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THE ROCKETEER

THURSDAY, JUNE 16, 1994

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 50, No. 12

First family members arrive

German Air Force 707 delivers 22 to complete advance team for FRG HARM Campaign '94

By Barry McDonald
Editor

With the commander of the pre-detachment, Lt. Col. Martin Arzberger, here since the end of April and another three arriving last week, 22 more members of the German Air Force arrived on a flight from Cologne, Germany, Monday evening. This time a German Air Force (GAF) Boeing 707, brought 12 wives and children along with the 10 military personnel. The aircraft made one stop at Dulles International Airport to clear customs and another in El Paso. Since many of the travelers came from northern Germany, they went first to Cologne by train, making the trip more than 24 hours long.

This completes the pre-detachment contingent, which will continue to make arrangements for the final contingent that will arrive July 11. In all, some 160 German citizens—navy, air force and civilian and their families—will make Ridgecrest their home during the Federal Republic of Germany (FRG) HARM Campaign 1994. The purpose of the the campaign will be to test the integration of HARM onto the Tornado aircraft. Three electronic combat and reconnaissance Tornados and one interdiction strike version will arrive with the main contingent in July. The effort will also produce a technical operational guidelines handbook for Germany's Tornado forces before returning home in November.

The most recent arrival comes on the heels of the visit of Lt. Gen. Hans-Joerg Kuebart, GAF chief of staff, last Thursday. Lt. Gen. Kuebart received several technical briefings, flew in the back seat of an F/A-18, visited the HARM test team trailer and was updated on the pre-detachment's progress by Lt. Col. Arzberger.

Please see FRG HARM, Page 10

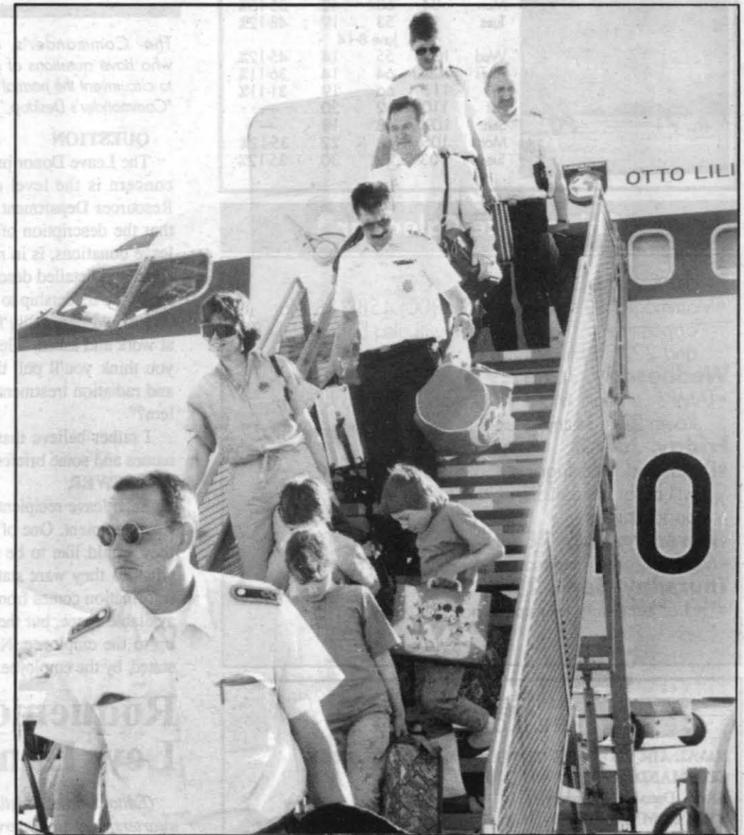


Photo by Margie Hammett, TID

WELCOME—Weary German travelers deplane after a trip of more than 24 hours. The arrival of military and civilian personnel and their families completes the lead contingent.

Say goodbye to lump sum retirements Sept. 29

By John Powers
Code C621
Peggy Topham
Code P621

Congress recently enacted a law which will eliminate the Alternative Form of Annuity (lump sum option) for retirements after Sept. 29, 1994, except for retirees with a life-threatening or other critical medical condition. Under this option, retirees may receive a lump sum payment of an amount equal to their contributions to the retirement system, with an actuarial reduction to their monthly annuity.

The lump sum option is available only until Sept. 29, 1994, 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 regular or "Discontinued Service Retirement (DSR)," or if you separate on a "mandatory" retirement, i.e. mandatory firefighter retirement at age 55.

Job abolishment for Discontinued Service Retirement eligibility means that the duties of a specific employee's position have with been eliminated entirely or combined with the duties of another position. Loss of funding, project termination and elimination of functions are some potential reasons for position elimination which management can consider in making position abolishment

decisions. Managers develop specific rationale to document job abolishment recommendations, which are then processed through the chain of command to the Division Executive Board for final decision to authorize job abolishment.

Employees must be eligible for regular voluntary retirement or meet specific age and service requirements (50 years of age with 20 years of service, or any age with 25 years of service) for Discontinued Service Retirement.

PMA Teams (Code C624/P625) can provide information to help supervisors and employees with job abolishment retirement issues.

Dr. Bob Smith steps on career extension ladder

ST positions raise pay ceiling for non-management technical personnel

5

Jean Bennett first female designated Distinguished Fellow

Two earn Senior designation, as 15 rookie Fellows are inducted

6

AMH week defines Courage, Challenge and Change

Annual celebration provides variety of activities at China Lake and Point Mugu

14-15

NAWS Pistol, Rifle teams bring home awards

Array of shooting honors go to locals at Pacific and All-Navy matches

22



Weather

	High	Low	Gusts	Humidity
Wed	102	61	14	50-12%
Thurs	103	65	21	40-11%
Fri	103	61	18	—
Sat	101	60	28	—
Sun	99	58	24	—
Mon	84	68	42	35-15%
Tues	96	53	19	48-12%
June 8-14				
Wed	103	55	14	45-12%
Thurs	108	64	14	36-11%
Fri	111	66	19	31-11%
Sat	110	62	20	—
Sun	109	68	18	—
Mon	105	68	22	35-12%
Tues	103	72	30	35-12%

China Lake Calendar

Friday, June 24

•Mammography screening, call (800) 458-3385 for appointment. The mobile unit will also be here July 8 and 22. Cost is \$60

Wednesday, June 29

•TAMP's "Smooth Move Workshop," 1:30 to 4 p.m., Room 211, Training Center

Friday, July 8

•Dr. Orlando Madrigal of Cal-State University, Chico, will be at China Lake. Call 939-2648 for appointments.

Thursday, July 28

•Marine Corps Proposals due (See story, Page 8)

Thursday, Sept. 29

•End of lump sum retirement pay

THE ROCKETEER

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The Commander's Desktop



The Commander'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 "Commander's Desktop," C/O Code C08033, NAVWS, China Lake.

