."

Ronnie noted that independent tests in the future will result in failures as well as successes, but as long as the failures and deficiencies don't come as a total surprise to any link in the acquisition chain, it will indicate that the lines of communication are open, the CO said. "When the lines of communication are open, failures and deficiencies will be fewer in number and the acquisition system will provide effective and suitable products for the fleet in a timely manner, even in times of fiscal austerity. That's the mission VX-9 will support."

Ronnie also feels that decision making is "the crux of leadership, and when leaders fail to fulfill that charter, the entire system stagnates and becomes ineffective."

While there were many different opinions and feelings about the consolidation of VX-5 and VX-4, Zerr made the decision to merge the two squadrons. "The decision he made did not remove the controversy or create consensus," Ronnie said, "but it gave us a target at which to aim and a goal toward which to strive. . . . Even if the decision requires us in some way to backtrack at a future date, I believe that we will still be further



ahead and have 'burned less rubber' carrying out this decision than we would have by continuing to sit and spin our wheels, going nowhere.

"Speaking to the men and women in the ranks of VX-9, the lesson I wish for each of you to take home from the events which culminated in this ceremony, is that leadership and decision-making are inseparable. Whether you are a squadron commander or shop supervisor, you cannot be an effective leader without being willing to make a decision."

Ronnie closed his remarks by saying, "The VX-9 vampires look forward to working with each of you as we continue to support the fleet with the weapons, systems and tactics they need to win the next conflict."

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Moving expenses taxable, but DoD vows that no one will suffer

By Jim Garamone
American Forces Information Service

DoD is working to ensure service members affected by a change to the tax law will not pay moving expenses out of pocket.

The 1993 Revenue Reconciliation Act changed tax rules on moving expenses that make taxable the temporary lodging expense and temporary lodging, dislocation and move-in housing allowances paid to service members. Edwin Dorn, undersecretary of defense for personnel and readiness, vows service members will not be hurt by this.

"We're going to find a way to compensate them for the additional expenses or we're going to find a way to exempt them from these expenses," Dorn said. "We do not believe military personnel should bear any additional costs when they move for the military's convenience."

The tax changes, effective Jan. 1, 1994, add from hundreds to thousands of dollars of tax burdens to service members. DoD civilians are not affected. More than 800,000 service members move yearly, with 200,000 coming from and going overseas.

Under the change, service members moving overseas would be most affected. For example, an E-4 moving with his family to Aviano, Italy, who receives a 90-day temporary lodging allowance of \$13,000 would almost double his taxable income. In another example, an E-5 and O-4 moving to Naples would pay \$1,757.85 and \$3,896 in extra taxes, respectively.

For those moving within the United States, temporary lodging expense is also taxable. "It's a few hundred dollars, but it's a support for people moving from one base to another,"

Dorn said. "It's really intended to cover those extraordinary expenses anybody encounters during a move."

"(Service members) are not moving by choice," he said. "That's one reason we want to hold people harmless. People do take money out of pocket and moving can be very expensive...especially when moving overseas or vice versa."

"We try to keep people whole during these moves. We try to keep them from taking money out of pocket. We want to continue that situation. We want military personnel to be able to move where we need them, not simply to move where they can afford to move. That's the problem we have now."

Dorn said everyone in the Pentagon, starting with Defense Secretary William J. Perry and Chairman of the Joint Chiefs of Staff Army Gen. John M. Shalikashvili, is working "to get this fixed."

Perry, Dorn and other Pentagon officials are working with members of Congress, the Treasury Department and the Office of Management and Budget on this problem. Dorn said there are two ways to fix the situation: Congress must raise the DoD appropriation or DoD absorbs the increase internally.

DoD fiscal 1994 estimates for temporary lodging allowance and temporary lodging expense are \$127.8 million and \$82.9 million, respectively. To ensure service members bear no extra tax would mean having to find another \$72.9 million.

"Taking the funds internally obviously would cause us serious trouble," Dorn said. "The department is already strained and having trouble covering operations and maintenance and military personnel salaries."

In the long run, DoD would like Congress to change the law to exempt military personnel moving expenses.



Photo by Margie Hammett, TID

MINI-MART OPENS—Participating in the official ribbon-cutting of the Navy Exchange Mini-Mart, April 28, were Donna Obidowski; Trini Carlson; Lt. James J. Anderson, NEX officer-in-charge; Capt. Charles A. Stevenson, NAWC CO; and Paul Larson.

The best 'person' for the job

By J02 S. J. Pape
Pacific Fleet Public Affairs Office

Choosing the best "person" for the job actually often used to mean choosing the best "man" for the job. And when it came time to fill an empty billet aboard a U.S. Naval combat ship, by law a woman was simply not in the running for the job.

Today the best person for the job is just that, the best person—regardless of gender.

Lt. Mary E. Sobray, an intelligence officer at Pacific Fleet headquarters in Honolulu, HI, is one of those "best persons" for the job. Sobray, a native of Shawnee Mission, Kan., has become the first woman to be assigned to an amphibious assault ship, the USS Belleau Wood, forward deployed to Sasebo, Japan.

"I couldn't be happier," Sobray said. "I told the detailee that I would go anywhere for a challenging job and that I really wanted to go to sea. The billet opened up and I was due to rotate and took it. It feels great to have this chance."

There was only one problem in achieving her goal. At the time she was going to college and making her plans, not only were women not allowed on combat ships, they

also could not become intelligence officers. But once again, as the times changed, so did the Navy. Sobray's plans slowly, but surely, have fallen into place.

Sobray seemed to break yet another mold when she took her assignment to the Belleau Wood. She has become the first female intelligence officer stationed on a combatant naval ship.

"A lot of qualified female officers can and have served on tenders and supply ships, but intelligence officers can't because there are no jobs for them on those kinds of ships. Intelligence officers only serve on combatants, so this is a big breakthrough in the intelligence officer community," she said.

So far Sobray is the only female assigned to the Belleau Wood, but she isn't worried.

"That doesn't bother me at all. That's the least of my concerns. I'm more worried about doing a good job. Being forward-deployed will be my biggest challenge. It's not like being in San Diego where you can go over to a similar ship and talk to another lieutenant to find out how to get this and that done. You have to be self-reliant."

Self-reliance made Lt. Sobray the right person for the job.



Photo by Barry McDonald

EARLY MORNING ANGLERS at Convict Lake, Saturday, were rewarded with a serene sunrise—if a bit chilly and cloudy—and a waterway full of famished fish. Hardy souls began landing lunkers an hour before daybreak, approximately 4:50 a.m. While both Convict and Crowley lakes gave up some large fish, the sweepstakes winner in the Bishop Lions Club annual Rainbow Days Fish Display was a 5 lb., 1 1/2 oz. Rainbow taken from Big Pine Creek by 12-year-old Francisco Rico of Pasadena.

Opening day is very productive for most Owens Valley anglers

"All indicators point to the start of another very good fishing season," read the report from the Eastern Sierra Interagency Visitor Center, Long Pine, Calif. The general trout fishing season began Saturday, April 30, and continues through the end of October. And, as promised, the opener was very productive for most anglers.

At Crowley Lake some 5,600 anglers caught roughly 16,000 trout, averaging .87 fish per hour. Boat fishermen averaged four and a quarter fish each. Approximately 11 percent of the trout taken were carry-overs from last season, at more than 15 inches long and averaging a little more than two pounds.

While Crowley was stocked in its usual put-and-grow manner in August and September of last year, the Department of Fish and Game stocked three to four times as many fish this year in the other waters of the region as they did for the same weekend last year. Those left over from the opener should make fishing in the Owens Valley good for the next couple of weeks.

Because of this year's lower snowfall, access to high country fishing areas is available, the report reads. Visitors, however, are encouraged to use caution when fishing in higher areas where conditions can rapidly change. This circumstance also greeted anglers on opening day, with chilly and partly cloudy skies at daybreak in the Convict Lake and Mammoth area, turning sunny for a couple of hours, then the clouds became dense with snow falling in the area. Layered winter clothing is advisable at the higher elevations and extreme caution is

Please see **FISHING**, Page 22

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Sunday Worship Service, Main Chapel	10:30 a.m.	Daily Mass, Blessed Sacrament Chapel	11:35 a.m.
Sunday School, 1008-10 Blandy & 1903-05 Mitscher (September thru May)	9:00 a.m.	Confessions, Sundays	8:15 - 8:45 a.m.
Bible Study (East Wing), Wednesday (September thru June)	11:30 a.m.	Confessions, Weekdays	By appointment
Men's Prayer Breakfast, East Wing, Thursday	6:30 a.m.	Religious Education Classes, Sunday (September thru May)	
Officers' Christian Fellowship/Christian Military Fellowships, East Wing, Thursday	7:00 p.m.	1902 Dobb, 1002 Blandy, 1008-10 Blandy & 1903-05 Mitscher	10:15 a.m.
Jewish (446-3613 Messages)		Adult Education Classes, Thursdays (September - May)	
Weekly Services, Friday, East Wing	7:30 p.m.	St. Ann's School Library	7:00 - 8:00 p.m.
October through June		RCIA, St. Ann's School Library	8:15 - 9:45 p.m.
Hebrew Classes, Saturday, 1902 Dobb	2-5 p.m.	Islamic	
Adult Education, Saturday, 1902 Dobb	10 a.m. - noon	Jumaa Prayer, Friday (1002 Blandy)	1:00 p.m.
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SPORTS

Double-elimination racquetball tournament slated for June 24-26

On June 24, 25 and 26, the NAWS China Lake Morale, Welfare and Recreation Department will host a Spring Madness Racquetball Tournament at the NAWS Gymnasium. This double-elimination competition is open to the public, with entry forms available at the gym.

Military entrance fees are \$12 for the first event and \$7 for the second, while DoD entrance fees are \$14 and \$9. Cost for all others is \$16 for the first event and \$11 for the second.

Prizes will be awarded to the first, second and third place winners in all categories, and all entrants will receive a t-shirt depicting the event. A tourney barbecue will be held on Sunday, June 26,

following the event.

AARA rules will apply for this event. Check in time is 15 minutes prior to start time, and the 10-minute default rule will be strictly enforced. Starting times will be posted on the gymnasium lobby wall by 6 p.m. on Thursday, June 23.

The tournament will utilize three courts, with limited spectator viewing. Youth (12 to 17 years of age) must be accompanied by an adult at all times. For safety reasons, children 11 years of age and younger will not be allowed to be in the gymnasium.

For more information, contact the tournament director, Gary Humphrey, at 446-1662, or the gym manager, Karen Rivers, at 939-2571.

Karate classes still have openings.
Call 939-2334 for more information.

Slowpitch tourney starts May 14

On May 14 and 15, the seventh annual Softball Classics Coed Spring Slowpitch Softball Tournament will be held in Ridgecrest.

The tournament will be double elimination, with a consolation bracket guaranteeing three games for all teams. The team format will be an equal number of male and female players per team.

The entry fee is \$170, with the entry deadline being May 8.

Sponsor trophies will be given to the

top three teams, along with individual awards to the top two teams. The consolation winner will also receive a sponsor trophy. Awards will be given to the all-tournament selections—most valuable offensive and defensive players.

Registration information is available by calling the Softball Classics Hot Line, 384-4068; or by calling Blimpie Sandwiches and Salads, 446-6969; Ridgecrest Parks and Recreation Department, 371-3741; or Del R. Kellogg at 384-4068.

China Lake's Brew Crew triumphs

Brew Crew from China Lake took the seventh annual Softball Classics Mens "D" Tournament by beating the High Desert Softball Club from Ridgecrest 8-5 in the championship game. The tournament was held April 23 at Leroy Jackson Park in Ridgecrest.

The undefeated team started the day in triumph by besting the Dirty Dozen 15-6. Brew Crew then defeated Edwards AFB 13-8 and then crushed the High Desert Softball Club 13-1 before

encountering them again in the championship game.

Third place went to Dirty Dozen, while Benson's Hitters took fourth. The consolation trophy went to R/C Housing and Economic Development Corporation from Ridgecrest.

The Most Valuable Offensive Player Award went to John Finnell (Brew Crew), while the Most Valuable Defensive Player Award went to Keith Haybeg (HDSC).

Summer league softball rosters due by May 25

Rosters for summer softball leagues are due by May 25 to Karen Rivers, Naval Air Weapons Station Gymnasium manager. Leagues are open to military, Department of the Defense and DoD

contractor personnel, men and women.

Games, which are held Tuesday and Thursday evenings, will begin May 31.

Personnel interested in joining a team, can call Rivers at 939-2571.

TARIF building opens its doors



Photo by Kathi Ramont

OFFICIALLY OPENING the new joint-service funded TARIF Communication and Display Building (C39303) at Thompson Lab are members of the Joint Range and Facility Expansion Project, Joe Hewlett, Alice Campbell, George Moncsko, Mike King and Jim Ruth.

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Dr. Gary Weaver is key trainer for American Heritage Week June 6-10

American Heritage Week will be celebrated at the Naval Air Warfare Center June 6 through 10. The 1994 theme, "Courage, Challenge, Change," reflects the DoD environment as well as the variable global and technological climates in which we operate.

Dr. Gary Weaver, American University, Washington, D.C., is the key trainer for the week. He will present workshops at China Lake and Point Mugu entitled "Communication, Culture, and Conflict." Racism, prejudice, diversity, and the definition of American culture will be discussed. Additional workshops on "Change," "Generational Differences," and "Contemporary American Indians," are also scheduled.

For the past 25 years, Weaver has been a faculty member in the School of International Service, the largest school of international affairs in the country. He teaches in the International Communications Program, which was recently designated a Center of Excellence by the university.

In addition, Weaver has created and directed various programs at The American University, including the Seminar of Managing a Multicultural Workforce, The Fulbright Pre-Academic Program and the Community Studies Program, an academic program to meet the needs of inner-city students.

Each year Weaver gives more than 100 keynote addresses, lectures, training semi-

nars and workshops to various universities, government agencies, business groups and professional organizations.

The prime focus of American Heritage Week is to provide education and information about the issues, contributions, history of African Americans, Hispanics, deaf and disabled persons, Native Americans, women, Asian Pacific Islanders and diversity that exists among people of same race, color and gender. American Heritage Week also serves as a symbol and affirmation of the value in the NAWCWPNS people and a recognition of the cultural, social and ethnic differences that exist in their workforce.

Plans are unfolding for special, employee and cultural events and the ever popular food booths. On Tuesday, June 7, cultural exhibits will be interspersed among this year's food booths, including displays by the Vietnamese and FilAm clubs.

Tentatively scheduled are an American Indian dance troop and a Chinese dough doll master.

Planners would like to create an employees' booth that reflects cultural travel adventures. Anyone interested in contributing tables, native dress, artwork and other unique items you have collected should contact Pris Bonin, 939-3118.

For further information please contact Ricky Parks (939-8128) or Jeanie Salyer (927-3701).

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Attention photographers

All Hands magazine wants photographs recording what's happening on military installations May 18

Washington (NES)...All Hands magazine needs your help to kick off its upcoming photo feature, "Any Day in the Navy." Both amateur and professional civilian and military photographers are asked to record what's happening on their ship or installation on Wednesday, May 18, 1994, for a special photo feature to appear in the October edition of All Hands magazine.

Photos are needed that tell a story and capture the faces of sailors, Marines, their families and naval employees. Imagination and creativity are a must—posed shots will be screened out. Shoot what is unique to your ship or installation, something you may see everyday but others may never get the opportunity to experience. We're looking for the best photos from the field for a worldwide representation of what makes the Navy what it is.

Be creative. Use different lenses—wide angle and telephoto—to give an ordinary photo a fresh look. Shoot from different angles and don't be afraid to bend those knees. Experiment

with silhouettes and time-exposed shots. Accept the challenge!

Photos must be shot in the 24-hour period of May 18. Submit processed color slides, color/black and white negatives or prints (5 x 7 or 8 x 10). Photos should be printed for magazine quality. Submissions must include full credit and caption information. This includes full name, rank and duty station of the photographer; the names of identifiable people in the photos; details on what's happening in the photo; and where the photo was taken. Captions must be attached individually to the photo or slide.

Photos must be processed and received by All Hands by June 18. Photos will not be returned. The mailing address is: Naval Media Center, Publishing Division, Attn: All Hands, Naval Station Anacostia, Bldg. 168, 2701 S. Capitol St., S.W., Washington, D.C. 20374-5080.

Questions may be addressed to PHC Joseph Dorey or J02 Laurie Butler at DSN 288-4195/4209 or commercial 202-433-4195/4209.

Professional and amateur photographs due by June 18.

OPM makes leave-sharing program more flexible and easier to utilize

Recently, the Office of Personnel Management made the leave-sharing program more flexible.

Now, agencies have independent authority to set up both leave transfer programs and leave banks. Before, agencies had to ask OPM's permission to set up a leave bank.

With both leave banks and leave-transfer programs, eligible employees are able to take leave from both programs during the same medical emergency. In addition, employees can transfer leave to employees from other agencies through both programs.

Leave banks work as a sort of insurance policy—employees donate annual leave to their agency leave banks when they are healthy. If they later have personal or family medical emergencies, leave bank members can apply to use leave from the bank.