QUESTION

The Leave Donor program is an admirable venture, no doubt. My concern is the level of personal detail described in the Human Resources Department section of the newspaper at both sites. I find that the description of individual employees, who have applied for leave donations, is in many cases what I would consider a very personal and detailed description of ailments that people might not want the entire readership to know about.

I would personally feel uncomfortable if someone came up to me at work and asked, "Gee, how's your relapse of lymphoma going? Do you think you'll pull through?" or, "Gosh, how's the chemotherapy and radiation treatment going on your perforated colon cancer problem?"

I rather believe that if a person qualifies for the program, their names and some briefer description of their ailment could be used.

ANSWER

Each leave recipient is required to fill out an application to be a leave recipient. One of the questions on the application asks them if they would like to be advertised in the base newspaper, and if so, what do they want stated about their emergency. This is where the information comes from. In some cases the description is edited to fit available space, but the details contained in a description are always up to the employee. Nothing is printed without consent, written or stated, by the employee.

Roquemore's interview of Lew Lundberg concludes

(Editor's note: Kristine L. Roquemore, a writer for NAVAIR headquarters, recently interviewed Lew Lundberg, technical director for the Naval Air Warfare Center, about the goals of the NAWC Business Plan—in particular, Goal B. The goal advocates organizing for change, speed, safety and uncompromising quality. This is the third and final part of the interview.)

ROQUEMORE: Feedback from the workforce indicates that some individuals think top management knows what is happening with this organization and are choosing not to give the "real scoop" to their employees? How would you address this issue?

LUNDBERG: What you're touching on is an issue of trust. Trust and understanding. First of all, we've got to understand each other's position, and that revolves around communication. It's hard for a manager to get enough slack in their schedule to sit down and get into in-depth discussions on what's going on, so management is sometimes forced to give summaries without sharing the background. That's one of the communication problems.

The other problem is that we are trying to keep the workforce apprised of what's going on as we develop things, instead of waiting till everything is worked out and all the details are in a nice bound document. Naturally, lots of questions are raised. And many of these questions don't have answers yet. As people become exposed to the evolving process that we go through, they think management is withholding information. But in truth, we just haven't worked all the details out yet.

ROQUEMORE: How do you counter that?

LUNDBERG: So far, not so well. But, for the record let me stress that withholding information is not our intent at all. We're trying to be very open and candid with everyone associated with the steps and the processes we're using to come up with this new competency aligned organization.

Please see **LUNDBERG**, Page 24

Pages From The Past

June 15 & 22, 1984

Richard DeMarco received a 25-year Secretary of the Navy Individual Safety Award from Capt. Ken Dickerson on behalf of Secretary John Lehman. . . A record high \$16,600 has been raised by the Navy Relief Society annual fund drive. . . Ron Derr, Dillard Bullard and Paul Homer were presented L.T.E. Thompson Awards while David Gold and Theadore Bailey won W. B. McLean Awards. . . Marine Maj. Jon Gallinetti won the NWC Technical Director's Award for his F/A-18 tactical software work.

June 14 & 21, 1974

Rear Admiral Roland G. Freeman III has been announced as the next NWC Commander, succeeding RAdm. Pugh. . . Capt. Richard D. Franke was named to succeed Capt. Alderton as NWC deputy commander. . . LCdr. John Shutt, drive coordinator, announced the 1974 Navy Relief Society Fund Drive raised a record \$7,800.

June 12 & 19, 1964

Two former NOTS officers, Captains Thomas Walker and Vincent dePoix, have been selected for promotion to rear admiral. . . Earle Kirkbride is president of the China Lake Chapter of the Society for Technical Communication. . . NOTS Commander Capt. Charles Blenman will retire on June 30 and Capt. Leo Grabowsky will become acting COMNOTS. . . SH1 Bob Shepherd announced the formal grand re-opening of the EM Club for June 19 with Tom Dillon of VX-5 as the master of ceremonies.

June 17 & 24, 1954

On July 1, Capt. R.F. Sellers, NOTS executive officer, will take command of NOTS from Capt. David B. Young, and Capt. F. L. Ashworth will arrive in August to take over from Capt. Sellers. . . Cdr. M.O. Slater, Sidewinder project coordinator, is leaving NOTS to take command of the USS Briane (DD 630). . . Phil Matthews has been elected president of the local Fleet Reserve Association. . . James Vanover was elected secretary of the Community Council.



Desert Artists' League is sponsoring a bus trip to Laguna Beach for the annual Festival of the Arts and Pageant of the Masters on Thursday, July 14. Cost is \$50 per person. For reservations or further information, contact Joan Welsh, 375-2954 (after 5:30 p.m. weekdays, all day weekends), Mary Sulek (375-7492), or Doris Bruce (375-5300).

####

Instructors Barb Wicker and Carol Tullio will present a family home day care management class this fall at the Community Connection for Child Care. The class will explore topics such as: professionalism, taxes, record keeping, contracts, safety, nutrition, child development and community resources. The class will be held on Mondays, Sept. 12 through Oct. 24, from 6:40 to 9:30 p.m. The fee is \$13 for one unit of credit from Cerro Coso Community College. Registration for this class is at the college. For more information call (619) 375-3234.

####

Family planning clinics will be held

at the Kern County Health Department, 250 W. Ridgcrest Blvd., from 9 a.m. to 3 p.m. on the second Wednesday and fourth Tuesday of each month. New patients, or patients returning after three years, are required to attend the informational family planning class, prior to being given an appointment for the clinic. The classes will be held from 1:30 to 3:30 on the first and third Tuesday of each month. Fees will be based on a sliding scale, and Medi-Cal will be accepted. For more information, call the department at 375-5157.

####

Parenting advice tapes can be heard by calling Community Connection for Child Care at 375-0446 from 5 p.m. to 8 a.m. daily. Each tape is three to five minutes in length. "Setting Limits on Behavior," setting realistic rules in common situations, can be heard through June 19. "Normal 'Problem Behavior,'" dealing with normal behavior such as tantrums, biting and so forth, can be heard from June 20-26.

Benchmark Cablevision offers amnesty period for cable theft

Benchmark Cablevision has announced that it is launching a comprehensive program to educate and inform its subscribers and local area residents about theft of cable service. Cable theft is a problem that costs the cable television industry over \$3 billion annually.

In announcing the program, Benchmark's general manager, Dennis Mackey, said the company is instituting an amnesty period during which people who are not paying for cable services may come forward without fear of prosecution or back payment for cable services already enjoyed.

"For some reason it has become 'cocktail party chic' to discuss theft of cable services," said Mackey. "Stealing cable is no different than walking into a supermarket and stealing a carton of milk. Most law-abiding, honest citizens would never ever consider stealing from a store, yet at present many think nothing of buying an illegal decoder and stealing services which are valued much higher than a carton of milk. Just as in the shoplifting situation, the honest customer ends up

paying a greater share of the cost of cable services. Stealing is considered an unacceptable behavior in our society, and that applies to theft of cable services."

Theft of cable is a violation of state and federal law and punishable by fines, jail sentences or both. For federal employees and military personnel, violation of federal laws can result in loss of clearances and, ultimately, one's job.

"In addition to the losses to the community in franchise fees, honest subscribers lose picture and sound quality due to interference caused by inferior bootleg devices and workmanship," Mackey said. "When people steal cable, we all lose."

As part of its program, Benchmark is undertaking a comprehensive audit of its system, using new and sophisticated technology which will enable the company to determine whether cable theft is taking place. "With our latest technologies," Mackey said, "we'll be able to pinpoint where cable theft problems exist, and we'll be prepared to take immediate and appropriate action."

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or call the Inspector General at:
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 288-6743 (Autovon)
 (202) 443-6743 (commercial)

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 AUTOMOTIVE.....35
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FAMILY LAW - University graduate that specializes in Family Law issues: Divorces, child support, spousal support and their modifications, adoptions and grandparent rights. Paralegal Connection 116-B S. China Lake Blvd. (619) 384-4344. Evening appointments are now available. (0616)

15 SERVICES/SCHOOLS

OPENING JULY 11TH Becky Richardson's Home Day Care. Quality Care for your child. 3 full time openings. For more information call 384-3533 after 5:30 p.m. Lic. #150407829 (0616)

20 RENTALS

\$\$\$ \$100 OFF FIRST MONTH RENT! 2BR, 1BA, w/d hookups. \$370/mo., incl. lot rent. Call 446-4850. (0630)

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DAHON FOLDING BIKE. Used little, Red. \$100. 446-2205. (0630)

40 MISC. FOR SALE

RCA VHS CAMCORDER with rechargeable batteries, charger/power supply, strap, hard carrying case. \$475. 446-2205. (0630)

50 GARAGE SALES

GARAGE SALE Sat. June 18th, 8am-?, No early birds! 414 Hayward Ave. (on base) (0616)

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MWR directory

Aute Hobby Center Tuesday-Friday Open Flex Friday Saturday & Sunday Closed Mondays	11 a.m. to 8 p.m. 9 a.m. to 6 p.m.	939-2346 John Piroksa, Manager
Bowling Center Snack Bar Monday-Friday Saturday, Sunday & Holiday	11 a.m. to 8 p.m. 1 p.m. to 9 p.m.	939-3471 939-8865 John Piroksa, Manager
Child Development Centers Monday-Friday Closed Flex Friday	6:30 a.m. to 5:30 p.m.	939-6681 Debra Oliver, Manager
Crafts & Information, Ticket & Tour Monday-Thursday Friday Saturday Sunday	10 a.m. to 7 p.m. 10 a.m. to 3 p.m. 10 a.m. to 3 p.m. Closed	939-3252 Pat Piroksa, Manager
Family Child Care (FCC)		939-6681 Janet Presley, Coordinator
Golf Course Daily Snack Bar Monday Tuesday-Thursday Friday-Saturday Sunday	6 a.m. to dusk 6 a.m. to 9:30 p.m. 6 a.m. to 6 p.m. 6 a.m. to 7 p.m. 6 a.m. to 6 p.m.	939-2990 939-2563 Tom Page, Manager
Gymnasium Monday-Friday Flex Friday Saturday Sunday & Holidays	5:30 a.m. to 9:30 p.m. Open 8 a.m. to 9:30 p.m. 11 a.m. to 6 p.m.	939-2334 Elaine Jackson, Sports/Fitness Manager Karen Rivers, Gym Manager
Library Monday-Thursday Friday & Saturday Sunday	11 a.m. to 8 p.m. Closed 10 a.m. to 6 p.m.	939-2595 Elizabeth Shanteier, Librarian
Main Office Monday-Friday Closed Flex Friday	7 a.m. to 5 p.m.	939-2010 939-3980
Pools China Lake Community Pool Solar Park Pool	927-3721 939-3980	Hours are seasonal. Call the gym for specific hours. Wendy Burge, Coordinator
SATO Leisure Travel Monday-Thursday Flex Friday Non-flex Friday	8:30 a.m. to 5 p.m. 8:30 a.m. to 5 p.m. 10 a.m. to 2 p.m.	446-7751 Sherry Clark, Manager
Seafarer Club Office Monday-Friday Flex Friday CPO Lounge Monday-Thursday Friday Flex Friday Pizza Sports Bar-Freddy's Place Sunday-Wednesday Thursday-Friday	8 a.m. to 4 p.m. Closed 3:30 to 9 p.m. 3:30 p.m. to 9 p.m. Closed 3 p.m. to 10 p.m. 1 p.m. to 11 p.m.	939-8658 939-2581 939-3166 Annette Carrington, Acting Manager
Stables		939-3471 John Piroksa, Manager
Youth Center Monday-Friday Flex Friday Saturday-Sunday	6:15 a.m. to 5:45 p.m. Closed 12 p.m. to 3 p.m.	939-2909 Loy Vincent, Manager

MWR
Tom Blackmore, Director, MWR
Sonja Johnson, Deputy Director

Three-, one-month gym memberships are now on sale

Gym membership is still available at the Naval Air Weapons Station China Lake Gymnasium.

A three-month membership (July through September) is only \$45 for DoD personnel and their dependents, and \$60 for private citizens and their dependents.

A one-month membership is \$20 for DoD and \$30 for private citizens.

For more information, call 939-6542.

LESSONS, from Page 25

will build on skills learned in Level II by providing additional guided practice. Students will learn to coordinate the front and back crawls. They will be introduced to the elementary backstroke and be taught the fundamentals of treading water. Students will also learn the rules of safe diving and begin to learn to dive from the side of the pool. Students entering the Level III courses must have a Level II certificate or must be able to demonstrate all the completion requirements of Level II. Cost is \$18, \$20 and \$22, respectively.

Level IV classes, Stroke Development, will help to develop confidence in the strokes learned thus far and to improve other aquatic skills. Students will increase their endurance by swimming familiar strokes for greater distances than at Level III. Breast and side strokes and the basics of turning at a wall will be introduced. Students entering this course must have a Level III certificate or must be able to demonstrate all the completion requirements in Level III. Cost is \$16, \$18 and

\$20, respectively.

Level V classes, Skill Proficiency, will help students in the coordination and refinement of key strokes. The butterfly, open turns and the feet-first surface dive will be introduced. Students will learn to perform the front and back crawls for increased distance performance. Students entering this course must have a Level IV certificate or be able to demonstrate all the skills required to complete Level IV. Cost is \$16, \$18 and \$20, respectively.

Level VI classes, Skill Proficiency, will help polish strokes so students swim with more efficiency, power and smoothness over greater distances. Students will develop considerable endurance by the end of this course. Additional turns, as well as the pike and tuck surface dives, will be introduced. Students entering this course must have a Level V certificate or be able to demonstrate all the skills required to complete Level V. Cost is \$16, \$18 and \$20, respectively.