Currently, the Naval Air Warfare Center Weapons Division does not offer a leave bank.

According to Bob Fitzpatrick, from the Human Resources Department's Employee/Labor Relations Division, there is no plan to add a leave bank to the existing program at NAWCWPNS. He cited administrative costs as the rea-

son it would not be feasible to add the program at this time.

NAWCWPNS is, however, following the new rules to make it easier to qualify as a leave recipient. Before, program administrators had to consider the amount of advanced leave an employee had available, in addition to earned annual and sick leave. Now, only earned leave is considered. This means when employees deplete the leave donated to them, they can use any annual or sick leave they accrued while in a share-leave status.

In addition, under the old rules, employees had to anticipate being in a leave-without-pay status for at least 80 hours. Under the new rules, employees only have to anticipate being in a leave-without-pay status for 24 hours. Another change is that it can now be used in maternity situations.

Employees wishing to help a leave recipient may donate annual leave to the employee by submitting a completed OP Form 630-A (Request to Donate Annual Leave to Leave Recipient) to Code C621. The form is available at Shop Stores (Tel-Mart).

For more information, call Vicki Fernandez at 939-2537.

PAT, from Page 18

providing a complete automated travel system.

At this time, the Travel Voucher PAT is discussing implementation of at least one of these systems at China Lake in a test program. The minimum implementation would include a more automated travel voucher system which should speed voucher processing and possibly simplify accounting functions. A more complex test would include integration of the travel order process along with a more automated travel voucher system featuring data input by the traveler. After completion of the on-going research effort, the PAT will present their research to the Division Executive Board with a recommended plan of action.

Wellness and MWR join forces for the National Employee Health, Fitness Day two-mile walk/jog

Get your tennies ready for the 4th annual National Employee Health and Fitness Day two-mile walk/jog on May 18.

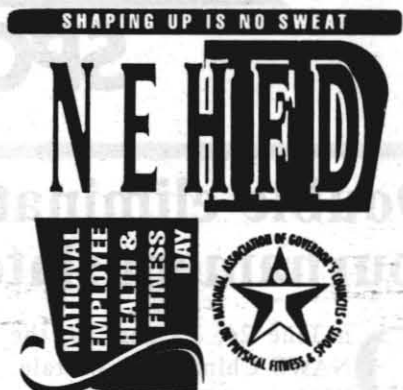
This fun, non-competitive event is sponsored by the Wellness Program and MWR. National Employee Health and Fitness Day is presented annually by the National Association of Governor's Councils on Physical Fitness and Sports. It is fitting (pun intended) that this event is held during National Physical Fitness and Sports Month.

The walk/jog will start and finish at McBride Park. Sign-ups are at 11:15 a.m. with the event beginning at 11:30.

All participants will receive a button or ribbon. Names will be drawn for National Employee Health and Fitness Day and MWR door prizes.

Everyone is encouraged to come out to this non-competitive event.

Last year, more than 180 people participated, helping to demonstrate that "shaping up is no sweat" and it is free.

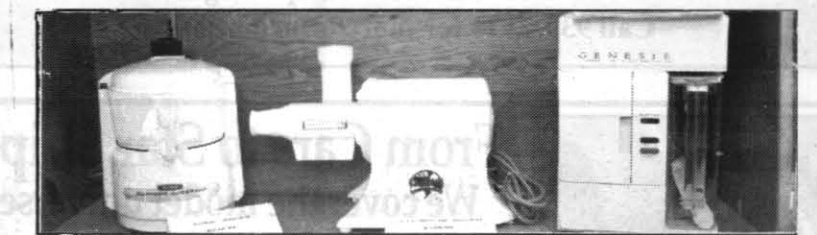


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PAT surveys field of travel voucher systems

By Dave Elband
Travel Voucher Team

Pursuing their charter to improve the China Lake travel voucher system, members of the Travel Voucher Process Action Team (PAT) have begun a field search of travel voucher systems at other DoD facilities. After some initial investigation, the team decided to visit Patuxent River; Redstone Arsenal in Huntsville, Ala.; Naval Coastal Systems Station, Panama City, Fla.; and Eglin AFB, Fla. The four sites were selected because of their reputed on-line capabilities as well as being representative of the three major services in DoD. The travel voucher team hoped that at least one system will be transferable to China Lake for testing.

The characteristics of the various systems run the full spectrum in both computing capability and technical approach. Patuxent River currently is operating a data-based travel order system developed at Warminster and hopes to have a complete travel system, including travel vouchers, in-place by Oct. 1, 1994. After a trial period, that system would be installed throughout the NAWC Aircraft Division.

Redstone Arsenal has developed an automated, mainframe-based travel order

system. The system has been operational for two years and integrates the traveling community, security, accounting, SATO, disbursing and the travel branch. The system is entirely paperless, using electronic signatures as the orders are automatically routed through the approval system. The status of a travel order in the system is available to all approved users, and the system maintains an on-line Traveler's Guide. At the current time, the travel branch is developing a travel voucher system tied into the existing travel order system; in that seamless integrated system, no data would be duplicatively entered into the system.

Like Redstone, the Coastal Systems Station (CSS) has automated the travel order process but have hosted the system on a minicomputer instead of a mainframe. The system allows travelers, on-line, to make and amend travel requests. The travel order system computes planned costs, updates with actual costs when available and debits the job order account on the proceed date. Users at the CSS noted that the system has operated smoothly since 1990.

The Air Force Travel Branch at Eglin AFB is currently operating a personal computer-based travel voucher system. Voucher data is input in the travel branch and computed automatically from the



Photo by Margie Hammett

PAT AT WORK—Members of the Process Action Team look through a day's stack of travel orders, trying to find a more efficient way to get the processing of orders done. Members of the PAT are (standing, l to r) Jeanne Printy, Cathy Spindler, Dave Elband, John Freeman, (sitting, l to r) Barbe Anderson, Donna Park and June Fletcher. Not shown are Peggy Dolan and Sherri Sweany.

input data. The Eglin travel group is currently investigating an electronic travel order system developed at Picatinny

Arsenal that would be fully integrated with their existing travel voucher system.

Please see **PAT**, next page

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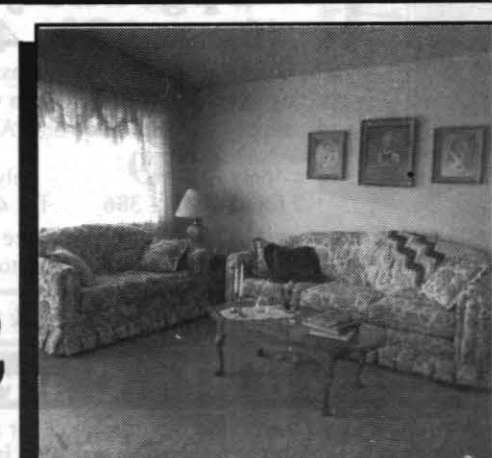
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<p>1994 Pontiac Grand AM SE</p> <p>A/C, A/T, AM/FM cassette, air bag, tilt, rear window defroster, ABS.</p> <p>\$249.98 MO</p> <p><small>60 payments. Price \$13348.43. 6.9% APR. Def. pmt. price \$16997.80. VIN 502128.</small></p>	<p>1994 Nissan Sentra XE</p> <p>\$179.99 plus \$13.05 tax. DMV fees \$284.00. Total drive off \$1000.00. 36 month closed end lease. 15¢ per mile over 15,000 per year. One only at this price. VIN 770503, SIK. 8143.</p> <p>\$179.99 MO</p>	<p>1994 Honda Civic</p> <p>\$172.74 plus \$12.52 tax. Cap red. of \$1017.94. First payment of \$185.26. DMV fees \$248.00. Total drive off \$1800.00. 24 month closed end lease. 15¢ per mile over 15,000 per year. One only at this price. VIN 500510, SIK. 8038H.</p> <p>\$172.74 MO</p>	<p>1993 GMC Sonoma 4WD P/U</p> <p>MSRP \$18,617. Ridgecrest Auto discount \$3,622. Auto, high back buckets, SRW, locking rear differential, enhanced V-6, cast aluminum wheels, A/C, tilt, cruise, AM/FM cassette, skid plates, power windows & locks. VIN 511516, SIK. 7163G.</p> <p>\$14995</p>

1990 Ford XLT Lariat V-8, auto, air, PS, cass., PW, PD, tilt, cruise, bumper, slider, 2 tanks. VIN #07253, SIK. #295. \$9999	1993 Mercury Tracer Wagon Auto, PS, air, 492 miles, like new, cass., must see. VIN #672560, SIK. #301. \$9999	1992 Mitsubishi Pickup Service body, ladder rack and more. V.I.N. 18503, SIK. #242. \$9999	1993 Olds Achieva 4DR Auto, PS, A/C, cass., PD, tilt, cruise. ID #44543, SIK. #248. \$10999	1988 Ford Bronco XLT 4x4 V-8, auto, air, PS, cass., PW, PD, tilt, cruise. VIN #67641, SIK. #316. \$10999	1992 Geo Tracker Auto., P/S, A/C, cassette. V.I.N. 06787. \$10999	1993 Chevy Corsica 4 Door Auto, V-6, PS, A/C, PL, tilt, cruise, ABS, low miles. V.I.N. 67045. \$10999	1993 Chevy Corsica 4Dr. Auto., V-6, PS, AC, PD, tilt, ABS. VIN #267045, SIK. #199. \$10999
1993 Pontiac Grand Am SE 4 dr., auto, PS, A/C, cass., PD, tilt, ABS. ID #12537, SIK. #247. \$11999	1993 Chevy Lumina 4DR V-6, auto, PS, A/C, PW, PD, tilt, cruise, ABS. ID #39692, SIK. #253. \$12995	1993 Olds Cutlass Ciera 4DR, auto, PS, A/C, cass., PW, PD, tilt, cruise. ID #46603, SIK. #251. \$12995	1993 Pontiac Grand Prix Auto, V-6, P/S, A/C, ABS, cassette, P/W, P/L. V.I.N. F306583. \$12999	1991 Honda Accord LX Auto, air, PS, cass., PW, PD, tilt, cruise, mint. VIN #052837, SIK. #323. \$12999	1991 Ford Explorer XLT 4x4 Auto, air, PS, cass., PD, PW, tilt, cruise, more. VIN #B38627, SIK. #292. \$13999	1991 GMC Safari XT V-6, auto, air, PS, cass., PW, PD, tilt, cruise, h-tone, more. VIN #537593, SIK. #318. \$13999	1991 Ford XLT Lariat V-8, auto, air, PS, cass., PW, PD, tilt, cruise, 2 tanks. VIN #A96900, SIK. #317. \$13999
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Alternative Form of Annuity, lump sum option, cancelled

By John Powers & Peggy Topham
Codes C621 & P621

Congress recently enacted a law that will eliminate the Alternative Form of Annuity (lump sum option) after Sept. 29, 1994, except for retirees with a life-threatening or other critical medical condition.

The lump sum is available until Sept. 29, to those employees being involuntarily separated from service other than for cause on charges of misconduct or delinquency. This means that the lump sum option is available if your job is abolished and you are authorized to retire on a "Discontinued Service Retirement (DSR)," or you are "mandatorily retired," that is, mandatory firefighter retirement at age 55. Of course, if you do intend to retire you should start planning now. We will publish a series of articles dealing with retirement planning. The first thing that should be considered is whether or not to use military service to compute your Civil Service annuity.

Military service can be divided into two separate categories. The first covers employees who have military service but are not military retirees, and the second covers military retirees. Almost everyone has decisions to make regarding the use of military service in computing their Civil Service annuities, but military retirees have additional things to look at in making these decisions.

In this article, we will discuss military service for employees who are not military retirees.

Public Law 97-253, which went into effect Oct. 1, 1982, established the requirement for deposits for certain military service, and also required an increase in interest rates charged on deposits. "Deposits" are payments made to the civil service retirement system to permit the use of post-1956 military service in the computation of both social security and civil service benefits. The changes concerning military service under this law (PL 97-253) are referred

to as "Catch 62." The law affects employees differently, depending on dates of federal service and the retirement system under which you are covered—CSRS or FERS.

Military service performed prior to Jan. 1, 1957, is automatically credited for Civil Service retirement. Military service performed on or after Jan. 1, 1957, is covered by Social Security, and may be credited toward Civil Service annuity computations only under certain conditions.

Employees first hired by the federal government before Oct. 1, 1982, and who will be eligible for Social Security at age 62, have two options: (1) to make the deposit for any post-1956 military service to avoid a reduction in Civil Service annuity at age 62 (and a reduction in any survivor annuity payable after death), or (2) not make the deposit and have the Civil Service annuity reduced at age 62, if eligible at that time for Social Security benefits. The Civil Service annuity is recomputed at age 62 to eliminate all credit for the post-1956 military service. (Any survivor annuity payable after death would also be recomputed to eliminate all credit for post-1956 military service when the spouse (survivor annuitant) attains eligibility for a survivor Social Security benefit (normally at age 60).)

Employees may not be eligible for Social Security (normally 40 quarters of coverage) at the time they retire. However, if they retire before age 62 and subsequently work in Social Security covered employment, including self-employment, they may acquire additional quarters of coverage and be eligible for Social Security upon attainment of age 62. This possibility should be considered when making the decision whether or not to make the military service deposit.

The military deposit can be made at any time before retirement, but interest accumulates annually, so the sooner the deposit is made the better.

Please see **DEPOSITS**, next page

HONORS from Page 15

the Maverick, you were the primary force behind the development efforts and instrumental in the successful deployment of the weapon system during Operation Desert Storm," reads the citation. "The development of the Navy GBU-24 weapon system, a rapid development capability program, required concurrent qualification/certification and production. Through your team leadership and management qualities, this task was accomplished on schedule and within cost."

Blackwell noted that when he came to China Lake 30 years ago, he had had no intention of staying this long. "But I'm really glad I have," he said. "The people really make the difference. . . We have the capabilities to work as a team and work with other services to produce a top notch project."

William B. McLean Award

Sterling Haaland, NAWCWPNS deputy commander for research and development, then introduced this year's William B. McLean Award winner—Arthur E. Clayson.

Clayson, a mechanical engineer in the Ordnance Systems Department's Gun Systems Branch, was recognized for his contributions and exceptional creativity in support of emerging technology efforts involving aircraft gun and ammunition programs, such as the Laser Initiated Caseless Ammunition (LICA) Program and the Small Business Innovative Research efforts related to the Tround Gun/Ammunition System and Veritay Caseless Gun/Ammunition System.

"Additionally," reads the citation, "you were instrumental in pioneering the LICA effort, which shows great promise as a lightweight, versatile and radiation-hazard-safe gun system concept suitable for tactical aircraft use onboard Naval aircraft carriers. These accomplishments,

along with your current technical assistance and consultation for virtually every Navy/U.S. Marine Corps aircraft gun and ammunition programs have served to improve the safety of these weapons systems."

Surprised over the award, Clayson thanked everyone for 37 years at China Lake and having the opportunity to work on these weapons systems and having the management support to try something different. While some things didn't work too well, others accomplished the achievements mentioned above.

The William B. McLean Award was established in 1968 to recognize outstanding creativity among employees in furthering the mission of China Lake, as evidenced by significant inventions. This award pays tribute to Dr. William B. McLean, technical director at China Lake from 1954 to 1967. During his tenure, McLean had 18 patents and three Notices of Allowability, as well as many inventions that were not patented or for which he was a co-inventor.



SOLE McLEAN Award winner Arthur Clayson with the NAWCWPNS commander and deputy commander.

Steroid use prohibited

Washington (NNS)—Everyone knows you can't take drugs and plan to stay in the Navy. Use of anabolic steroids is no different. They are a controlled substance, a drug. Personnel found using steroids are subject to prosecution under the Uniformed Code of Military Justice (UCMJ), Chapter 47, Article 112A.

The Department of Defense has enacted an interim policy on steroids that will include testing for steroid use. Tests will take place much like other drug tests, randomly and without warning.

There are many healthy ways to develop muscles, as many professional athletes can tell you. For more information about the harmful effects of anabolic steroid use, contact your health care provider.

NMCRS course has openings

There is still time to sign up for the Navy Marine Corps Relief Society training course scheduled from 8:45 a.m. to noon, May 9-12.

Joyce Dinnage from the Long Beach Auxiliary will teach the course, which covers the society and its benefits to service members.

The course is open to active duty, spouses and civilian. Child care is reimbursed.

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Video Listings

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workdays from 7 a.m. to 5 p.m. on Channel 1.