Level VII classes, Advanced Skills,

are designed to perfect and develop strokes and good fitness habits. Participants will be urged to use aquatic activities throughout life to maintain their physical condition. Diving and advanced rescue skills will be taught. In time allows, elements of water polo, synchronized swimming, skin diving and competition information will be covered. Participants entering this class must have a Level VI certificate or be able to demonstrate all the completion requirements in Level VI. Cost is \$16, \$18 and \$20, respectively.

Adult Beginner classes will cover basic skill development for adult students. Cost is \$16, \$18 and \$20, respectively.

Parents may register for whatever sessions and class levels they choose. During the first day of class, students' skill levels will be tested. If the student would be more successful in a different class, the Sports Division reserves the right to move the student to a more suitable class.

For more information, call 939-0756.

Camping equipment, trailers and boats can be rented at gymnasium

Camping season is here and the Morale, Welfare and Recreation Department has a number of items for rent to make camping a little more comfortable and fun.

Camping equipment available for military and DoD personnel to rent include backpacks with frame, fishing poles, ice chests, lanterns, thermos jugs and stoves. Prices range from \$1.50 (daily) to \$7.50 (weekly). There is a \$5 deposit fee for each item.

Military personnel can also rent sleeping bags and tents (small and large). Prices range from \$2 (daily) to \$20 (weekly). There is a \$5 deposit fee for each item.

Recreational equipment, available to military and DoD personnel, include badminton, croquet and horseshoe sets; soccer balls; tennis rackets and balls; volleyballs and nets; and racquetball rackets and balls. Prices range from 50 cents per day to \$7.50 per week. Some items can only be rented by the day.

Youth basketball league begins play June 25

Registration is now under way at the NAWS China Lake Youth Center for Summer '94 Youth Basketball. Deadline to register is June 20. This league is limited to children 5 to 14 years of age. Games will be played on Saturday mornings, with one practice being held on weekday evenings, from June 25 through July 30.

Fees for military dependents are \$18

Volunteers needed for golfing tournaments

Volunteers are needed to help conduct the U.S. Navy Southern Pacific Sports Conference Golf Tournament, August 1-5, and the All Navy Golf Championship,

There is a \$5 deposit fee for each item.

For those who don't like to rough it, camping trailers can be rented by military and DoD personnel. Prices for an 18-foot Salem hard top trailer range from \$25 (daily) to \$235 (weekly). Prices for a Palomino Pinto tent trailer range from \$18.50 (daily) to \$185 (weekly).

Boats and trailers are also available for rent by military and DoD personnel and DoD contracts. A \$30 cleaning fee is required. Fees to rent these items range from \$11.50 (daily) to \$39.50 (weekly) to \$256.50 (monthly).

Horse trailers (which hold two horses each) are also available for rent to military and DoD personnel. Costs range from \$14 (daily) to \$90 (weekly) to \$295 (monthly). There is a \$25 cleaning deposit required for each trailer.

For a complete list of all the items available for rent, plus prices, stop by the NAWS China Lake Gymnasium or call 939-2334.

for the first child and \$16 for the second child. DoD fees are \$21 and \$19, respectively; while fees for all others are \$23 and \$21, respectively.

Registered participants will be evaluated June 20 from 6 to 7 p.m. at the Youth Center. In addition, there will be a coaches meeting at the Youth Center June 22 at 6 p.m.

Sept. 5-10. Scorekeepers, escorts and so forth are needed to help make these prestigious tournaments a success. To volunteer, call 939-2990 or 939-0657.

Series of videos shows heritage of 15 cultures

Recently the Morale, Welfare and Recreation Department's Community Library received "Multicultural Peoples of North America." These compelling series of video cassettes celebrate the heritage of 15 different cultural groups by tracing the history of their emigration to North America, showing the unique traditions they brought with them, and who they are today.

Each volume discusses when and why each group emigrated, where they settled, which occupations they engaged in and who the important leaders are within each community.

Viewers take a special look inside the life of a family from each culture, meeting three generations of family members who share memories of their country of origin and their motivations for journeying to North America. Younger family members explore the importance of cultural identity, how it is maintained and how it changes.

Leading historians examine the impact of each ethnic group on the growth of the U.S. and Canada and the contributions made by individuals from each group.

The MWR Community Library is open on Sundays from 10 a.m. to 6 p.m., and on Mondays through Thursdays from 11 a.m. to 8 p.m. The library is closed on Fridays and Saturdays.

First NAWS XO, Cdr. John B. 'Chip' Mills retires after 21 years

By Barry McDonald
Editor

Musical...reunion...moving

Those words perhaps describe best the retirement ceremony of Cdr. John B. "Chip" Mills, NAWS China Lake executive officer, the morning of June 2.

Besides the national anthem, two songs were sung. Capt. B.J. Craig, U.S. Navy retired, NAWS former commanding officer, returned to deliver a farewell speech, and Lt. Paul J. Townsend, U.S. Navy, retired, returned to sing "The Star-Spangled Banner" and to serenade Bonnie Mills for the XO.

Craig said he was pleased to be a part of the official ceremony and had cut his speech due to some of the goings on the night before at the pre-retirement party, in which Mills was unofficially retired by Air Force proclamation. He noted that in 21 years of military service Mills had accumulated just three months and 21 days of sea time and had never crossed the equator.

"When Chip arrived here in August of 1990, he hit the deck running," Craig said. "If the Navy had given me two months off to find the perfect XO, I couldn't have found a better one than Chip Mills."

He pointed out that immediately upon his arrival Mills began working on a change of command and helping to stand up the new Naval Air Weapons Station and Naval Air Warfare Center Weapons Division organization. Mills conducted a manpower study, he said, in a matter of months, and the product of that effort has gone on to become a model for such studies into the upper levels of the Navy. He credited Mills with establishing an instrumentation school at NAWS; conducting the best mock inspection witnessed by government observers in preparation of expected foreign inspections; heading up the rehabilitation of the bachelors quarters; orchestrating



DOWSED—Cdr. Mills was recipient of a traditional wetting down after his final flight. Photo by Mike Johnson, TID

MILITARY NEWS



Photo by Margie Hammett, TID

LOOKING FORWARD to "A Whole New World," Cdr. and Bonnie Mills enjoyed family friend Sarah Bohanan's (right) rendition of the theme song from Disney's "Aladdin," during the XO's retirement ceremony.

the Navy Ball in Hangar 3; serving as co-action head of the 50th anniversary committee; being a tough but firm traffic judge and an excellent stand-in CO; and, he said, far too many other things to mention.

"You should have seen him following the MU-2 accident," Craig said. "He personally jumped in to help all the families involved and contacted and visited all of the survivors."

After recognizing Bonnie Mills, saying "no man can do it alone," he turned the floor over to Capt. Charles A. Stevenson, current NAWS CO.

"You've been the cornerstone of the success of this command since its inception," said Stevenson. "As the first executive officer for a brand new command, you faced and overcame many challenges not found in the routine XO assignment. The command climate has been...let me be kind...difficult—constant change...limited, no, decreasing

resources; conflicting priorities—through it all, you have been the steady rudder, the voice of reason and conciliation. Chip, take pride in your accomplishments because you have made a real difference. I'm pleased to call you shipmate and friend."

Calling her "a real trooper," the CO asked Bonnie Mills to come up to the podium to receive letters and certificates of appreciation and a plaque. She introduced Sarah Bohanan, the daughter of long-time family friends from Ventura, who sang "A Whole New World."

The CO then passed out parting memorabilia to Mills. In addition to

standard retirement documents, a flag box from the ward room and a China Lake scrapbook, Mills received a letter and certificate of appreciation for his work with Joint Task Force Six on DoD counterdrug missions staged from China Lake along the southwest border of the United States and a letter of appreciation from the governor of the state of Washington.

After thanking by name a very long list of current and former military and civilian employees for attending, Mills said, "In conclusion..." which continued the somewhat informal tone of this formal occasion.

He recognized Lt. Laura Yambrick, NAWS administration officer, for her support and especially for putting together the retirement ceremony. Then he thanked the other women in his life with roses: his daughters and his wife, all of whom he said filled a void in his life he didn't know was there until they filled it up; his mother, for passing on "her honesty, intelligence and compassion" and for teaching him always to make the best of tough situations; Electa Russell, executive assistant, for her candid opinions; and Jacqui Walters, command secretary, for keeping him on track and on time.

He then re-introduced Paul Townsend to sing the "Chicago" song "You're My Inspiration" to Bonnie.

"Nowhere have I seen a community come together in the face of adversity the way this one does," Mills told the audience. "It's nothing short of incredible." He cited the assistance the community provided to a Navy family when their home burned on Christmas Eve; the outpouring of assistance that came to a family whose infant son required and received a heart transplant; and the help given and concern shown for the families of those involved in the MU-2 crash.

Speaking about where the Navy is today, he remembered the drawdowns after the end of the Vietnam War and at other times, and said, "Things will get better."

His future plans include making good on a promise he made to Bonnie—going to an area where she can complete her education. So their first stop will be southern Oregon, where she will pursue her degree at Southern Oregon State College in Ashland. Beyond that, he said, he will look for a job as an air ambulance pilot, and then may also continue his schooling by working toward a masters in business administration.

Chapel Spiritual Inflation

Submitted by L.Cdr. T.F. Mele, CHC, USN
Command Chaplain



Some religious experiences can, at times, be overwhelming. We can be so filled with God's love and presence that we think we are like God. This is what is known as spiritual inflation.

In a sense, of course, we are like God. We have been swept up into the mystery of the Son. But we are not the Father, not the Source. Like Jesus, we must always remain sons and daughters of Abba, our Daddy.

Mental hospitals are filled with people who have not made this subtle distinction. Visit any mental ward and you will find people who are absolutely sure that they are God the Father of Jesus Christ incarnate.

People who think this way are probably closer to the Truth than those sick

souls who think that God is utterly removed from them. After all, we are called to share in the life of the Trinity, not just observe it from afar. But our calling is to participate in God's life, not usurp it.

Like Icarus from Greek mythology, some try to fly so close to the sun that they are burned in the process. We are called to accept and glory in our humanity. To flee from our humanity—to wish to be an angel or to try to play God—can get us in a lot of trouble.

One of the best examples of what can happen when we forget our place in life comes from Walt Disney's movie "Fantasia." In the story, Mickey Mouse plays the Sorcerer's Apprentice. It is Mickey's job to go and fetch water for the Sorcerer.

But Mickey is tired of carrying buckets of water. If only he can get hold of the Sorcerer's magic hat, he will never have to work again.

One day when the Sorcerer is gone, Mickey gets his chance. The Sorcerer has gone off and has left his magic hat behind. Mickey puts on the magic hat and commands the broom to carry the water for him. It works. So far, so good.

Mickey sits in the Sorcerer's chair and contentedly falls asleep. He then has a dream about the ocean with waves rising higher and higher. When he wakes up, he sees that that is exactly what has happened. The broom filled up the basin with water, but then continued to bring in so much water that the cavern is almost filled with it.

Mickey did not bargain on this happening. "Stop, broom!" he cries, but the broom keeps right on with its work. Now Mickey grabs an ax and hacks the broom into a hundred pieces. But then, before his eyes, each splinter of wood becomes a full-sized broom with arms and legs and begins to bring in more water.

Now Mickey is in a panic. He has lost

control. Just then the Sorcerer reappears and, with one wave of his arm, restores the cavern to its previous condition. Suddenly remembering that he is still wearing the magic hat, Mickey returns it to the tolerant Sorcerer.

Chastised, Mickey realizes how foolish he was to pretend to be a sorcerer. He returns to being a water carrier again. He now realizes his place and has come to accept it.

On the spiritual journey, this scenario happens more often than most people realize. Especially in the initial stages of conversion, people sometimes think that they have it altogether. There is frequently smugness about a recently born-again Christian, for example, that is a real "turnoff" to others.

The individual thinks that he or she knows all the magic spells. Usually, such spiritual neophytes end up over their heads soon enough. They discover that their magic spells work only so far and that they themselves are not the person with all the answers.

Humbled, they gladly go back to being a water carrier once again.

IRS clarifies moving expense tax rules

Washington (NNS) — The Internal Revenue Service (IRS) announced May 18 that they intend to issue guidance to clarify recent tax law changes that appeared to make some moving expenses taxable income.

The guidance is expected to state that the IRS will continue to view moving expenses, temporary lodging and subsistence allowances as exempt from taxable income. It was possible that temporary lodging allowance (TLA), temporary lodging expense (TLE) and move-in housing allowance (MIHA), would be affected by the new tax laws that went into effect on Jan. 1, 1994.

The allowances are issued to service members in connection with transfers to new permanent duty stations, and inclusion of them as taxable income especially could have affected personnel transferring overseas.

"I welcome this announcement," Secretary of Defense William J. Perry said. "It resolves the dilemma we confronted concerning these allowances. The act had the potential of creating serious problems for up to 800,000 military personnel. We were interested in a legislative solution to this issue, but that will no longer be necessary. The financial cloud over the head

of our military personnel has been removed."

Secretary of the Navy John H. Dalton said after hearing the announcement, "I am delighted with the IRS ruling. Members of the Administration, the Chief of Naval Operations, the Commandant of the Marine Corps, and a number of friends of the military on Capitol Hill have worked in concert to ensure that an undue tax burden not be levied upon our men and women in uniform."

Additional information on the guidance will be provided when released by the IRS.

The financial cloud over the head of our military personnel has been removed," Defense Secretary William J. Perry said.

Perry had sent letters to the chairmen of the House and Senate Armed Services committees asking for their help if IRS insisted on taxing moving allowances.