Tuesday, May 10
8:30 a.m.: "First Things First" - Stephen Covey from Australia
11:00 a.m.: Wellness: Relaxation Video
1:00 p.m.: Macacademy: Excel 4.0 Part 1 of 5
3:00 p.m.: Safety Programs: (1) "Room to Live" (2) "It's Your Back"
Thursday, May 12
8:30 a.m.: Reengineering the Corporation with James Champy
11:00 a.m.: Wellness: Relaxation Video
1:00 p.m.: Macacademy: Excel 4.0 Part 2 of 5
3:00 p.m.: Safety Programs: (1) "Room to Live" (2) "It's Your Back"
Tuesday, May 17
8:30 a.m.: "First Things First" - Stephen Covey from Australia
11:00 a.m.: Wellness: Relaxation Video
1:00 p.m.: Macacademy: Excel 4.0 Part 3 of 5
3:00 p.m.: Safety Programs: (1) "Room to Live" (2) "It's Your Back"
Thursday, May 19
8:30 a.m.: Reengineering the Corporation with James Champy
11:00 a.m.: Wellness: Relaxation Video
1:00 p.m.: Macacademy: Excel 4.0 Part 4 of 5
3:00 p.m.: Safety Programs: (1) "Room to Live" (2) "It's Your Back"

KNID
NOTE: In honor of Law Week last week, look for special programming this week following the Navy News at 5:55 p.m.

Monday-Friday, May 9-13
5:30 p.m.: Navy News
5:55 p.m.: Justice for All: The Federal Courts
6:22 p.m.: The Bill of Rights in Action: Juvenile Curfew
6:40 p.m.: Voices for Justice
6:53 p.m.: AIDS in the Classroom
Monday-Friday, May 16-20
5:30 p.m.: Navy News
5:55 p.m.: Cup of Cold Water: Yunnan, China Earthquake, 1988
6:22 p.m.: Landmarks of New Hope
6:49 p.m.: Search for Champions
6:59 p.m.: The Sunkist Story
KNID will air Part 1 of "The Secret City" the week of May 23. Part 2 will air the week of May 30.

TVIS
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. Note: We have obtained a subscription to distribute CNN Headline News over the TVIS. CNN Headline News can be seen

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DEPOSITS, from Page 8

Employees first employed by the Federal Government under either retirement system on or after Oct. 1, 1982, will be allowed credit for post-1956 military service only if a deposit is made, regardless of Social Security entitlement.

Employees may elect to make the deposit for military service. The deposit for CSRS employees is seven percent of basic military pay and for FERS employees it is three percent of basic military pay. There is no interest charged if the deposit is made within three years of the date you first become

covered under the retirement system. If the deposit is not made during this "grace period," you will be charged interest on the outstanding balance, compounded annually, from a date two years from the date you first become a covered employee, until payment is completed. The interest rate is variable from year to year as determined by the Secretary of the Treasury.

Employees should determine now if they want to make the military service deposit. Contact your PMA team for information that will help in making these decisions.

Africanized honey bees are coming

Kern County is preparing for the arrival of the aggressive Africanized honey bee.

According to a message from Commander Naval Base San Diego, the more temperamental relative of the common European honey bee is expected to migrate to California this spring.

While the Africanized honey bee is similar in appearance to the European honey bee and no more venomous, it is much more aggressive, pursuing victims from a quarter of a mile or more and continuing its attack for hours. Consequently, victims are likely to receive many more stings, resulting in more venom. The venom itself is not fatal; however, individuals particularly sensitive or allergic to bee stings should be especially careful.

The message noted it would take 1,130 Africanized honey bee stings to kill a human.

Away from their hives, Africanized honey bees are not inclined to sting unless they are physically disturbed. Swatting at them or disturbing them with noise (such as from a lawn mower) will only provoke them.

Because Africanized honey bees will nest almost anywhere, following are some pointers from the April 14 edition of the *Bakersfield Californian* to help make sure they are not nesting on your property.

•Periodically look for nests or swarms around eaves, in shrubbery or under objects in the yard.

•Check carefully for bees near confined animals. Most of the animals killed by bees have been penned or chained.

•Don't disturb any nests you find. Call a pest control professional. (Kern County officials are working out the details of who to call.)

•Fill in potential nesting places: caulk cracks in walls and fill in tree cavities.

•Place a fine screen over your chimney and rain spouts.

•Remove junk and clutter in your yard.

•Look for bees before running a chain saw, mower, weed eater or other machinery. They are easily disturbed by vibrations and exhaust smells.

First aid for any honey bee sting, regardless of the species, consists of removing the stinger as soon as possible by scraping it with a fingernail, knife blade or credit card; washing the sting area with soap and water; and applying an ice pack for a few minutes to relieve the pain and swelling. If an individual is allergic to bee stings, is having trouble breathing or has been stung numerous times, medical attention is required. Don't try to remove the stinger with tweezers, as pulling or squeezing the stinger only releases more venom into the blood stream.

Individuals wanting informational material on how to avoid being stung, plus additional first aid advice, can call HM1 Jim Brown, Preventive Medicine, Branch Medical Clinic, at 939-8045.

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Facility moves NAWCWPNS into environmental business

By Steve Boster
Managing Editor

In an era of declining research dollars for the Department of Defense, scientists at the China Lake site of the Naval Air Warfare Center Weapons Division have come up with a means to generate business while helping the Navy reach environmental compliance.

Chemists in the Research Department worked with the Engineering Department to establish a new Environmental Analysis Facility and earned certification from the state of California. In the short time since obtaining the crucial state approval, scientists have saved the Navy time and money on required tests of water samples.

"We're starting small and hope to grow," said Dr. Mike Seltzer, one of the founders. "We think anything that works toward environmental compliance is a growth area," added Seltzer.

Seltzer, Dr. Eric Erickson, Dr. Greg Ostrom and Loretta Lusk are the analysts working closely with the project that began more than a year ago. "We had to prove our analytical capability to the state. The officials had to see that we could detect and measure very small amounts of organic and inorganic chemicals in water and soil samples before they would approve the certification,"

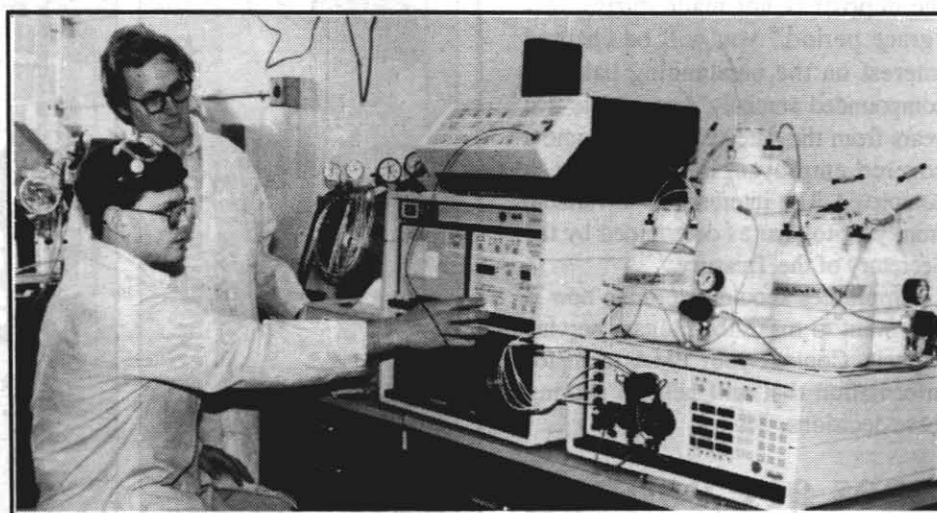


Photo by Margie Hammett

DETECTOR—Dr. Eric Erickson, director of the Environmental Analysis Facility, watches as Dr. Gregory Ostrom operates the lab's ion chromatograph. This analyzer identifies and quantitates anions, which are negatively charged ions, such as chloride, fluoride, nitrate, nitrite, sulfate, phosphate and a host of others. In an 11-minute run it can identify a wide range of anions and determine the concentrations of each ranging from 0.1 to 100 parts per million.

said Seltzer. In fact, the scientists must periodically analyze samples provided by the state and the Environmental Protection Agency to ensure they maintain the needed accuracy and precision.

The China Lake researchers say they already had the technical background and some of the equipment to conduct environmental analysis in some areas and it seemed a logical extension of their research work. Funding was allocated to

purchase additional instrumentation. By carrying out environmental testing in-house, they could save the command both time and money.

A key difference between the environmental work and normal analysis done by the China Lakers is the need to look for much smaller amounts of contaminant in a given sample. "We were used to looking for relatively large concentrations in a sample, not parts per

million or parts per billion. It's a lot more challenging and requires greater instrument sensitivity," added Seltzer. "We are all analytical chemists, but there was a learning curve in detecting very small amounts of contaminants in environmental samples," he said.

So far the work load has not been overwhelming, but among the many customers, the Environmental Project Office and the Public Works Department have often requested the service. Seltzer hastened to add that this venture is not looking to take over existing work done by Public Works in water quality testing.

Currently the state of California accredits the Environmental Analysis Facility for testing of inorganic chemistry of drinking water, toxic elements in drinking water and toxic elements in waste water. Accreditation is being sought for analysis of organic chemicals in drinking water, waste water and hazardous waste noted Seltzer. This approval is expected later this year.

Among the work done at China Lake so far is analysis of waste water from the Technical Information Department's photo lab in Michelson Laboratory and water and soil samples taken by the Environmental Project Office.

Seltzer notes they also were asked to quickly do analysis of pool water when

Please see **FACILITY**, next page

Savage then took advantage of the opportunity to thank "the hundreds of personnel" who have helped him during his 30-plus years at China Lake, and to extend a special and loving thanks to the person who has been there for him for the entire 30 years on a 24-hour-a-day basis, his wife, Jean.

Smith, a mathematician in the Range Instrumentation Systems Department's Telemetry Processing Branch, was the first Point Mugu recipient of the Michelson Laboratory Award. He was recognized for professionalism and extensive knowledge of telemetry theory, techniques and systems which have been essential in providing customers with quality telemetry products. The citation also commended Smith for actively participating in the development of standards that have had an impact on virtually every program using range telemetry throughout the Department of Defense.

Smith, who thought he had come to China Lake to attend another type of meeting, accepted the surprise with grace, saying, "I feel like a player-coach. Twenty-seven years at Point Mugu and I feel like it was just yesterday I was a junior professional. But, after a while, you have to become a coach. As a player-coach you realize the strength is in your team, and that team is a great team. That is the only reason I have earned this award today. I thank them very much. Obviously they can't hear me, but... thank you."

Manson, an associate for Contract Operations in the Procurement Department, was the final Michelson Lab Award recipient. He was honored for many years of outstanding contract support to the NAWCWPNS technical community.

Manson noted it was impossible to thank everyone who contributed to the past 24 years of fun he has had, and then noted with a choking voice that he was accepting the award on behalf of the Procurement Department.

L.T.E. Thompson Award

The L.T.E. Thompson Award was established in 1956 as what was then the China Lake Naval Ordnance Test Station's highest recognition for outstanding individual achievement. This award pays tribute to the accomplishments of China Lake's first technical director, Dr. L.T.E. Thompson. By his leadership, vision and persistent efforts, Thompson gathered at this Center a strong complement of men and women.

"The success of China Lake in the field of ordnance has been due in great part to the initial guidance of Dr. Thompson and to his skill in integrating military and civilian personnel into an enthusiastic effective group, which continues today in great measure," McKinney said.

Robert Campbell and Raymond Blackwell were the only recipients of the award this year.

Campbell, the Sparrow Project director for the Intercept Weapons Department, was honored for his outstanding performance during his career at NAWCWPNS. "Specific accomplishments include your leadership of the A6-E TRAM team, which greatly enhanced the capabilities of the weapons systems employed on that aircraft, and as project director for the Rolling Airframe Missile and the Sparrow Missile systems," reads the citation. "In each of these projects you were able to successfully respond to criti-

cal technical challenges involving major upgrades and the transition from development to productions, as well as establish and maintain a strong, multi-site technical team."

"This is a very special honor," said Campbell. "Both of these awards (the Michelson Lab and L.T.E. Thompson) stress the individual performance, and I can tell you that can't be further from the truth, because it really is a team effort. I've been fortunate to work with some very good people and really appreciate the experience."

Blackwell, a supervisory general engineer with the Attack Weapons Department and head of the GBU-24 Project, was recognized for his work as project director for the Maverick, GBU-24, Hellfire and TOW programs and for his technical achievements to the Walleye and Condor weapons systems. "As the project director for

Please see **HONORS** Page 17



THOMPSON awardees Robert Campbell and Raymond Blackwell with McKinney and Haaland.

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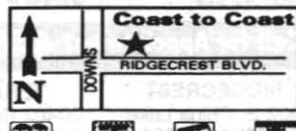
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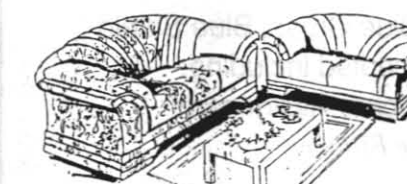
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AWARDS from Page 1

Hewer, a mathematician with the Missile Systems Engineering Office, Intercept Weapons Department's Missile Systems Division, was recognized for significant accomplishments in a number of diverse areas; pioneering advanced mathematics research applicable to real missile technical problems; and application of wavelet transform technology to a number of signal processing problems, including target classification techniques, clutter rejection in infrared imaging systems, compensation of detection array response non-uniformity and real-time image compression.

McKinney looked up from reading the citation and quipped, "If someone could translate that for me, I would appreciate it."

Winkler, project director for the joint U.S. and German Rolling Airframe Missile Program, was on travel and couldn't make the luncheon, but Jack Murray stood in for him. Winkler was honored for outstanding technical and management skills which have enabled him to successfully integrate the multiple demands of the Rolling Airframe Missile, a project with international sponsors, into a successful weapons system that is being introduced into the fleet.

In a note read by Murray, Winkler said, in part, "Last, but not least, I want to thank the late Dr. Jon Wunderlich, who, no doubt, initially nominated me for this award. I admired Jon for his leadership and his vision of our future here at China Lake. I am deeply touched by the fact that this award is one of the last things Jon did. I will always miss him."

Covino received the award for significant contributions in the areas of hazards of energetic materials, high temperature resistant materials, coatings for fiber optics and sol-gel prepared materials.

As head of the Research Department's Applied Mechanics Branch, and as mentor and role model to five students, Covino was told she has made "positive contributions to the advancement of research" at NAWCWPNS.

Josephson, a supervisory physicist in the Ordnance Systems Department's Energetic Materials Division, was recognized for outstanding leadership and accomplishments in the advancement of the science of explosives and explosive effects, including the advancement of technology for energetic materials and distributed explosives and the development of fuel-air explosive weapons.

Josephson noted the saying "You can't do it alone," was absolutely true and that he certainly didn't do much by himself, thanking all the people who have worked with him through the years.

Savage, head of the Attack Weapons Department's Standoff Weapons Project Office, was commended for significant contributions in the field of air and surface launched missile and weapon technology. The citation also noted that as head of the Standoff Weapons Project Office, Savage has led a productive and highly competent team that continues to make positive contributions to the development of current and future weapons systems.

Please see next page



MICHELSON LAB AWARD recipients, flanked by NAWCWPNS Commander RAdm. Dana B. McKinney and Deputy Commander for R&D Sterling Haaland, include (l to r) Gary Hewer, Douglas Cowan, Rosemarie Fabiano, Kenneth Smith, Josephine Covino, Larry Josephson, Douglas Savage and Walter Manson.

Photos by Margie Hammett, TID

FACILITY, from Page 10

paint started peeling at the China Lake indoor swimming pool. He calls this an example of how the Navy can save time and money by having the certified analysis capability in-house, since the lab personnel determined, in less than 24 hours, there was no lead contamination in the pool water from the flakes of paint. Using an outside lab for the analysis could have taken up to 30 days.

Another example is determining if old paint on buildings at China Lake contains lead. "The lead content determines how old paint is removed and disposed of. It is a lot cheaper if there is no lead, but with old paint you need a chemical analysis to be sure," added Seltzer.

"We have a good understanding of the Navy customer, their needs and any special problems. Most outside labs would never develop that kind of relationship and special knowledge of China Lake," added Seltzer.

Still another plus, in the eyes of the lab personnel, is the explosives' safety certification allowing tests of environmental samples that may also be con-

taminated with energetic materials. "For safety and insurance liability reasons, it is hard to find outside labs who will accept this kind of work," said Seltzer.

For now, the analysis work is being done primarily for China Lake customers. However, Seltzer and Erickson hope to expand the service to all NAWCWPNS sites and customers soon.

In the long haul, they see China Lake positioned as a dominant environmental analysis lab for west coast Department of Defense facilities. "We have the expertise and we have the equipment to expand once we get a little more experience on the business side of the house," commented Seltzer.

With environmental compliance more important than ever to the Navy's mission, the NAWCWPNS Environmental Analysis Facility will improve the command's ability to provide quality, timely support to fleet needs and ensure the China Lake mission is carried out while maintaining environmental compliance.

Happy birthday!

KNID volunteers celebrate their second year



Photo by Margie Hammett

KNID VOLUNTEERS celebrate the station's second birthday. KNID can be seen Monday through Friday evenings from 5:30 to about 7:30 p.m. Linda Lou Crosby, KNID station manager, and Kathi Ramont, a Public Affairs representative for Channel 17, join the Navy volunteers who make programming possible—(l to r) ET3 Stego Blue, ET2 Gary Schwager, ET1 Chris Adcock, ET1 Richard Bissen, ET3 David Christensen (on the mike), ET1 Hector Hansen (holding the camera), ET2 Susan Sherman, ET3 James Vveems and ET3 Christopher Monteverde.

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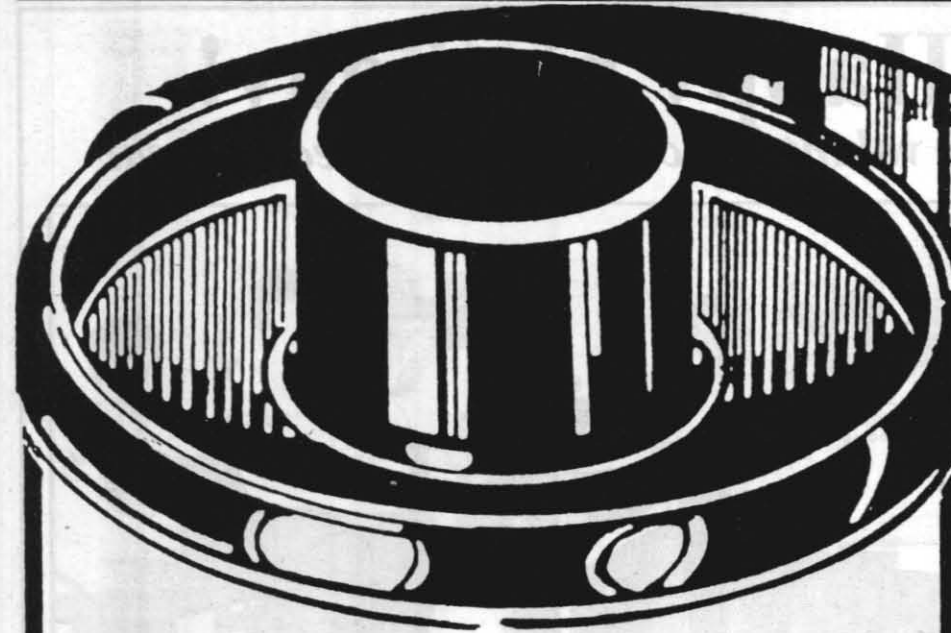


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Honoraria ban lifted, for now

By The Office Of Counsel

As some of you are painfully aware, on Jan. 1, 1991, a provision of the Ethics Reform Act of 1989 (Section 501(b)) prohibiting employees from accepting honoraria became effective. The ban was for the acceptance of compensation for speeches, articles or appearances and did not require that the subject matter have any relation to the employee's official position.

This office published an article in the Feb. 14, 1991, issue of *The Rocketeer* that explained the ban in detail. At that time, there were bills pending before both houses of Congress that would have softened or repealed the ban. Before Congress could pass anything, the constitutionality of the ban was tested in the court system.

The National Treasury Employees Union, the American Federation of Government Employees and various individual civil servants joined in a suit asking for relief against the ban as it applied to employees of the executive branch. On March 19, 1992, a federal district court ruled that the honoraria ban "is unconstitutional insofar as it applies to executive branch employees of the United States government" and that the government was "permanently enjoined from enforcement of Section 501(b) against any executive branch employee of the United States government alleged or believed to be in violation thereof."

The court suspended the judgment pending an appeal by the Department of Justice (DOJ). This meant that the ban was still in effect. Meanwhile, Congress had not managed to pass a bill to soften or repeal the ban.

DOJ did appeal the district court's ruling to a federal court of appeals. The

district court's ruling, however, was upheld by the appellate court and on Sept. 28, 1993, the injunction against enforcement of the honoraria ban became effective. Although the appellate court's decision eliminated the ban for employees of the executive branch, there was uncertainty as to what repercussions employees might face if DOJ appealed to the Supreme Court and it ultimately reversed the appellate court's decision.

On Jan. 19, 1994, the DOJ did file a petition for a writ of certiorari in the Supreme Court. But, in a letter dated Feb. 1, 1994, DOJ notified the Office of General Ethics that it did not intend to take any action against executive branch employees who accepted honoraria during the period between Sept. 28, 1993 and the date of the Supreme Court's decision. The DOJ did emphasize, however, that this non-enforcement policy did not apply to other statutory and regulatory provisions that restrict the acceptance of honoraria by executive branch employees.

Still in effect and applicable to employees of the Department of Defense is a provision of the Joint Ethics Regulation (JER) which prohibits the receipt of any form of compensation from any source other than the government for teaching, speaking or writing that relates to the employee's official duties. There is an exception to this restriction for teaching a multi-presentational course that is part of the regularly established curriculum of an elementary school, secondary school or an institution of higher education. You can find more information, and even examples, concerning this restriction in the JER (DoD Directive 5500.7-R) which should be available in all department offices. It is located in Chapter 2, Section 2635.807, pages 20-37.

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MSLR Program explains how to report missing government property

Code C841, the Law Enforcement Physical Security Division, is the point of contact for the Missing, Lost, Stolen or Recovered (MSLR) Government Property Program at the China Lake site of the Naval Air Warfare Center Weapons Division. All initial calls to report a MSLR item should be made through the China Lake Police dispatcher at 939-3323. Follow-up inquiries should be made through Marge Stanton, Code C8411, who is the MSLR program coordinator. She can be reached at 927-1381.

NAWCWPNSINST 4500.1 covers procedures for surveying all government-owned property. A form DD 200 (Feb. 91) must be submitted to report loss of missing items; equipment that must be condemned because of damage or deterioration; when equipment is disposed of as a result of cannibalization; and when property is recovered that was previously reported as missing. The DD 200 provides a record of the administrative review for condition of the property, cause of and responsibility

for the condition, disposition recommended and authority to delete the property from the property management records.

OPNAVINST 5530.13A covers policy and guidance for the protection of conventional arms, ammunition and explosives (AA&E) against loss or theft. Chapter 8 specifically addresses incident reports and investigations. Paragraph 0801b addresses significant incident reports, stating that for "significant incidents involving AA&E, DoN (Department of the Navy) activities will send message reports within 48 hours detailing the circumstances surrounding such incidents to CNO (OP-09N1), with copies to the chain of command and NAVWPNSUPP-CEN Crane."

The owning code must initiate the DD 200 and forward it to Code C8411. Verified missing, lost or stolen equipment will be surveyed and deleted from the equipment system. Forms are available at Tel-Mart. For more information please contact Stanton at 927-1381.

BOSS plans scholarship and installation ball

On Saturday, May 14, the Black Original Social Society (BOSS) will host its 13th Annual Scholarship and Installation Ball at the Carriage Inn. A social hour at 6 p.m. will begin the event, followed by dinner at 7 and installation of officers and presentation of scholarship awards at 8. For dancing and listening pleasure, Golden Voice Productions of San Diego will provide music starting at 9 p.m. Tickets, which are \$27.50 per person or \$50 per couple, may be purchased by calling Catherine Rogers at 375-4554 or Norman Alexander at 375-5397.

A New Car Every 3 Years!

<p>1994 TOYOTA CAMRY LE SEDAN Stock# 1016 ID# 198577</p> <p>36 mo. lease @ \$246⁸⁷* plus tax</p> <p>Drive off \$2000 • Residual \$11,114.88 Cap Cost \$17,977</p>	<p>1994 CHEVY CAMARO COUPE Stock# 109 ID# 177159</p> <p>36 mo. lease @ \$291³⁰* plus tax</p> <p>Drive off \$2000 • Residual \$6,742.80 Cap Cost \$14,984</p>		
<p>1994 TOYOTA PICK-UP Stock# 1018 ID# 166928</p> <p>36 mo. lease @ \$125⁵⁹* plus tax</p> <p>Drive off \$2000 • Residual \$5,713.74 • Cap Cost \$10,369</p>	<p>1994 CHEVY/GEO METRO COUPE Stock# 068 ID# 743759</p> <p>36 mo. lease @ \$172⁵³* plus tax</p> <p>Drive off \$2000 • Residual \$3,068.84 Cap Cost \$9,026 • \$300 Factory Rebate</p>	<p>1994 CHEVY CAVALIER COUPE Stock# 102 ID# 266836</p> <p>36 mo. lease @ \$185²⁵* plus tax</p> <p>Drive off \$2000 • Residual \$4,097.95 • Cap Cost \$9,995</p>	<p>1994 BUICK SKYLARK SEDAN Stock# 505 ID# 254700</p> <p>36 mo. lease @ \$261²⁵* plus tax</p> <p>Drive off \$2000 • Residual \$7,276.80 Cap Cost \$14,999</p>
<p>1994 TOYOTA CAMRY COUPE A/C, cruise, AM/FM cassette, rear spoiler. Stock# 1017 ID# 336901</p> <p>36 mo. lease @ \$227¹⁰* plus tax</p> <p>Drive off \$2000 • Residual \$10,246.32 • Cap Cost \$16,369</p>	<p>1994 TOYOTA COROLLA SEDAN Stock# 1022-94 ID# 135484</p> <p>36 mo. lease @ \$156²²* plus tax</p> <p>Drive off \$2000 • Residual \$6,889 • Cap Cost \$12,999</p>	<p>1994 CHEVY 1/2 TON EXT. CAB PU V-8, auto., a/c, Silverado, tilt, cruise, pwr. win/locks, alum. wheels, am/fm cass. Stock# 110 ID# 234871</p> <p>36 mo. lease @ \$353¹³* plus tax</p> <p>Drive off \$2000 • Residual \$9,985.71 • Cap Cost \$19,150</p>	<p>1994 BUICK CENTURY SEDAN Stock# 515 ID# 426001</p> <p>36 mo. lease @ \$294⁶⁹* plus tax</p> <p>Drive off \$2000 • Residual \$7,936.80 Cap Cost \$16,535</p>

WE ALSO OFFER A GREAT SELECTION OF GREAT USED CARS

Bad Eggs
CHEVROLET-BUICK-TOYOTA-GEO

VICTIMS OF CIRCUMSTANCE? Slow Credit, Bad Credit, Repo, No Credit, Bankrupt or just plain bad luck, you deserve a SECOND CHANCE. Re-establish your credit for tomorrow while you're driving today. Call Thom Alexander (619) 375-4401.

321 China Lake Boulevard • Ridgecrest, California • 375-4401 • Se Habla Español *All sales final at close of business 5-8-94

Summary of Duties: Supervises branch employees who operate and provide a complete capability for static test and evaluation of warheads and explosives. Branch personnel also perform mechanical design and fabrication, electronic instrumentation, and high-speed photographic services. In addition, they operate test facilities in three distinct geographic areas to support the ordnance test mission.

Quality-Ranking Factors: (1) Technical QRF: Knowledge of arms, ammunition and explosives (AA&E), facilities maintenance, design, and safety, and knowledge of testing and evaluation of warheads and explosives including specialized knowledge of optical, electronic mechanical, and/or x-ray testing techniques and associated scheduling and cost estimating practices for this field. (2) Supervisory QRF: Ability to perform as a second-line supervisor including ability to apply affirmative action principles, willingness to implement EEO practices, ability to influence others assigned to a variety of occupations, and ability to communicate orally and in writing. (3) DAWIA QRF: Ability to meet Level III training, experience, and education certification requirements for Test and Evaluation Engineering career field within 18 months of entering position. Selectee must be able to obtain and maintain a top secret level security clearance.

Notes 1, 2, 3, and 4 apply.

No. C33-001-SK4, Secretary, DG-318-3/4, Code C33—Area of Consideration: NAWCWPNS. **Opening Date:** 5-5-94. **Closing Date:** 5-19-94. **Selecting Official:** Ellis Kappelman, (619) 939-9203. **HRD Contact:** Susan Koch, (619) 939-8120. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent's responsibilities include, but are not limited to, receiving calls and visitors; originating and preparing correspondence; reviewing all correspondence, ensuring appropriate content, grammar, formatting, etc.; maintaining calendars and arranging travel. Knowledge of Filemaker Pro, Excel, MTF Editor (DOS), PowerPoint, and Microsoft Word is preferred, but not required. The incumbent must be able to prioritize workload and deal effectively with all levels of personnel and contractors. The incumbent will be responsible for training, mentoring, and leading all secretaries within the department. Work schedule is First-Forty. **Quality-Ranking Factor(s):** Must be proficient with the Macintosh computer and be able to use initiative and independent judgment in making decisions. The incumbent must be able to obtain and maintain a Secret clearance. Promotion potential to DG-4.

Note 1 applies.

OPERATIONAL TEST AND EVALUATION FORCE

Computer Specialist, GS-334-9/11 PD#4476A, Announcement No. NB/0054/BM/C4, Commander Operational Test and Evaluation Force, Norfolk, VA (UIC 57023)—Area of Consideration: Appointable employees of DOD activities (area of consideration limited due to hiring freeze imposed by higher authority). Spouses (with appointable status currently in permanent positions on DOD rolls) of relocating activity-duty military members and DOD civilian employees during the 30 days preceding through the 6 months following sponsor's relocation to the commuting area. **Duty Station:** Air Test and Evaluation Squadron NINE (AIRTEVRON NINE), China Lake, CA. **Closing Date:** 5-20-94. **Permanent Change of Duty Station Expenses Authorized:** No. **Duties:** The incumbent will function as the Local Area Network (LAN) administrator. Responsibilities involve coordinating and integrating technical aspects of computer technical support coupled with administrative matters such as planning, standards, configuration management, and network security. Incumbent is responsible for the setup, configuration, and management of the LAN. Coordinates work with others developing related test procedures to ensure the proper hierarchical test and evaluation of LAN software. Conducts product evaluations of LAN and single-user application software under consideration for standardization. Provides training and technical support regarding all aspects of the LAN. Conducts feasibility studies preliminary to testing and/or evaluation, and installation of LAN file, and is responsible for monitoring, management, troubleshooting, and maintenance requests. Conducts extensive research and analytical studies and develops specifications, justifications, and economical analyses in support of selection. Provides training, consultation, and technical support services to functional analysts, programmers, configuration management personnel, etc. **Qualifications:** To be eligible, applicants must have the amounts of general and/or specialized experience required by the published qualification standards. For General Schedule positions, such experience must be at a level sufficient to satisfy time-in-grade and quality-level stipulations as of the closing date of the announcement. The

Operations Research Analyst, GS-1515-13 PD#4477A, Announcement No. NB/0061/BM/C4, Commander Operational Test and Evaluation Force, Norfolk, VA (UIC 57023)—Area of Consideration: External hiring authorized. Employees currently not on government roles or participating in the military spouse relocation program cannot apply under this announcement. Anyone wishing to apply for this position under the external hiring authority should apply to Office of Personnel

LONG TERM OFF-CENTER ASSIGNMENTS

The following are 1-year assignments in Washington, DC, beginning in August 1994. Only DP-3s and DP-4s in series 801, 830, 855, 861, 1310, 1515, 1520, and 1550 with a minimum of 3 to 5 years of experience at NAWCWPNS are eligible to apply.

Staff Assistant, Office of the Chief of Naval Operations (N880D). This position supports the office in developing, reviewing, or revising operational requirements for all Navy and Marine air-launched weapons and ordnance and in developing and managing the Navy and budgets used to execute the development, production, and logistics programs for air-launched weapons and ordnance. Assists in reviewing government and industrial technology base efforts and developments and proposed application of new technologies. Provides technical liaison between OPNAV and NAWCWPNS as required.

The objectives of the assignment are to expand the incumbent's knowledge and understanding of the Navy's PPBS acquisition system and to provide experience in various areas of new technology. In addition, the incumbent will gain expanded knowledge of the Navy's organization and how it works to define and procure weapons and ordnance systems to meet various mission phases.

For further information about the position, call present incumbent Colin Taylor at DSN 224-2692, former incumbent Fred Zarlingo at 939-7620, or Dr. Bob Schwartz, Technology Advancement Group (C02501), 939-3241.

Apply by submitting a current SF-171 to C6201 (Saundra Wydra, Building 2335, Room 202, (619) 939-2434) or P625 (Genevive Zavala, Building 211, (805) 989-3318) by COB Thursday, 19 May.

Staff Assistant, Office of the Deputy Director, Air Systems; Office of the Director, Tactical Systems; Office of the Under Secretary of Defense, Acquisition (OUSD(A)). The incumbent performs a variety of duties as

staff assistant in the Office of the Under Secretary of Defense (OUSD(A)), including participating in the planning and analysis of tactical air warfare systems acquisition programs; working with senior staff specialists; execution of development and procurement of one or more weapon system programs under the oversight of the Office of the Deputy Director (Air Systems). Candidate will also be involved in all functions of the Office of the Deputy Director (Air Systems), including preparation of the Defense Guidance, Air Systems studies, issues papers, program milestone reviews, and reports to Congress, as well as participation in Defense Acquisition Executive Summary, Conventional Systems Committee, and Defense Acquisition Board Reviews.

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

For further information about the position, call present incumbent Brad Harlow at DSN 227-5234, former incumbent Glen Craig at 927-1539, or Dr. Bob Schwartz, Technology Advancement Group (C02501), 939-3241.

Apply by submitting a current SF-171 to C6201 (Saundra Wydra, Building 2335, Room 202, (619) 939-2434) or P625 (Genevive Zavala, Building 211, (805) 989-3318) by COB Thursday, 19 May.