An IRS release said the guidance "will also confirm that no deduction is allowed for any expenses incurred in connection with a transfer of military personnel to a new permanent duty station to the extent the expenses are reimbursed by an excludable allowance."

The guidance appears in Internal Revenue Bulletin 1994-23, dated June 6, 1994.

'Smooth Move Workshop' planned June 29 by TAMP

Have you received PCS orders (or will you be receiving them in the near future) or will you be transitioning soon and leaving the area? There will be a "Smooth Move Workshop" on June 29 from 1:30 to 4 p.m. in Room 211 of the Training Center on Inyokern Road.

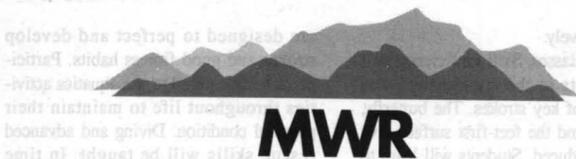
Some topics to be covered include personal property, travel expenses/allowances, housing checkout process, homeowner's assistance, TAMP office relocation assistance programs, how to have an easier move and so on.

Spouses are encouraged to attend, since this will be helpful to them also. Call 927-1545 by June 27 to sign-up.

Persian Gulf Syndrome study set

Washington (NNS) — DoD, in coordination with the Departments of Veteran Affairs and Health and Human Services, is launching a new plan to better understand the medical nature of the so-called Persian Gulf War veterans who are ill with no clearly defined diagnoses.

Assistant Secretary of Defense for Health Affairs Stephen Joseph, M.D., designed this program based on the findings of the National Institute of Health Technology Workshop. The workshop found that Persian Gulf Syndrome is not a single disease or syndrome, but rather a range of illnesses with overlapping symptoms and causes.



THE INSIDER

Aquatic activities planned for the hot weather

China Lake's two outdoor pools open for military, DoD personnel and contractors, and dependents

Summer has arrived and the NAWS China Lake Morale, Welfare and Recreation Department has opened its swimming pools.

The daily fees for the China Lake Community Pool and Solar Outdoor Pool (near the Seafarer Club) are \$1.50 for military personnel and their dependents 17 years of age and older, and \$1 for their dependents seven to 16 years of age; \$2 for DoD personnel/DoD contractors and their dependents 17 years of age and older, and \$1.50 for their dependents seven to 16 years of age. All children six years and under are admitted free with a paying adult. Spectators, those just wanting to watch but not swim, will be required to pay half the normal admission fee.

The indoor pool is the only pool open to the general public. The prices for the

Indoor Pool are the same as the China Lake Community and Solar Outdoor Pool, with the addition of fees for the general public. General public fees are \$3 per adult 17 years of age and older and \$2 for children and youth seven to 16 years of age.

At all China Lake pools, children nine and under are required to be accompanied by an adult. Children 10, 11 and 12 years of age can swim without an adult if they pass a swimming test. Having passed the test, the swimmer will be given a patch that must be worn when swimming without an adult. The swimming test consists of swimming the width of the pool four times (on the stomach), treading water for one minute and floating on the back for one minute.

China Lake Community Pool
The China Lake Community Pool will

be open for recreational swimming from 12:30 to 7 p.m. Monday through Friday and noon to 7 p.m. on Saturdays and Sundays. Lap swim will be from 11 a.m. to 12:30 p.m. Monday through Friday, and 10 a.m. to noon during the weekend. Swimming lessons will be held from 9 to 11 a.m. Monday through Friday.

In addition, Family Night will be held at the community pool every Thursday from 7 to 10 p.m. Take the family and enjoy dinner by the pool. Hamburgers, hot dogs, chips and soda will be available for an additional charge.

Solar Outdoor Pool
Recreational swim will be held from 11 a.m. to 5 p.m. only on Saturdays and Sundays. Other swimming programs, such as Youth Aquacize/Little Mermaid, Adult Aquacize, Monday Night Single Sailor Swim and Wednesday Night Inner

Tube Water Polo will be held during the week. For specific details about these events, see below.

Gymnasium Indoor Pool
Recreational swim will be offered at the indoor pool from 1 to 5 p.m. Monday through Friday, and from 1 to 4 p.m. during the weekend. Lap swim will be offered from 5:30 to 7 a.m., 10:30 a.m. to 1 p.m. and 5 to 6 p.m. Monday through Friday. In addition, half the pool will be used for lap swim from 6 to 7 p.m. Monday through Friday, while the other half will be used for swimming lessons. Lap swim will also be offered on the weekends from 10 a.m. to 1 p.m. The IWV Swim Team will have the use of the pool from 7 a.m. to 10:30 a.m. Monday through Friday.

If additional information is needed, please call 939-2334.

'Dive-in' movie starts season off with a bite!

Kick off the summer with a "dive-in" movie this year. The NAWS China Lake Indoor Pool will feature the movie "Jaws" June 21.

At 8 p.m., children 10 years of age and older, including adults, can frolic in the pool on inner tubes while watching

the great white shark terrorize its victims. This event, which is open to the public, costs \$2 for military personnel and \$3 for all others.

Because there is a limitation on the number of inner tubes available, participants can bring their own tubes.

Memberships save money for active swimmers

Because the hot weather often sends people to the pools on a daily basis, the MWR Sports Division is offering pool memberships for the outdoor pools.

The China Lake Community and Solar pools are open to military and DoD personnel and DoD contractors, and their dependents.

Prices for the first adult membership are \$30 (military), \$45 (DoD) and \$55 (DoD contractors). Prices for the second

adult (in the same family) are \$27, \$40.50 and \$49.50, respectively. Prices for the first youth (in the same family) are \$20, \$35 and \$45, respectively, while prices for other children in the family are \$18, \$31.50 and \$40.50, respectively.

The maximum family fees are \$93, \$149, and \$186, respectively. For a family fee, all swimmers must be a member of the same immediate family—extended family does not count.

Inner tube water polo set for 12- to 17-year-olds

Inner tube water polo will be held at the NAWS China Lake Solar Pool every Wednesday evening from 6:30 to 8 p.m.

Open to youth 12 to 17 years of age, this event is feature real water polo nets and balls. Join the fun as competing

teams try to paddle an inner tube and throw the ball at the same time. Space is limited to 14 players in the pool at one time. Cost is 50 cents for military dependents and \$1 for all others.

For more information, call 939-0756.

Sailors can enjoy free swimming every Monday

Single Sailor Night will be held at the NAWS China Lake Solar Pool every Monday evening from 6:30 to 8:30 p.m.

Single military personnel and their

guests will be able to enjoy the pool at no charge.

Hamburgers, hot dogs, chips and drinks will be available for purchase. Mondays are for Sailors!

Aquacize classes available for adults and youth

It's back! Every Tuesday, Wednesday and Thursday, the MWR Sports Division is offering Aquacize classes at the NAWS China Lake Solar Pool (next to the Seafarer Club).