Technical Advisor, Office of the Chief of Naval Operations (OP-N911). Participant will be assigned a variety of duties planned to broaden perspective of Navy and DOD technology base management, strategies, defense policies, planning and the budgeting process; will be involved in long-range planning, helping develop the Science and Technology (S&T) Planning Guidance, and the Global Surveillance/Precision Strike/Air Defense Advanced Technology Demonstrations (ATD); and will have direct interface with senior personnel in OSD (OUSD(R&AT), other DOD agencies, OPNAV, all SYSCOMS, ONR, and industry.

In addition, the incumbent will participate in strategic planning through activities such as technology base guidance, war games, and fleet exercise results and will assist in managing the execution of high payoff/high risk Research and Development (R&D) projects that support air, surface, and subsurface platforms in priority warfare areas. This includes selection process for new fiscal-year starts and support of Navy proposals in multiagency competition. This assignment requires a highly motivated senior-level scientist/engineer/analyst/manager familiar with S&T programs, systems design methodology, fleet operations, and the research, development, and acquisition process. Security clearance at the SECRET level is essential.

For more information, contact the incumbent Michelle Bailey at DSN 224-4480, previous incumbent Harold Brooks at 939-1403, or Dr. Bob Schwartz, Technology Advancement Group (C02501), 939-3241.

Apply by submitting a current SF-171 to C6201 (Saundra Wydra, Building 2335, Room 202, (619) 939-2434) or P625 (Genevive Zavala, Building 211, (805) 989-3318) by COB Thursday, 19 May.

calculus. Rating Factors: The following knowledge, skills, and abilities are of critical importance: (1) Knowledge of the analysis of operations and tactics, test design and analysis, data reduction and analysis; (2) Knowledge of the weapon system acquisition process; (3) Knowledge of computers, including computer-assisted data reduction techniques and data management software. The selectee must be able to obtain and maintain a Top Secret security clearance.

Note: As a condition of employment selectee will be required to participate in the Deposit/Electronic Funds Transfer as the standard method of payment. Any applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. The selection is contingent upon a negative drug test result and, thereafter, the selectee will be subject to drug testing on a random basis as the incumbent of a testing designated position (TDP), further all Department of the Navy employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident. All individuals will have an opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant 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 result of a current Department of the Navy employee will also be provided to the employing activity/command.

Filing Instructions: Unless otherwise noted above, applicants must submit a completed SF-171 and current annual performance rating. If no rating is available, submit statement to this effect and reason. To ensure proper consideration applicants must put the announcement number of the position applied for on his/her SF-171. Submit documents by mail (ATTN: Code 20, HRO, Norfolk, 487 East C Street, Norfolk, VA 23511-3997), or by hand delivery (to the Naval Base, Little Creek, Oceana or Portsmouth Office HRO). Regardless of the method used, materials must be received by 1600 hours on 20 May 1994. Applicants who wish to be notified of action taken on the application must submit HRO NORVA 12330/12 Reply Card with their SF-171s.



NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS

ALL FOUR SITES GENERAL ANNOUNCEMENTS

NAWCWPNS CODE DIRECTORY AVAILABLE ELECTRONICALLY

The current version of the NAWCWPNS Code Directory is now available electronically on the ADMIN SUPPORT files server. You can access the directory, copy to your desktop, and print, if necessary. To save time and money in today's economy, the directory will no longer be printed and distributed throughout NAWCWPNS. However, we will be able to update the directory more often, approximately every 2 months or whenever major changes in the organization occur.

To access the code directory

1. Open "Chooser"
2. Select "Appleshare" icon
3. Select "CL 64" zone
4. Select "Admin Support" from the list of servers
5. Select "OK" at bottom of window
6. Select "Guest" and then "OK" on next window
7. Select "OK" on next window
8. Close "Chooser"
9. Select and open "Admin Support" icon on right side of screen
10. Select and open the folder "Code Directory"
11. Copy to your desktop
12. Trash "Admin Support" icon when you finish

Direct any changes, corrections, or comments by mail to Lee Keyser, C6411, or by phone at 939-0960 or DSN 437-0960, or by Quick Mail. (C6404)

IEEE VIDEOCONFERENCE

On 18 May the IEEE and NAWCWPNS will be hosting a Videoconference Broadcast Live Via Satellite to the NAWCWPNS Training Center. The videoconference is entitled "Revolutionary Concepts in Human/Computer Interaction" and will be presented by Stuart Card from the Xerox Palo Alto Research Center and William Buxton of the University of Toronto. This program will address what computer interfaces are likely to be like five years from now based on new advances in

high-performance graphics, displays, miniaturization, and networking. The presenters will discuss how this next generation of interfaces (dubbed "Star Trek" interfaces) will require integrating continuous voice recognition, limited virtual reality displays, sensor fusion, and advanced knowledge representation. Viewers will see examples of running experimental systems that embody some of the new thinking in human-machine design. The presenters will also discuss what is known about the design and testing of advanced user interface concepts. A trademark of IEEE's Live Videoconference Programs is the use of an "800" number for viewers to use to call in questions.

The price for this Videoconference is a very affordable \$3 for IEEE members and \$5 for non-members. Advance registration is requested for those wishing to have a copy of the videoconference notes reserved in their name. NAWC employees can receive training credit for attending this Videoconference by contacting Tammy Berry at 939-2451.

Last minute registration on the day of the Conference will begin at 0730 at the Training Center. An IEEE video report will be broadcast at 0830 with the Videoconference starting at 0900 and going until noon. The point of contact for registration, questions and/or addition information is Bob McGahern who can be reached at (619) 939-1443 during the day and at (619) 375-8935 evenings after 1800.

UNIX SUPPORT SERVICES NAWC-WIDE CONTRACT

China Lake and Point Mugu may obtain system administrator, software, and/or networking support for UNIX-based machines. Ordering instructions and a copy of the Statement of Work (SOW) may be obtained through SMTP mail, AppleShare, or Mosaic. To receive it via SMTP, send mail to "contract@archimedes.chinalake.navy.mil" and type "get unix-support" in the body of the message. The entire document will be automatically sent to you.

To retrieve it via AppleShare, select AppleTalk zone "CL 633" and files server "Contracts". Log in as a Guest and mount Public Volume. Ordering instructions,

FEDERAL EXECUTIVE INSTITUTE (FEI) PROGRAMS FY95 SCHEDULE

FEI programs are designed for members of the Senior Executive Service (SES) and managers at the GM-15 level or equivalent. Tuition costs are listed with each course. Tuition covers all basic educational materials and residential costs of the programs including meals and lodging. The employing directorate of the executive will pay tuition fee, travel and per diem rate of \$2 per day for these programs within CONUS). To nominate an executive, submit a DD Form 1556 for, each requested space, to Sandy Brigham, P622, 939-3996, DSN 351-3997, by the deadline listed below. The training source for the Leadership for a Democracy Society program is Office of Civilian Personnel Management, Code 02G10, 800 North Quincy Street, Arlington, VA 22203-1998. The training source for the Work-Team Development Program and the Alumni Follow-On Program is the Federal Executive Institute, 1301 Emmet Street, Charlottesville, VA 22901-2899. Ensure that the executive's home address appears on the DD Form 1556 for use by FEI. FEI's policy is that the submission of the DD Form 1556 is a firm commitment to pay for the course and if a candidate cancels 2 weeks prior to the start of the program, FEI will not accept a substitute and will not provide a refund of tuition cost.

Leadership for a Democracy Society Programs - \$7,800 Tuition

Nomination deadline to NAWCWPNS, P622 is 20 June 1994. Nominations received after that date will be forwarded, but the number of spaces available is limited and those submitted late may not receive a billet. Notification of acceptance will occur in early September. Precourse work will be added to the advance mailing and forwarded to the executive's home address.

Program 207 2-28 Oct 94
Program 208 13 Nov-9 Dec 94
Program 209 8 Jan-3 Feb 95
Program 210 5 Feb-3 Mar 95
Program 211 5-31 Mar 95
Program 212 2-28 Apr 95
Program 213 30 Apr-26 May 95
Program 214 4-30 Jun 95
Program 215 16 Jul-11 Aug 95
Program 216 20 Aug-15 Sep 95

Alumni Follow-On Programs—Program 200-208, \$650 Tuition

Course dates 11-14 July 1995. NAWCWPNS deadline: 31 March 1995.

Work-Team Development—\$950 Tuition

Course dates: 30 May-2 June 1995. NAWCWPNS deadline: 7 February 1995.

Delivery Order Format (Sample), and Contract N68936-94-D-0056 SOW are available to copy in Microsoft Word format.

To retrieve it via Mosaic, click on Contracts Home Page and select Unix Support Services. Select the files you wish to see.

Prepare a draft SOW and then send it to Dian Katzenstein via QuickMail or by SMTP "dian_katzenstein@cl_633smtp.gw.chinalake.navy.mil" via SMTP.

For more information, call Dian at 939-2284.

CHINA LAKE GENERAL ANNOUNCEMENTS

HAZARD COMMUNICATION (HAZCOM) STANDARD TRAINING

29 CFR 1910.1200 establishes a requirement that ALL personnel receive Hazard Communication (HAZCOM) Standard training. This mandatory training familiarizes personnel with the requirements of the standard.

A significant number of China Lake personnel have not yet received this training. The Safety Office will be offering this training via video presentation. Each showing will last approximately 20 minutes. The showings will run from 0800-1630 beginning on the half hour with a lunch break from 1130-1230. Training will be held on 13 June in Room 114 of the Training Center.

Attendance is on a "show up" basis. It is unnecessary to call the Safety Office to sign up. Each person attending must ensure that their badge is scanned in order to receive proper credit for the training.

CSUN ADVISORS TO VISIT CHINA LAKE

Professor Tom Mincer will be at China Lake on 27 May to advise current and prospective students in the external degree program in mechanical engineering offered by the school.

Professor Davis of California State University, Northridge (CSUN), will be at China Lake on 2 June to advise current and prospective students in the master's degree program in systems engineering offered by the school.

Anyone wishing an appointment with either Professor Davis or Professor Mincer should call Denise at 939-2648.

CSUB COUNSELORS ARE COMING

Academic counselors of California State University, Bakersfield, will be at China Lake on 10 June to advise current and prospective

students on the external degree programs offered by the school at China Lake: a bachelor's degree program in business administration and a master's degree program in administration, as well as a certificate program in environmental management. To make an appointment to see one of the counselors, call Denise at 939-2648.

LOCAL SIGAda MEETING

The local chapter of the Association for Computing Machinery Significant Interest Group for Ada (SIGAda) is having its annual membership drive and membership appreciation at the Seafarer Club from 1700-1900 on Thursday, 12 May. Refreshments will be served.

Anyone interested in the Ada programming language or other associated software development is invited to attend SIGAda meetings. Topics of interest to the group are

discussed at SIGAda meetings. SIGAda meetings are a forum for those involved in Ada programming language projects. Meetings are held monthly at the Embedded Computing Institute in Building 00100 on Inyokern Road, across from the Training Center.

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

FRESHSTART PROGRAM

The American Cancer Society's Freshstart Program is scheduled for 10, 12, 17, and 19 May from 1500-1600 (total 4 hrs) at the Training Center. The program is designed to help you transition from smoking to non-smoking by providing information and



strategies to direct your own efforts at stopping. Nicotine patches are available at no cost through the Branch Medical Clinic to military personnel and their dependents if enrolled in a smoking cessation program. The workshop will be led by a person trained by the American Cancer Society. To reserve a space, please call the Wellness Program Office, 939-2468.

ELECTRONIC FABRICATION REQUIREMENTS CONTRACT

C655, Bldg. 00671 administers a requirements contract N650530-92-D-0050 with AHNTECH, INC. that is available for center-wide use. The period of performance ends 20 November 1994. The contract provides labor and materials to perform the complete spectrum of electronic fabrication work including design, fabrication, test and repair and/or rework of electronics, cables (including installation), printed wiring boards, wire wrap assemblies and breadboard assembly. The effort is directed toward engineering model shop through pre-production assembly activities. The total effort includes failure and producibility analysis as well as modification and upgrading of equipment.

Among the type of equipment to be fabricated or reworked are missile guidance and control electronics, onboard computers, missile subsystems, support equipment, airborne missile computers, airborne radar detectors, telemetering devices, electronic enclosures, test equipment, range measuring and tracking devices and aircraft. Contractor involvement usually begins early in the development cycle when only hand sketches

are available and continues through preproduction development and qualification. For further information contact Dianne B. Murray, C655, at 927-3178.

D.C. POWER SUPPLIES NEEDED

Three large D.C. power supplies and an oscilloscope are needed for a 9-month loan. The supplies must operate from either a single phase 120 V or 240 V line and have variable outputs up to the following maximums: 70 kV at 100 mA; 500 V at 20 A; and 8 kV at 1 A. The oscilloscope must have a 150 MHz bandwidth. Contact Don Gay, C2901A, at 939-4550.

COST ANALYSIS

Most software projects are not over budget as much as underestimated. C2916 has professional software cost estimating tools available for your use. These tools give you a "heads-up" on your software project at the start. Find hidden factors that affect your project, check a contractor's software project schedule, and determine your optimal schedule.

For more information call or QuickMail Dinah Beres at 939-1926.

DEBT COUNSELING AVAILABLE

Financial debt counseling is available through the Civilian Employee Assistance Program (CEAP) office. Arrangements have been made for a representative from the Consumer Credit Counselors of Kern County, a nonprofit community service agency from Bakersfield, to come to the Naval Air Weapons Station to offer counseling. Your

POINT MUGU GENERAL ANNOUNCEMENTS

TRIP REDUCTION PROGRAM

THE ADVANTAGES OF CAR POOLING

To participate in the Trip Reduction Program use alternate means of transportation (any mode of transportation other than a single-occupancy vehicle) to commute. There are many reasons for car pooling, depending on your personal values and needs. They include, but are not limited to, the following:

1. To reduce air pollution and traffic congestion problems. Motor vehicles are the culprits that spew more than 60% of the toxic emissions into our region's air.
2. To save personal transportation costs (such as gasoline, vehicle maintenance, repair, and depreciation costs).
3. To help Command reduce overhead costs and meet the average vehicle ridership goal established by Ventura County.
4. To reduce dependence on foreign oil.
5. For car/van poolers—good company, less stress, extra help in case of emergency, etc.
6. To receive Command benefits under the Trip Reduction Program, including preferential parking and the guaranteed ride home program for all registered NAWCWPNS employees and the Special Liberty Program for registered NAWCWPNS military personnel.

ELIGIBILITY REQUIREMENTS

To be registered in the NAWCWPNS Trip Reduction Program an individual must be an active-duty military member or civilian employee of NAWCWPNS Point Mugu or Camarillo Airport workites using an alternative means of transportation to arrive at the worksite. Alternative means include walking, running, bicycling, car/van pooling, public transportation (including base transit system), and using a clean-fuel vehicle, such as propane, methanol, compressed natural gas, or electricity. A car-pool includes passengers 16 years of age and older who are dropped off at school or work, or persons who are registered and dropped off at employer-sponsored day care or elder care facilities located within a 1/2 mile radius of the worksite.

ANNUAL ESTIMATED COSTS SAVINGS MODEL

Commute Mode	20 Round-Trip Miles		30 Round-Trip Miles	
	Cost/Yr	Car-pool savings/yr	Cost/Yr	Car-pool savings/yr
Drive-alone commuter	\$1,555	\$0	\$2,331	\$0
Two-passenger car-pool	\$1,555	\$777	\$2,331	\$1,165
Three-passenger car-pool	\$1,555	\$1,037	\$2,331	\$1,554
Bicyclist	\$0	\$1,555	\$0	\$2,331
20-mile trip = Camarillo/Oxnard residence to Point Mugu				
30-mile trip = Thousand Oaks/Ventura residence to Point Mugu				
257 trips per year				

Dollar figures based on a vehicle average of 20 miles per gallon (mpg); gasoline = \$1.25/gallon; other costs = \$0.24/mile (oil, tires, depreciation, etc.)

SPECIAL COMMUTER INFORMATION

Only employees registered in the program and who have a serial-numbered yellow Point Mugu carpool sticker are authorized to use the "Car-pool Only" parking spaces on station. Registered personnel should use the "Car-pool Only" spaces only on days that they are actively car/van pooling. Anyone else using these parking spaces will be ticketed by the Security Department.

The NAWCWPNS Announcements and Human Resources Department Information are published by the PAO and inserted in China Lake's "Rocketeer" and Point Mugu's "Missile" newspapers on the Thursday before payday. Copies of the insert are provided to the Albuquerque and White Sands sites. Personnel at China Lake, Albuquerque, and White Sands may send items for the Announcements section to C08033, Attn: Barry McDonald, FAX 939-2796 (DSN 437-2796). Personnel at Point Mugu may send items for the Announcements section to P0703, Attn: Pat Hollenbaugh, FAX 989-1785 (DSN 351-8094). Items included in the Human Resources Department Information section are provided by the Operations, Human Resources Development, and Employee/Labor Relations Divisions of the Human Resources Department. The deadline for all submissions is Wednesday at 1700, 8 working days prior to the alternate Thursday publication date. NOTE: All inputs MUST include the sponsor's code and phone number. Any questions or issues pertaining to this insert may be addressed to Ron Rogers at 989-3997 (DSN 351-3997), FAX 989-4388 (DSN 351-4388).

CPR/FIRST AID INSTRUCTOR WANTED

Cerro Coso Community College, in conjunction with the NAWS Safety Office (C0804), is looking for an instructor to teach American Red Cross Adult Cardiopulmonary Resuscitation (CPR) and Standard First Aid classes through the summer months. The classes will be held at the NAWS Training Center from June through August on Monday through Thursday. The instructor will be working as a Cerro Coso employee teaching classes for primarily NAWS/NAWC employees as part of a CPR training program sponsored by the Safety Office. Interested instructors must be American Red Cross Instructor qualified and able to meet Cerro Coso's instructor requirements.

For more information, contact Dena Christison at the NAWS Safety Office at 939-0729 or Dr. Paul Riley at Cerro Coso Community College at 375-5001.

COMPUTER INSTRUCTORS WANTED

The Human Resources Development Division, C622, is looking for NAWC/NAWS employees experienced in using computer applications, networks, and programming languages in the office to conduct occasional short courses for Center employees (the Human Resources Development Division would provide funding for labor while teaching the class, and funding for the preparation of the class). Topics of interest are Windows training for the PC (basics, Microsoft Excel, Microsoft Word), MS-DOS, Lotus 1-2-3, networks (Internet, TCP/IP), Oracle, and Macintosh training (System 7, 4th Dimension, Microsoft Word and Microsoft Excel Advanced). If you are a civilian employee or an attached military person with skills in any of the above areas and are willing to expand your contribution to the Center by teaching any of the referenced courses, send a list of topics that you are able to teach and list any prior teaching experience to Annette Hernandez, C622, 939-0870.

financial situation will be reviewed by a trained counselor and a plan developed to get you on the road to financial security. This service is being offered free of charge. If you believe you need financial debt counseling, all you need to do is call the CEAP office at 939-3892 or 939-2574 for an appointment.

ANNUAL SECURITY REFRESHER MAKEUP SESSION

The Annual Security Refresher makeup session will be held at the Station Theater on 12 May at 1000 and 1300. This is mandatory for all personnel who have a security clearance. Badges will be scanned at the door.

CPR, BASIC PROVIDER (8 hrs.)

11 May; Wednesday, 0800-1630; Bldg. 5-1, Lounge. By: St. John's Medical Regional Center

This cardiopulmonary resuscitation course covers the anatomy and physiology of the heart and lungs; risk factors; prudent heart living; and signs and symptoms of heart attack. The participants are certified in the following CPR techniques: one- and two-person CPR; infant CPR; and obstructed airway maneuver in the conscious and unconscious adult and infant.

DOS, INTRODUCTION (8 hrs.)

11 May; Wednesday, 0800-1630; Bldg. 5-1, Room 23. By: C.C.C.S.

This course includes an explanation of the components of a typical computer system, tips on the safe and efficient operation of a computer, and hands-on experience in a variety of basic computing techniques. After completing this course, students should be able to:

- Understand how DOS relates to the hardware/software
- Organize hard disk
- Format diskettes
- Work with subdirectories
- Name, rename, delete, backup and files

INTERVIEWING WITH CONFIDENCE (2 hrs.)

11 May; Wednesday, 1100-1300; Surfside, Cloud 9 Room. By: Julie Streets, P622

The interview is one of the most important steps in the job search process and, for many people often the most intimidating. Attend this workshop and learn how to improve your performance during a job interview. Key interviewing skills such as anticipating questions, understanding the model interview, comprehending types of interviews, preparing your answers, and the importance of practice will be discussed.

INTRODUCTION TO EXERCISE (8 hrs.)

11 May-29 June; Wednesday, 1100-1200; Surfside. By: St. John's Regional Medical Center

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

- safely using the exercise equipment in the gym
- a stretching routine designed for relaxation and stress reduction
- flexibility exercises

- activities that 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.

ADMINISTRATIVE PROCEDURES (16 hrs.)

12-13 May; Thursday-Friday, 0800-1630; Surfside, Cloud 9 Room. By: Center Staff

Intended Audience: Clerical employees, including worker-trainees involved in administrative processes.

This course presents regulations and administrative procedures concerning Classified Mail and Security, Travel, Supply, Timekeeping, Mail Room Procedures, Records Management, Filing, Forms Directives, Public Works Services, Navy Printing, Staffing, and Training.

PC, INTRODUCTION (8 hrs.)

12 May; Thursday, 0800-1630; Bldg. 5-1, Room 23. By: Cata

This course is designed for the novice PC user and provides a basic orientation and overview of personal computers and PC applications. The skills of powering-up and reading the PC and the printer are covered, as is basic keyboard usage.

MS-WINDOWS, INTRODUCTION (16 hrs.)

16-17 May; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 23. By: Comskil

This course introduces the user to basic functions and features of this graphical user interface package. Students learn to use the Program Manager to manage the running applications, use the File manager to manage files, disks, and drives, and exchange information between applications. Prerequisite: Prior PC experience.

DEVELOPING EXTERNAL PARTNERSHIPS

17 May; Tuesday, 0900-1100; Bldg. 5-1, Auditorium. By: Jan Ferri-Reed

Change, restructuring, and competition have forced the necessity for forming partnerships and alliances with others. This lecture will focus on the need for such alliances, techniques for networking to find potential partners, and methods for building and enhancing partnerships. This is a must-attend session for those initiating and interacting in external partnerships.

OPERATIONS DIVISION NEWS

MERIT PROMOTIONS

ALL FOUR SITES

No. C21-004KN4, Supervisory, Electrical Engineer/Physicist/Computer Scientist, DP-850/1310/1550-3. AH-1 Systems Engineering Branch (C2197), Systems Engineering Division, Aircraft Weapons Integration Department (F/A)—Area of Consideration: NAWCWPNS. Opening Date: 5-9-94. Closing Date: 5-19-94. Selecting Official: Al Sutton, (619) 939-5553. HRD Contact: Kym Noh, (619) 939-2393. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: As Head, Systems Analysis Branch, the incumbent is responsible for overall direction, coordination, and management of branch activities. The branch performs tactical system performance and error analysis; develops and tests weapon delivery and navigation algorithms; conducts analyses in support of optimal integration of avionics and for system enhancements; and provides ballistics support to WSSAs. **Quality-Ranking Factors:** Knowledge of physical principles governing aircraft and weapon motion and control; knowledge of avionics equipment operation and interface; knowledge of digital processing techniques associated with navigation, weapon delivery, and sensor calculations; knowledge of statistical principles of data analysis; knowledge of affirmative action principles including willingness to implement EEO practices; and the ability to perform as a first line supervisor. Incumbent must be able to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Resources Development, and Engineering Acquisition Career Field within 18 months of entering position. Promotion potential to DP-4, but not guaranteed. Incumbent must be able to obtain and maintain a Secret clearance. Duty station is NAWCWPNS, China Lake. **Notes 1, 2, and 4 apply.**

No. C32-004-DWE4, Supervisory Engineering Technician, DP-802-3 (Target 4), C3214. Head, Warhead Test Branch, Ordnance Test and Evaluation Division, Range Department. **Area of Consideration:** NAWCWPNS. Opening Date: 5-5-94. Closing Date: 5-19-94. HRD Contact: Diana Eggleton, (619) 939-8111. Permanent Change of Duty Station Authorized: No. **Notes 1, 2 and 4 apply.**

EFFECTIVE PRESENTATIONS (8 hrs.)

23-24 May; Monday-Tuesday, 0800-1630; Surfside, Cloud 9 Room. By: P&R Assoc. This workshop is designed to help people who would like to have more self-confidence and be more persuasive when they must present information in front of an audience. The workshop helps the speaker understand the reasons and remedies for stage fright and develop self-assurance, and teaches how to use visual aids for greatest impact, organize a talk in a hurry, stick to the subject, simplify technical information, eliminate distracting behavior, and control the question and answer period. Practical experience is given each attendee in developing, organizing, and presenting a work-related briefing with individualized assistance from the workshop leader.

EXCEL, BEGINNING (16 hrs.)

23-24 May; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 30. By: Saracen Interactive. Prerequisite: Basic Macintosh operating skills. In this class you will learn basic Excel concepts: creating a worksheet; entering values, labels, formulas and notes; worksheet development (editing, moving around, using help, functions, fill copy, absolute and relative addressing, cut and paste, paste special, formatting, insert/delete, rows/columns, borders, save); printing the spreadsheet (print area, headers, footers, page setup); keyboard macros; database operations (named ranges, split windows); charts; and linking worksheets.

ADVANCED TOL (16 hrs.)

24-25 May; Tuesday-Wednesday, 0800-1630; Surfside, Garden Room. By: D. Coe. This course is designed to acquaint participants with advanced planning and management techniques of TOL. Using current adult learning technology, participants will learn how, as either supervisors or as leaders of Process Action Teams, Quality Management Boards, or Executive Steering Groups, they can make creative and significant contributions to improving their organization's work performance by applying advanced TOL techniques.

WORDPERFECT, INTERMEDIATE (8 hrs.)

31 May; Tuesday, 0800-1630; Bldg. 5-1, Room 23. By: Tectra. Prerequisite: WordPerfect, Intermediate. This course covers advanced graphics capabilities, including using automatic indexing, creating and executing macros, and special project applications using various functions on the IBM compatible.

No. C21-005KN4, Supervisory, Physicist/Mathematician, DP-1310/1520-3. Systems Analysis Branch (C2196), Aircraft Weapons Integration Department (F/A)—Area of Consideration: NAWCWPNS. Opening Date: 5-9-94. Closing Date: 5-19-94. Selecting Official: Al Sutton, (619) 939-5553. HRD Contact: Kym Noh, (619) 939-2393. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: As Head, Systems Analysis Branch, the incumbent is responsible for overall direction, coordination, and management of branch activities. The branch performs tactical system performance and error analysis; develops and tests weapon delivery and navigation algorithms; conducts analyses in support of optimal integration of avionics and for system enhancements; and provides ballistics support to WSSAs. **Quality-Ranking Factors:** Knowledge of physical principles governing aircraft and weapon motion and control; knowledge of avionics equipment operation and interface; knowledge of digital processing techniques associated with navigation, weapon delivery, and sensor calculations; knowledge of statistical principles of data analysis; knowledge of affirmative action principles including willingness to implement EEO practices; and the ability to perform as a first line supervisor. Incumbent must be able to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Resources Development, and Engineering Acquisition Career Field within 18 months of entering position. Promotion potential to DP-4, but not guaranteed. Incumbent must be able to obtain and maintain a Secret clearance. Duty station is NAWCWPNS, China Lake. **Notes 1, 2, and 4 apply.**

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RESUMES (4 hrs.)

10 June; Friday, 0730-1130; Training Center. By: Bob Seles, Consultant

Student will learn how to assess personal skills, write an effective resume, and format a cover letter for submission to a non-government employer.

To enroll call Tammy at 939-2451.

REQUISITIONER'S WORKSHOP (8 hrs.)

14 June; Tuesday, 0730-1600; Training Center. By Linda Watkins, C6502

This is a "how to" workshop designed to familiarize Center 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 SPEDL.

To enroll or ask questions, call 939-2686.

DEALING WITH EMPLOYEE PERFORMANCE PROBLEMS (16 hrs.)

14-15 June; Tuesday-Wednesday, 0800-1600; Training Center. By: Jerry Burk

Intended Audience: Supervisors and Team Leads.

Dealing with employee performance problems requires an understanding of the interplay of key concepts such as performance plans and goals, group performance/behavior standards,

employee monitoring/assessment, and documentation. At the end of this 2-day workshop, participants will be prepared to (1) contrast and apply the different types of employee counseling; (2) identify basic interpersonal needs and expectations; (3) understand the importance of an employee's self-esteem and the steps required to maintain it; and (4) identify and take the steps necessary to manage employee negative performance.

To enroll call 939-2686.

TOTAL QUALITY LEADERSHIP OVERVIEW (8 hrs.)

16 June; Thursday, 0800-1600; Training Center. By: Jerry Burk

During this interactive one-day workshop, participants will explore the requirements for successful implementation of TQL. They will learn how assessment and strategy provide a matrix against which team performance can be guided and managed. Through assessment the organization can analyze the current operating environment (communications, leadership, innovation), and through strategy the assessment results can be incorporated into the planning and training required for implementation. Participants will be able to identify the desired end result, specify the necessary action steps, and measure the successes of TQL efforts.

To enroll or ask questions, call 939-2686.

POINT MUGU COURSES

To enroll in or ask questions about Point Mugu courses call P622, (805) 989-3982, (DSN) 351-3982.

SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

BASIC TELEMETRY (32 hrs.)

9-12 May; Monday-Thursday, 0800-1630; Bldg. 323, Room 160. By: Quintech Corporation

This course provides the principles, techniques, and applications of modern range telemetry systems. Major topics include information, information transmission, noise and communication; telemetry principles and terminology; the Range Commanders' Council and bandwidths; data multiplexing; FM/FM telemetry data structures and signals; and PAM telemetry data structures and signals.

TECHNOLOGIES IN NETWORKING (24 hrs.)

13-15 June; Monday-Wednesday, 0800-1630; Bldg. 5-1, Room 23. By: New Horizons Computer Learning Center

Intended Audience: System engineers, system administrators, service technicians, and technical support personnel.

Prerequisite: *Experience in mainframes or telecommunication LAN and microcomputers.*

This course will cover the fundamental concepts of networking, data communication, connectivity, and other aspects relating to networking technologies. Topics include protocols and standards, network structures, data translation and transmission, and communication protocol implementation.

AUTOCAD 2D (32 hrs.)

20-23 June; Monday-Thursday, 0800-1630; Bldg. 5-1, Room 30. By: Dave Pendleton, C2872

Prerequisite: *Basic understanding of the system and operating system in the host computer.*

This course provides introductory training related to two-dimensional drawing in Autocad. Example problems and drawings will be practiced in a hands-on environment. Topics include installing and setting up Autocad on a new system; starting a new drawing, editing existing drawing; the Autocad menu, scaling, basic drawing entities of lines, circles, arcs, and polylines; grouping entities into blocks, layers, line attributes, dimensioning, plotting, printing, and drawing control.

C++ PROGRAMMING, INTERMEDIATE/ADVANCED (40 hrs.)

20-24 June; Monday-Friday, 0800-1630; Bldg. 5-1, Room 23. By: John Francis, C2872

Prerequisite: *Must have a basic understanding*

of ANSI C programming syntax and introduction to C++. This course is not for first-time C++ users.

The course will focus on the data structures and algorithm development in C++. Techniques of sorting, hashing, string-parsing and pattern matching, collections of lists and queues, curve-fitting, and two-dimensional graphics will be discussed. An interactive CASE tool will be used to help design and code the projects. Projects will be designed and implemented in C++.

UNIX OPERATING SYSTEM, INTRODUCTION (32 hrs.)

5-8 July; Tuesday-Friday, 0800-1630; Bldg. 5-1, Room 23. By: Noble Nkwocha, C6343

Prerequisite: *General computer knowledge (IBM-PC, Macintosh, or VAX).*

This introductory course in Unix will cover the basic ideas and features that novice and intermediate users need to use the Unix system effectively. While the course emphasis will be on standard Unix, the hands-on experience will come from a Sun Work Station. Upon completion of this course, the student will have working knowledge of the Unix Operating System, the Unix Operating System Kernel and Shells, the Unix File System, and some of the most useful Unix Utility Programs.

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

BASIC SUPERVISION (32 hrs.)

9-13 May; Monday-Friday, 0800-1630; Surfside, Garden Room. By: T. Makoney

Provides a general overview of the basic skills required for effective supervision. Supervisors will be introduced to skills such as decision-making, conflict management, planning, organizing, counseling, coaching, managing diversity, and communication. Participants will have the opportunity to discuss and share supervisory concerns and experiences with other supervisors. The course consists of lecture, discussion, skill practice exercises, and films. A major emphasis is placed on developing supervisory skills and effectiveness as applied to on-the-job situations. This is mandatory training for new supervisors and should be completed within 6 months of appointment.

DBASE IV, INTRODUCTION (16 hrs.)

9-10 May; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 23. By: The Memory Co.

Prerequisite: Prior PC experience.

This course introduces basic operations of the dBASE IV database program. Participants learn fundamental skills and concepts to create files, use common commands, and edit and modify files.

ATTENTION: ALL FOUR SITES

SOLDERING TECHNOLOGY SCHOOL COURSES

The following courses are offered at the Manufacturing Technology Training Center, 543 Graef St. in Ridgecrest, and are available to all interested personnel. For more information or to be scheduled into the following classes, contact the Manufacturing Technology Training Center at (619)446-5571.

PRINTED CIRCUIT ASSEMBLY REWORK AND REPAIR TRAINING (40 hrs.)

16-20 May; Monday-Friday, 0730-1630. By: Manufacturing Technology Training Center.