Youth aquacize classes for ages eight to 12 years of age will be held from 10:15 to 11:15 a.m. Students from 13 to 18 years of age will aquacize from 4:15 to 5:15 p.m.

Adult classes will be from 11:30 a.m. to 12:30 p.m. and from 5:30 to

6:30 p.m.

These classes are an approach to cardiovascular exercising. The classes include stretching, warm-ups, aerobic exercises, strength and flexibility—all done in the water. The instructor is Joan Renner. Participants don't have to know how to swim to be able to aquacize.

Monthly fees are \$18 for military personnel, \$21 for DoD personnel and \$24 for all others. The daily fees are \$2.50, \$3 and \$3.50, respectively.

Morning and evening swimming lessons offered

Swimming lessons will soon begin at the China Lake Community and Indoor pools for military and DoD personnel and others (private citizens and DoD contractors).

Classes at the community pool will be held Monday through Friday from 9 to 9:25 a.m., 9:30 to 9:55 a.m., 10 to 10:25 a.m. and from 10:30 to 10:55 a.m. Toddler With Parent, Level I and Level II classes will be held at the indoor pool from 6 to 6:25 p.m., while Level II, Level III and Adult Beginner classes will be held from 6:30 to 8:55 p.m.

Infant With Parent classes are intended for infants six to 18 months. The parent will accompany the child in the water at all times. This is a water orientation class and costs \$18 for military personnel, \$20 for DoD personnel and \$22 for all others.

The Toddler With Parent class is intended for toddlers 18-36 months with the parent accompanying the child in the water at all times. Cost is \$18, \$20 and \$22, respectively.

Level I classes, Water Exploration, will help students feel comfortable in the water and to enjoy water safely. Students will learn aquatic skills which they will build on as they progress to higher levels. There are no prerequisites for this course. Cost is \$18, \$20 and \$22, respectively.

Level II classes, Primary Skills, will give students success with fundamental skills. Students will learn to float without support and to recover to a vertical position. Cost is \$18, \$20 and \$22, respectively.

Level III classes, Stroke Readiness, will help students learn to swim. Cost is \$18, \$20 and \$22, respectively. Please see LESSONS, Page 26.

All Faith Chapel Services
Hearing Impaired Equipment and Nursery Available

Protestant	Sunday Worship Service, East Wing	8:00 a.m.
	Sunday Worship Service, Main Chapel	10:30 a.m.
	Sunday School, 1008-10 Blandy & 1903-05 Mitscher	9:00 a.m.
	(September thru May)	9:00 a.m.
	Bible Study (East Wing), Wednesday	11:30 a.m.
	(September thru June)	11:30 a.m.
	Men's Prayer Breakfast, East Wing, Thursday	6:30 a.m.
	Officers' Christian Fellowship/Christian Military Fellowships, East Wing, Thursday	7:00 p.m.
Jewish (446-3613 Messages)	Weekly Services, Friday, East Wing	7:30 p.m.
	October through June	7:30 p.m.
	Hebrew Classes, Saturday, 1902 Dibb	2-5 p.m.
	Adult Education, Saturday, 1902 Dibb	10 a.m. - noon
	September through June	10 a.m. - noon
	Religious School, Sunday, 1902 Dibb	9:30 a.m.-12:30 p.m.
	Roman Catholic	
	Sunday Mass, Main Chapel	9:00 a.m.
	Daily Mass, Blessed Sacrament Chapel	11:35 a.m.
	Confessions, Sundays	8:15 - 8:45 a.m.
	Confessions, Weekdays	By appointment
	Religious Education Classes, Sunday	
	(September thru May)	
	1902 Dibb, 1002 Blandy, 1008-10 Blandy & 1903-05 Mitscher	10:15 a.m.
	Adult Education Classes, Thursdays	
	(September - May)	
	St. Ann's School Library	7:00 - 8:00 p.m.
	RCIA, St. Ann's School Library	8:15 - 9:45 p.m.
	Islamic	
	Jumaa Prayer, Friday (1002 Blandy)	1:00 p.m.

Chaplain T. Mele, L.Cdr., CHC, USN
Chaplain Jay Hoyman, Lt., CHC, USNR
Chaplain David Alton, Lt., USNR

Office Hours Monday, Tuesday, Thursday, Friday 0730-1630
Wednesday 0730-2000, Flex Fridays 0730-1630
939-3506, 939-3507, 939-2773, 939-2873

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LUNDBERG from Page 2

The reason we went out and met with a good cross section of the people in the organization is to try and see where they are and begin to give them answers to their questions. And hopefully, develop a little bit of trust that we seem to be lacking. I'm hopeful that those whom we had an opportunity to speak with might talk to others in the organization and share conversations and ideas.

ROQUEMORE: What are some of the things you've learned going through this process?

LUNDBERG: It's not a perfect world. As we go through the process we make mistakes. We may find that yesterday's good idea is not so good today. But our desire is always to be entirely open and honest with our workforce.

ROQUEMORE: Since you see communications as the biggest hurdle to overcome, what do you recommend that people do?

LUNDBERG: I want to encourage people to insist on getting the information they think they need. I'm not advocating all-out guerrilla warfare. But, I think that people in our organization deserve to be told by their management chain what's going on. And they have the right to request answers to questions that

are bothering them.

One of my worst fears is that people are stewing about things and that consequently we're losing a lot of productivity because they feel inhibited to talk to their upper management about what's bothering them. We'll never reach our Goal B requirements if we keep concerns to ourselves. The things that relate to our improved efficiency must be shared concerns with other people. Starting with one's own management is an important issue.

ROQUEMORE: Do you really think you'll have an impact by implementing this goal?

LUNDBERG: I guess the first way I'll measure the impact and success of this goal is by the degree of "buy-in" we receive throughout the NAWC.

Ultimately however, the success of the program is judged by our customers. When our customers believe that we are a quality organization that can execute work smartly—an organization that has trimmed off the fat; is lean and mean—and when we start getting feedback that we are looking better in the eyes of our customers, that's when I'll feel that Goal B is working.