Today's printed circuit assemblies may cost thousands of dollars. Improper component replacement techniques may cost your project those dollars and more. Improper repair techniques may delay an important test or even cause an operational failure during the test. A course on how to rework and repair that expensive electronic assembly. This course will help you identify the type of circuit assembly and learn the proper techniques for conformal coating removal, desoldering and component removal, conductor trace and pad repair or replacement, and other repairs to the printed circuit assembly. The student is encouraged to bring in unique situations so the staff can help them develop the best rework and repair techniques.

Certification to MIL-STD-2000 is suggested but experience in soldering techniques is required.

SURFACE MOUNT TECHNOLOGY HANDS-ON TRAINING (40 hrs.)

23-27 May; Monday-Friday, 0730-1630. By: Manufacturing Technology Training Center.

The advantages of surface mounting electronic components to increase circuit performance and reduce the package volume and weight are driving many designs to this ever-evolving technology. This course presents full coverage of the major aspects of surface mount technology and offers guidelines for design, assembly, inspection, and test. The aim is to increase the manufacturing efficiency and the product reliability while reducing the production costs. To gain a real perspective in this technology, the class members will build surface mount assemblies during the course. Hands-on techniques will include solder paste application, adhesive application, hand and machine component placement, vapor phase reflow soldering, infrared reflow soldering, hot air reflow soldering, and chip wave soldering, as well as hand-soldering techniques.

ATTENTION: ALL FOUR SITES

TECHNOLOGY UPDATES

To enroll in the following Technology Update courses, contact Cliff Lewis at (805) 989-3009 (DSN 351-3009).

NAVY APPLICATIONS OF VIRTUAL REALITY (2 hrs.)

18 May; Wednesday, 1300-1500; Building 5-1, Auditorium. By: Evolving Technology Institute (David Rousseau)

This seminar deals primarily with the state of art in Virtual

Reality for those who may be interested in developing or applying such systems to Navy applications. Examples of predecessor systems and present and potential applications are presented for illustration. The seminar reviews human optics, audition, and kinesthetic with information on how VR systems should satisfy these human constraints. It then reviews the rapidly evolving technologies and hardware that are components of today's VR systems.

This seminar also presents the software issues required for effective VR and surveys the leading software packages available for "high-end" VR systems. Video demonstration of the application of VR may be provided. The seminar concludes with examples of ongoing research, development, and applications of VR, including a roster of those organizations and individuals doing the work.

ELECTRONIC WARFARE OVERVIEW (3 hrs.)

13 June; Monday, 0830-1130; Building 5-1, Auditorium. By: Evolving Technology Institute (Hal Freedman)

This presentation is an overview to Electronic Warfare. This seminar briefly reviews EW history to include the first uses of ECM and the development of the EW cycle. We then proceed to the description of EW functions and segmentation. The Radar and ELINT range equations are presented, and the ELINT range advantage explained. Navy EM and ECM systems are presented as a basis for describing ECM and its effects and effectiveness. The seminar concludes with discussions of the influence of new EW technologies such as Expert Systems and High Power Microwaves and how these technologies will impact the future of EW.

ADVANCED ELECTRONIC WARFARE (2 hrs.)

13 June; Monday, 1300-1500; Building 5-1, Auditorium. By: Evolving Technology Institute (Hal Freedman)

The Advanced Electronic Warfare course expands on the basic EW Overview Seminar by describing the attribute of modern radar and communications systems and the various ESM and ECM techniques for defeating them. The radar segment of the course begins by categorizing radar types and outlining the vulnerabilities that can be attacked with ECM. Search and acquisition, track, and missile radars are considered. Examples of EW system development are used to emphasize the critical trade-offs used in EW systems.

The communications segment of the seminar compares ECM and ECCM communications with tactics and techniques used in radar systems.

In addition, ECM and ECCM communication systems are presented and examples worked to illustrate salient features of advanced communications EW techniques.

RESEARCH TRENDS IN AIRBORNE RADAR (2 hrs.)

14 June; Wednesday, 1300-1500; Building 5-1, Auditorium. By: Evolving Technology Institute (David Lynch)

This seminar is designed specifically for managers and systems engineers, scientists, and others working in the fields of radar and radar systems who, although familiar with basic radar, have a need to understand how new technological innovations will impact the next generation of radar systems. The principal objective of this seminar is to update practicing engineers in the new technologies and their impact on future radar systems. The seminar will overview modern radar systems and show how very large scale integrated circuits, ultra-high speed electronics, and low-cost high density memory will impact radars of the future. Among other considerations, the role of integrated avionics will be discussed, as well as how the relevant technologies will impact future integrated sensors in next-generation avionics suites.

For further information contact Cliff Lewis at 989-3009.

CALIFORNIA STATE UNIVERSITY,
NORTHBRIDGE SCHOOL OF
ENGINEERING AND
COMPUTER SCIENCE

Registration and Advisement for the Fall 1994 semester is tentatively scheduled for Thursday, 19 May from 1100 to 1300 at Building 5-1, Lounge.

For more information call Mary Glasmann at 989-3982.

FIP RESOURCES BRANCH BUSINESS
MACHINE MAINTENANCE CONTACTS

The FIP Resources Branch (Code P6331) has several base-wide business machines maintenance contracts available for use by all Codes and tenants at Point Mugu for remedial and preventive maintenance covering Government-owned copiers, typewriters, facsimile machines, and card files. Also available is the Konica Cost-Per-Copy Contract for nongovernment-owned Konica copiers. Following are the applicable contracts and the specific machines covered by them.

Ventura County Business Machines

Xerox, Panasonic, Pitney-Bowes, NEC, Fujitsu, Sharp, Canon, and Ricoh facsimile machines

(805) 643-9951 Purchase Order No. N68936-94-M-A852

Monroe Systems For Business

Monroe copiers

(213) 724-6621 Purchase Order No. N68936-94-F-A224

More Copy Systems, Inc.

Canon copiers

(805) 658-0404 Purchase Order No. N68936-94-M-A808

Superior Copy Products, Inc.

Government-owned Konica copiers (805) 647-6001 Purchase Order No. N68936-94-M-A348

Konica Business Machines, Inc.

Nongovernment-owned Konica copiers (cost-per-copy) (800) 339-7138 Purchase Order No. N47971-94-F-0001

Xerox Corp

Xerox Copiers

(805) 988-2000 Purchase Order No. N68936-94-F-A225

Crawfords Business Equipment

Card Files

(805) 486-6348 Purchase Order No. N68936-94-M-B060

Continental Service

Typewriters

Customers, call Continental directly, do not call Carol Mumma

(800) 221-9807 Purchase Order No. N68936-94-M-B148

To use these contracts (except for typewriter repairs), office equipment must be listed in the contract by serial number and location. The typewriter contract is a "per-call" contract; therefore, all typewriters are covered without being individually listed in the contract. Once equipment has been included or added to the contract, interested Codes and tenants should call the applicable contractor directly to place a service call with the following information: (1) Purchase Order number, (2) model number, (3) serial number, (4) minor number, (5) a brief description of the problem, (6) point of contact/code/phone number, (7) Job Order number, and (8) location of equipment (bldg. and room number).

Note: YOU MAY NOT MOVE THE COPIERS WITHOUT FIRST NOTIFYING THE SERVICE COMPANY. IF YOU DO SO, YOU ARE IN VIOLATION OF THE MAINTENANCE CONTRACT.

If you require further details or are uncertain about your coverage, you may contact Carol Mumma, P6331, at 989-4722.

CIVILIAN EMPLOYEE ASSISTANCE
PROGRAM (CEAP)

Getting help when you have a problem can be a problem. Do you know that there is someone you can talk to if you or someone in your family is having difficulties? There is no charge for CEAP services, which may be used before, during (on administrative leave), or after working hours. Family members, self-referrals, and supervisory referrals are welcome. The program is located in Bldg. 2-825 (University of La Verne). All interviews are confidential. For further information, call 989-7708 or 989-8161. Ask for Martha or Bob.

LABOR REPRESENTATIVE FOR
BARGAINING UNIT EMPLOYEES

The exclusive Labor Representative for the bargaining unit employees of NAWCWP-NS, Point Mugu is the National Association of Government Employees (NAGE).

The local R12-33 President is Louis W. Roger, located in Trailer 10073; he can be reached at 989-1374.

HUMAN RESOURCES DEPARTMENT INFORMATION

The Human Resources Department (HRD) Information section is intended to provide timely HRD information to NAWCWPNS personnel. Any questions or issues pertaining to this section may be addressed to Ron Rogers, P622, (805) 989-3997 (DSN 351-3997), FAX 989-4388 (DSN 351-4388).

EMPLOYEE/LABOR RELATIONS DIVISION NEWS

LEAVE DONORS NEEDED

The employees listed below have been approved as leave recipients under the Leave Transfer Program. These employees have exhausted annual and sick leave because of personal or medical emergencies and anticipate being in a leave-without-pay status for at least 80 hours. Employees who wish to help a leave recipient may donate annual leave to the employee by submitting a completed OP Form 630-A (Request to Donate Annual Leave to Leave Recipient). This form is available at Administration Offices at Point Mugu and Shop Store (Tel-Mart) at China Lake. Forms for Point Mugu may be mailed to P621 and forms for China Lake may be mailed to C621. For additional information call Maria Martinez at (805) 989-3222 or Vicki Hernandez at (619) 939-2537.

CHINA LAKE

Tempeste Schardt, C262

Tempeste had foot surgery and is indebted for leave.

Lori Shields, C2641

Lori is a single mother who will be undergoing major surgery. She has exhausted all of her leave.

Frank White, C3312

Frank is recovering from pneumonia and valley fever.

Denise Evans, C6111

Denise suffered a stroke and will be unable to return to work for an extended period of time. She is a single mother and this is her only source of income.

Patsy Lopez, P2205

Patsy is having complications with her pregnancy and is on maternity leave.

Jennie Miller, P37121

Jennie is undergoing chemotherapy for bone cancer.

John Duhon, P7363

John suffered a massive heart attack and has had complications from surgery.

Caroline Dishman, P2202

Caroline is on maternity leave.

Kimberly (Ramirez) Hansing, C2644

Kimberly is on maternity leave

Janet Blackwell, C658

Janet had abdominal surgery and is recovering.

Tracey Stanphill, C834

Tracey has cancer and is undergoing radiation and chemotherapy treatments.

Jim Pinnell, C8433

Jim is off work caring for his father who is terminally ill.

Tamy Burns, C6505

Tamy has undergone major surgery and will be off work recovering. She has exhausted all of her leave.

Jean Harter, P626

Jean is undergoing major surgery and will be off work for several days.

Deanna Lopez, P703

Deanna has had complications of pregnancy and will be on maternity leave.

Alice Howard-Echols, P726

Alice is suffering from a major depressive disorder.

Myrian Connors, P651

Myrian suffered fetal demise.

Jean Rongish, C2612

Jean Rongish has undergone surgery on both feet for tarsal tunnel syndrome.

Sophia (Sam) Merk, C2711

Sam had abdominal surgery and is recovering.

Darrell Ferguson, C3241

Darrell is recovering from hip reconstruction surgery.

Phil Saggese, C26101

Phil is hospitalized.

Bruce Katz, C3221

Bruce has injured/broken vertebra of the spinal column and must be immobile for 6 to 12 weeks.

Bobbie Heidler, P7304

Bobbie has left lower lobe pneumonia and is on ventilatory support.

Brenda Davis, P625

Brenda is undergoing treatment for lupus erythematosus.

Cheryl Stopps, P622

Cheryl has had surgery and continuing antibiotic IV therapy for osteomyelitis (bone infection of the left heel).

Howard Gerrish, C2772

Howard obtained severe injuries in an accident.

Mary (Kit) Driscoll, C6432

Kit had abdominal surgery and is recovering.

Janice Henderson, C6335

Janice is caring for her brother while he is on dialysis awaiting a kidney/pancreas transplant.

Deanna Ball, C219

Deanna is suffering from stress and fatigue.

Larry Kuster, C842

Larry has colon cancer and is undergoing chemotherapy and radiation treatments.

Charlotte Perkins, P735

Charlotte is suffering from lupus with fibromyalgia.

Patricia Pratt, P30, Naval Air Reserve
Training

Patricia is undergoing chemotherapy and radiation treatment for perforated colon cancer.

HUMAN RESOURCES DEVELOPMENT DIVISION NEWS

ON-BOARD TRAINING COURSE SCHEDULE

Nominations for courses should be submitted to the Human Resources Development Division at the site where the course is being held. The On-Board Training Request (NAWCWPNS 12410/2) is used for submitting nominations and is available at SERVMART/TELMART. For further assistance, at Point Mugu contact Mary Glasmann, P622, at (805) 989-3982. To enroll in classes at China Lake call the phone number listed in the course announcement. If there is no phone number listed submit the On-board Training Request form to the Human Resources Development Division, C622. Nomination forms should be submitted as early as possible to preclude courses being cancelled due to insufficient enrollment. NAWCWPNs employees may attend training at any site with supervisory approval and on a space-available basis. On-board training courses are presented at no cost to NAWCWPNs employees.

CHINA LAKE COURSES

SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

C++, INTRODUCTION (40 hrs.)

23-27 May; Monday-Friday, 0800-1600; Training Center. By: John Francis, C2872

Prerequisite: The student must have a basic understanding of ANSI C programming syntax. This course is an introduction to both C++ and Object-Oriented Programming.

This course focuses on the structural framework of an object oriented language, C++. Syntactic properties of C/C++ are covered in detail, as though C++ was a new language to the student. Object-oriented design methodologies and design tools will be demonstrated and practiced by the student. A series of small lab projects will lead to complete C++ computer simulation project. Some light outside work will be required. The lab projects can be solved by a small working group or an individual student.

Presentation: Lecture, Hands-On Workshop
Deadline: 9 May.

PROGRAM MANAGEMENT, Part I (20 hrs.)

7-9 June; Tuesday-Wed, 0800-1600; Thurs, 0800-1130; Training Center. By: Denis Hallman, AMI

REQUIRED FOR ENROLLEES IN THE TMC PROGRAM.

This course will introduce participants to the management disciplines embodied in Navy program management and present an overview of each management discipline. Participants will come away with a roadmap for program management, an appreciation of how the various disciplines contribute to program success, and a common frame of reference to which all program and program support personnel can relate. The course develops new program managers and prepares prospective technical managers for broader responsibilities. It is suitable also for general information for program office personnel, engineering managers, technical specialists, financial managers, contract managers, and staff personnel involved in program/project management.

Deadline: 24 May.

NAVY SYSTEMS ACQUISITION (32 hrs.)

13-16 June; Monday-Thursday, 0800-1600; Training Center. By: Al Cahill, AMI

REQUIRED FOR ENROLLEES IN THE TMC AND SEC PROGRAMS. THIS CLASS WILL ALSO MEET THE PMT 101 DAWIA TRAINING REQUIREMENT.

This class provides the participants with a comprehensive understanding of how the Department of the Navy (DON) conducts systems acquisition. Its purpose is the preparation/upgrading of military officers and civilian personnel for assignments in all aspects of Navy Systems Acquisition. The participants are introduced to the system acquisition environment in the DOD and the DON. Building on that fundamental knowledge, DON system acquisition policy and procedures are discussed specifically. The course focuses on the unique ways in which the DON is organized to conduct systems acquisition. Case studies allow the participants to continually reinforce the course learning objectives by applying the concepts, principles, and procedures described during classroom lecture/discussion sessions.

Note: At the completion of this class, students desiring PMT 101 credit must complete DD Form 2518 (fulfillment form) and return it to C622, Attn: Dorothy.
Deadline: 31 May

PROGRAM MANAGEMENT, Part II (16 hrs.)

13-14 July; Wednesday-Thursday, 0800-1600; Training Center. By: Dick Loraine and Andy Ivanivsky, C02B05

THIS REVIEW CLASS IS REQUIRED FOR TMC AND SEC ENROLLEES WHO

HAVE COMPLETED ALL THE COURSE REQUIREMENTS.

Call Dorothy at 939-2359 to sign up for this review class. The Final Exam will be given approximately 10-14 days after this class.

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

CAREER TRANSITION AND PLACEMENT CENTER (CTPC)

The primary purpose of the CTPC is to help employees take responsibility for their own careers by providing them with information and support. Services include vacancy information, computers and software to prepare SF-171s and resumes, career counseling, skills assessment and diagnostic assistance, information on career paths and education opportunities, retirement information and counseling, job clubs, networking, and support. The Center is located in the trailer behind the Training Center and is open for Civil Service employees from 1300 to 1600 each workday.

CAREER COUNSELING

One-on-one career counseling is available. Each non-payday Friday a Cerro Coso counselor is available at the Career Transition and Outplacement Center, located in the white trailer behind the Training Center. The counselor will be able to help with career decision making, resume writing, and education counseling. The following programs, inventories, and assessments are also available: Eureka, Discover, Strong-Campbell Interest Inventory, Temperament/Values Inventory, Career Assessment Inventory, Meyer/Briggs Inventory, and a Learning Skills Assessment program which help an individual to discover learning difficulties and focus on strengths to overcome those difficulties. To schedule an appointment, call 939-8126.

RETIREMENT COUNSELING

Retirement counseling is available by appointment at the Career Transition and Outplacement Center on Thursday mornings. Call John Powers at 939-2574 to schedule an appointment.

HOW TO READ NIF 009 (3 hrs.)

10 May; Tuesday, 1230-1600; Training Center. By: Larry Walles, DFAS-CL, XEAG

This course is designed to help you read and understand one of the most important reports produced by the Center's Defense Business Operating Fund (DBOF) financial system. This course covers the basic DBOF concepts of cost center, accounting shop, job order structure, labor acceleration, stabilized rates, and applied overhead. The job order transaction cycle (commitment, obligation, accrual, and cost) is covered for labor, inventory issues, DES orders, and contracts for material, services, and equipment, travel, cost distributions and transfers, and bad charges.

To enroll call Pat at 939-3159.

BRIEFING SKILLS FOR PRESENTERS, TRAINERS, AND FACILITATORS (16 hrs.)

10-11 May; Tuesday-Wednesday, 0800-1600; Training Center. By: Management Skills Associates, Casey Reynolds

This course helps to reduce "presenter's panic" by showing how to take charge of the major elements in a public speaking situation: voice, gestures, body language, visual aids, equipment, and environment. This course will also cover how to hold audience attention, respond to questions, and deal with special needs and personalities. This course also provides provides information and practice in organizing and formatting subject matter for different purposes.

To enroll call 939-3159 or QuickMail Pat Nogle, C62 Mailcenter. You must have your supervisor's approval and include your code and phone number in the QM message.

INTRODUCTION TO ROBUST DESIGN USING TAGUCHI TECHNIQUES (8 hrs.)

11 May; Wednesday, 0800-1600; Training Center. By: Dr. Robert D. Smith, C29103

Intended Audience: All NAWC personnel; however, SEC students will get first priority.

Robust design is an efficient experimental strategy for identifying the best, in a well-defined performance sense, set of parameters for a component, subsystem, system, or process. The technique is general in nature and not limited to special areas of science and engineering. Robust design is used extensively by the Japanese, and its use in the U.S. has grown considerably over the last 10 years. Specific topics that will be covered in this course include quality loss functions, orthogonal arrays, data analysis, experiment design, data transformations, performance prediction, and design philosophies. Numerous examples relating to work in the area of simulation and analysis done at NAWC will be presented.

Note: Enrollees are asked to bring a 1-inch three-ring binder.

To enroll or ask questions, call 939-2686.

SKILLS FOR CONFLICT RESOLUTION (8 hrs.)

12 May; Thursday, 0800-1600; Training Center. By: Marion Lapan

Intended Audience: Supervisors and others needing improved skills for resolving conflicts.

During this 1-day workshop, participants will learn how to communicate under pressure caused by people with aggressive and manipulative behaviors. Topics addressed include: underlying causes of conflict, communication styles, and obstacles to resolution. Skills needed to disarm anger and reach win-win outcomes will be identified and practiced.

To enroll or ask questions, call 939-2686.

THE MODERN LEADER (16 hrs.)

12-13 May; Thursday-Friday, 0800-1600; Training Center. By: Jim Saylor

This course provides participants with the knowledge and skills to perform as a leader today. Participants gain understanding of the specific roles of a modern leader. The emphasis is on the development of leaders to: guide a team to accomplish a specific focus, manage empowerment, and optimize differences in today's diverse workforce. The outcome of the workshop is a detailed action plan to apply immediately in the workplace.

BUSINESS PROTOCOL AND ETIQUETTE FOR THE FEDERAL GOVERNMENT EMPLOYEE (16 hrs.)

16-17 May; Monday-Tuesday, 0800-1600; Training Center. By: LaNelle Thompson

This course approaches professional social behavior as a complementary program with cultural diversity training. It also satisfies the need for protocol training in the management training curriculum. The student will leave the program with increased self-esteem and "manners awareness" in business and social situations. It also brings the student up-to-date on the changes made in protocol and etiquette over the past few years.

To enroll call Sue at 939-2349.

Deadline: 9 May.

WORD FOR WINDOWS, INTRODUCTION (16 hrs.)

16-17 May; Monday-Tuesday, 0800-1600; Training Center. By: Memory Company

Prerequisite: Windows Orientation or equivalent knowledge

In this class you will learn Word for Windows basics, navigating in Word for Windows, editing text, character formatting, paragraph formatting, controlling page appearance, using proofing tools, newspaper style columns, section formatting, tables, borders and shading, templates, styles, glossaries, macros, merging documents, using field codes, mailing labels, form letters, headers

FANTASTIC FRIDAY WELLNESS CLASS

BOOSTING YOUR IMMUNE SYSTEM (8 hrs.)

20 May; FLEX Friday, 0800-1600; Training Center. By: Dr. Wes Youngberg, Consultant

This seminar is geared to individuals who would like to optimize their immune functions in order to limit the influence of family/hereditary risk factors associated with premature aging, disability, and death. Lifestyle and environmental factors that tend to depress immune function will be discussed. Focus will be on the positive steps one can take to improve immune function for all body systems. Key factors such as nutrition, exercise, stress, and other environmental or lifestyle exposures will be discussed.

Deadline: 5 May.

To enroll call 939-2468.

SYSTEMS ENGINEERING CERTIFICATE PROGRAM

Nominations are now being solicited for the Systems Engineering Certificate (SEC) Program. The SEC Program is primarily intended for employees at the upper II and lower III levels of the Demonstration Project. Department offices have been furnished with enrollment forms and brochures.

Nominations for the Technical Management Certificate (TMC) Program will not be accepted for the next training year.

Dorothy Wiederhold, C 622, is the Training Division point of contact for these programs.

and footers, search and replace, sorting, creating and importing graphics, and scaling and cropping graphics.

Presentation Method: Hands-On Workshop
Enrollments are on a call-in basis only. To enroll or for further information, please call 939-0870.

RETIREMENT PLANNING FOR YOUNGER EMPLOYEES (8 hrs.)

18 May; Wednesday, 0800-1600; Training Center. By: Employee Relations, C621

This seminar consists of several lectures that 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, 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 course is recommended for employees beyond 2 years of employment and those within more than 5 years of retirement.

To enroll call Tammy at 939-2451.

BASIC TQL TOOLS (8 hrs.)

19 May; Thursday, 0800-1600; Training Center. By: Bob Huey

Acting as a problem-solving team, the participants will learn specific tools, practice their use, determine when and why to use certain tools, develop an understanding of the use of hard and soft data, and understand techniques used by facilitators, group leaders, or self-managed teams.

Emphasis will be placed on USING brainstorming and NGT techniques, cause-and-effect diagramming, and multivoting; LEARNING about pareto charts, flow charts, scatter diagrams, why-

because pursuit, force-field analysis, and other easy-to-apply tools, and UNDERSTANDING when to apply each tool and APPLYING the tool appropriately. Members should bring real problems to class so they can choose various tools and apply them to their issues.

To enroll or ask questions call 939-2686.

TAKING THE MYSTERY OUT OF 171 WRITING (4 hrs.)

19 May; Thursday, 1230-1630; Training Center. By: Marie Duff, C622

Audience: All persons interested in competing for positions at Edwards AFB or those trying to move off the unfunded list.

This workshop will help participants both write and use an SF-171 effectively. The presentation style will walk the student through the 171 with actual practice. By the end of the class, participants will understand what readers of 171s are looking for, be able to identify and describe meaningful portions of their work experiences, and be able to use the new computer version of the SF-171.

To enroll call Tammy at 939-2451

BASIC SUPERVISION (40 hrs.)

23-27 May; Monday-Friday, 0800-1600; Training Center. By: Donna Eller Jones

Intended Audience: Supervisory personnel ONLY.

This course is required for first-level supervisors who need training in basic supervisory ideas. The class, organized into the management functions of planning, organizing, directing, and controlling, will provide fundamental grounding in practical modern concepts of supervision. Topics to be covered are introduction, leadership, planning and organizing, problem solving and decision making, motivation, communication, resolving interpersonal conflicts, delegation, NAWC/NAWS personnel management, and a workshop summary.

To enroll or ask questions call 939-2686.

LISTENING FOR UNDERSTANDING (8 hrs.)

24 May; Tuesday, 0800-1600; Training Center. By: Michele Wolski

In this course participants will be able to listen for understanding in verbal exchanges of factual and subjective information; overcome personal barriers to listening; block out competing messages; apply feedback techniques such as paraphrasing, clarifying, and summarizing;

and convey verbal and nonverbal feedback to all levels of an organization. Participants will learn the differences that exist between what is said, what is heard, and the actual intended message. The course will cover the skills and principles used to achieve understanding of the intended message through active listening versus passive listening. Also covered will be comprehension, information retention, emotional barriers, and verbal and nonverbal communication. Importance is placed on how effective listening can decrease job stress, improve job performance, and enhance total quality leadership (TQL) by avoiding misunderstandings.

To enroll call Pat at 939-3159.

MAKING A JOB CHANGE IN UNCERTAIN TIMES (8 hrs.)

24 May; Tuesday, 0800-1600; Training Center. By: Mike Obradovich

The objectives of this workshop include to orient participants to the nature and significance of the changes in the marketplace; to understand and overcome the "paralysis" that often accompanies unexpected or unwanted changes and help promote a positive mental attitude; to discover the world of opportunities within an economy that encompasses over 400 manufacturing and service industries and over 20,000 documented occupations; to evaluate participant skills and predispositions, strengths, weaknesses, and training needs; to promote lifestyle changes that reduce stress and improve changes for a smoother transition; to develop a realistic, consistent, and balanced job/career transition plan and schedule; and to help participants develop high pay-off personal marketing techniques.

To enroll call Tammy at 939-2451

MACINTOSH, SYSTEM 7 (8 hrs.)

25 May; Thursday, 0800-1600; Training Center. By: Kenneth LaBaw, Consultant

Prerequisite: 6 months or more 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), windows, 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: 11 May.

LIBRARY RESEARCH FOR STUDENTS IN DEGREE PROGRAMS (2 hrs.)

1 June; Wednesday, 0800-1000; Training Center. By: Sandy Friedman and Other Technical Library Staff

In this class, students in engineering, administration, computer science, business, and other degree and graduate programs will be introduced to the resources at the NAWC Technical Library. Students will be shown how to register, gain after-hours access, and locate and borrow books, technical reports, periodicals, specifications, standards, technical manuals, etc. Basic research resources for each field will be demonstrated including CD-ROMs and on-line databases. Users will learn how to locate and borrow materials from other libraries and research centers and will be shown how to identify the most current sources in the field using the latest tools.

Enrollment is on a walk-in basis only; preregistration is not necessary.

For information call Denise at 939-2648.

UNDERSTANDING CULTURAL/GENERATIONAL DIFFERENCES (4 hrs.)

6 June or 7 June; Monday or Tuesday, 0800-1130; Training Center. By Suzanne Hard, Consultant

Intended Audience: All NAWCWPNs/NAWS employees.

This course will look at the impact of various demographic groups in our work place effectiveness. The course will demonstrate how to motivate, coach, and train personnel.

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

To enroll or ask questions, call 939-2686.

CONTRIBUTING TO A SUPPORTIVE WORKPLACE (16 hrs.)

7-8 June; Tuesday-Wednesday, 0800-1600; Training Center. By: Dr. Mary Ann Gallagher, Consultant

This course will help you assess your workplace in light of how it supports your best work and continuous learning. You will also assess your own personal support network and develop skills that help build a personal support network and expand the workplace capacity to be supportive. Participants will practice communicating without blame or judgment, listen for underlying concerns, and learn to engage in non-competitive conversation.

To enroll call 939-2468.

WRITING STATEMENTS OF WORK (8 hrs.)

8 June; Wednesday, 0800-1600; Training Center. By: Mona Bonbright, C658

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 (SOW) for pending contracts or delivery orders.

Students will be given the latest government and NAWCWPNs guidelines in writing a 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 Team process.

To enroll call 939-2686. If you have any questions, call Mona Bonbright at 939-4281.

SECRETARIAL CERTIFICATE PROGRAM

The Human Resources Development Division (C622) is currently accepting applications for the NAWCWPNs/NAWS Secretarial Certificate Program. The program is divided into two categories. Category I includes 68 hours of training in courses relating to policies and procedures relevant to the Center. Courses include the following: Introduction to TQM, Better Naval Writing, Official Naval Correspondence, Files Improvement and Records Disposition, Interpersonal Communications, Career Expansion Workshop (optional), and Clerical Forum—Travel, Security, Training, and Payroll.

Category II provides each student with a broad preparation for a career in business. Computer Science courses are included to provide sufficient background for utilization of the new computer tools that are becoming more and more popular.

A total of 27 units are needed to pass Category II. The Category II courses include Bus Adm 18A, Business Law or Bus Adm 25, Practical Law for Business & Society; Principles of Accounting 1A; Principles of Economics 1A; Business Gen 10 — Intro to Business (prerequisite); Bus Adm 40, Human Relations in Business; Bus Adm 55, Business Correspondence or English 1A; Bus Adm 42, Principles of Mgmt and Organization; Computer Sci 80, Comp Appl - Word Processing; Computer Sci 83, Comp Appl - Spreadsheet; Computer Sci 86, Comp Appl - Database; and Bus 54, Office Personnel Seminar.

Upon completion of the NAWCWPNs/NAWS Certificate, two other options open up for newly certificated personnel. A Cerro Coso Community College Certificate in Business Administration is available for those taking five to eight more units listed in a separate category, or participants have the opportunity to attain an Associate of Arts Degree in Business Administration from Cerro Coso if they choose to take an additional 18 to 21 general education units.

For further information, contact Sue Bristow at 939-2349.

CSUB SUMMER COURSES

Cal-State University, Bakersfield (CSUB), offers a bachelor's degree in business administration and a master's degree in administration at China Lake. Employees taking one of the courses below must sign a statement at the time of registration, promising to reimburse the government if a satisfactory grade (i.e., "C" or better) is not obtained.

COURSES UNDER CONTRACT

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 for courses will be on first-come, first-served basis, unless otherwise indicated.

ENGL577: TECHNICAL AND REPORT WRITING (5 qtr. units)

14, 16, 23, 30 June ; 7, 14, 21, 28 July ; 2, 4 Aug; Thursdays and two Tuesdays, 1610-2110; Training Center. By: Professor Solomon Iyasere, CSUB.

Scope: Intensive practice in writing clearly and persuasively in technical and specialized forms such as reports of experiments, abstracts, business reports and proposals, letters, and memoranda.

Note: This is a core course for the master's degree program in administration through CSUB.

MGT300: MANAGEMENT AND ORGANIZATION BEHAVIOR (5 qtr. units)

14, 16, 23, 30 June ; 7, 14, 21, 28 July ; 2, 4 Aug ; Thursdays and two Tuesdays, 1610-2110; Training Center. By: Professor John Tarjan, CSUB.

Scope: Students are provided with theoretical and conceptual frameworks drawn from the social sciences for understanding human behavior in business organizations. Emphasis is placed on the application of these theories and concepts to management and behavior issues in business organizations. Topics include individual differences, perception, motivation, learning, groups, communication, leadership, decision-making, diversity, total quality management, international OB, politics, and ethics.

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

COURSE NOT UNDER CONTRACT

To enroll in this course, call Denise at 939-2648 to obtain a registration form. The form must be returned to C622, along with a check for \$400 payable to CSU, Bakersfield, at least 10 days prior to the starting date of the course. Enrollments for courses will be on a first-come, first-served basis.

Note: Civil service employees at China Lake taking this course and expecting to obtain tuition support must submit a DD Form 1556 (Off-Center Training Request) with a job order number supplied by their department and an "objective" statement explaining how the course is job related via department channels to C 622 prior to registration. For more information, call Cecil Webb at 939-0878.

ENGL373: WOMEN IN LITERATURE AND FILM (5 qtr. units)

13, 15, 20, 27 June ; 5, 11, 18, 25 July ; 1, 3 Aug ; Mondays and two Wednesdays, 1610-21910; Training Center. By: Professor Edward Barton, CSUB.

Prerequisite: English 101: Introduction to Literature or one course from the 200 series in literature or equivalent or consent of instructor.

Scope: The depiction of women in representative works of literature and film, focusing on the perceptions of women writers and film makers about roles, functions, and societal expectations that influence women's goals and self concepts. Students of both sexes are welcome to participate. This is a writing intensive class.

Note: This course satisfies General Education Goal 12 and the Women or American Ethnic/Racial Minorities course requirement for CSUB bachelor's degree students.

ECON452: BENEFIT-COST ECONOMICS (5 qtr. units)

13, 15, 20, 27 June ; 5, 11, 18, 25 July ; 1, 3 Aug; Mondays, two Wednesdays, and one Tuesday, 1610-2110; Training Center. By: Professor Mark Evans, CSUB.

Prerequisites: Micro-economics course or consent of instructor.

Scope: A study of project analysis in both the private and public sectors. Topics include public sector benefits assessment, risk and uncertainty, cost-effectiveness analysis, and other topics as appropriate.

Note: This is an elective for the certificate program in environmental management through CSUB.