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Network Noise Network interface guidelines available

By Scott Lucas, Network Management Center

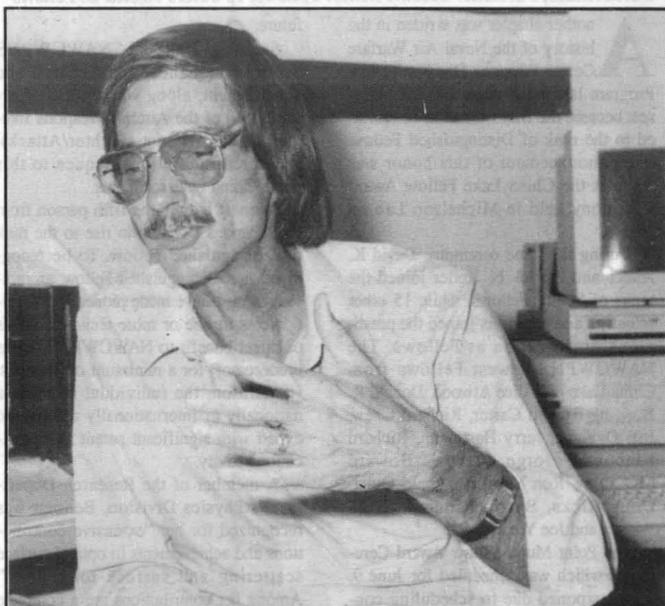
Network interface guidelines The Information Systems Department, Communications Division (C631) has recently generated a document entitled "Guidelines for Interfacing to the China Lake Network (CLNet)." This document serves the following purposes: It establishes requirements for interfacing to the CLNet. This implies acceptance of the requirements for CLNet management and security. It outlines the working relationship that must exist between Communications Division personnel and users. It assists users in planning, procuring and implementing their networks with appropriate interfaces to the CLNet. This, in turn, allows users to be proactive in their communications growth and ensures that they do not purchase equipment that could cause network problems or failure. The overall goal of this document is to coordinate efforts between the CLNet management personnel, non-corporate

Promotion to DP-5 puts Dr. Robert Smith on extended career ladder for non-management technical personnel

By Barry McDonald, Editor

In 1990, the Federal Employees Pay Compensation Act established the science and technical (ST) position in civil service to replace GS-16 through GS-18 technical positions. This allowed for a second career ladder for non-management technical personnel that extends to pay levels on a par with the Senior Executive Service (SES). On March 31, Dr. Robert D. Smith, of the Missile Systems Engineering Office, became a DP-5. "This doesn't mean I got a big pay raise," said Smith. "The advantage of the promotion is that the pay ceiling has been raised, and my pay advancement will be tied to my performance, like everyone else." ST positions were established to carry out research and development functions that require the services of specially qualified personnel. They are equivalent to SES positions, and are at the DP-5 level in the Demonstration Project, but they deal with technical activities rather than executive and managerial functions. The number of these positions is controlled by the Office of Personnel Management. Individuals nominated for these

positions are approved based on their scientific and technical contributions and must demonstrate their accomplishments in performing highly creative and outstanding research. All appointments must be approved by the undersecretary of the Navy, following recommendation and approval at the Naval Air Warfare Center and Naval Air Systems Command levels. Smith originally came to China Lake as a summer hire in 1969 while working on his doctorate at Case Institute of Technology, in Cleveland, Ohio, where he'd already earned a bachelor's degree in electrical engineering and a master's in control engineering. He enjoyed his visit, but said he'd never come back. Already the holder of a patent for a digital pressure encoder, after earning his doctorate in control engineering in 1971, because of a down turn in aerospace industry hiring, Smith did return to China Lake "for a short stay." He thought he could start here, work for a year and move on. Like so many others with such plans, he's been here ever since. Smith says of his success that it has been a case of being in the right place at the right time. "I've been fortunate to have worked with good people," he said. "I've always



BOB SMITH emphasizes a point as he talks about his promotion. been involved in good work...It's been interesting and important to management. The facilities here allow us to do our best work, and the management environment was 'do what you think makes Please see SMITH, Page 18

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Jean Bennett is the first woman to be named a Distinguished Fellow

David Andes, Pat Keller become Senior Fellows, 15 others elected as Fellows

Another chapter was written in the history of the Naval Air Warfare Center Weapons Division Fellow Program last week when Dr. Jean Bennett became the first woman to be elevated to the rank of Distinguished Fellow. The announcement of this honor was made at the China Lake Fellow Award Ceremony held in Michelson Lab on June 8.

During the same ceremony, David K. Andes and Patrick N. Keller joined the ranks of Senior Fellows, while 15 other scientists and engineers joined the prestigious organization as Fellows. The NAWCWPNS newest Fellows from China Lake are Alice Atwood, Donald R. Bowling Russell Carter, Richard Chew, Bill Dykema, Jerry Hartmann, Richard Klabunde, Jorge Martin, Howard McCauley, Ron Merritt, Donald Quist, Doug Ricks, Barrie Riddoch, Brad Wiitala and Joe Yee.

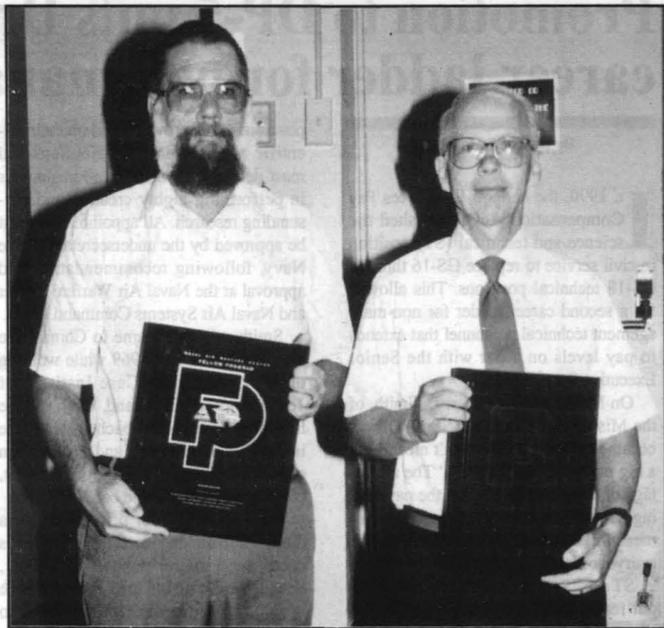
The Point Mugu Fellow Award Ceremony, which was scheduled for June 9, was postponed due to scheduling conflicts. But, according to Mark Moulton and Kit Dean, co-chairmen of this year's award ceremonies, the names of the two new Fellow honorees from Point Mugu will be announced in the very near

future.

Sterling Haaland, NAWCWPNS deputy commander for research and development, along with Milt K. Burford, head of the Aircraft Weapons Integration Department (Fighter/Attack), presented the Fellow plaques to this year's China Lake recipients.

Bennett is only the fifth person from the Weapons Division to rise to the rank of Distinguished Fellow. To be recognized as a Distinguished Fellow, an individual must have made pioneering developments in one or more technical fields of direct benefit to NAWCWPNS (or its predecessor) for a minimum of 20 years. In addition, the individual must be a nationally or internationally recognized expert with significant patent and publication activity.

A member of the Research Department's Physics Division, Bennett was recognized for her "extensive contributions and achievements in optical surface scattering and surface roughness." Among her contributions are a complete infrared radiation mapping of the clear sky and assistance in the discovery of the optical excitation of surface plasmons (stimulation of electromagnetic waves along the surface of metals). Bennett was



Photos by Margie Hammelt, TID

JOINING the elite organization of Senior Fellows are David K. Andes and Patrick N. Keller. Dr. Jean Bennett, who was elevated to the rank of Distinguished Fellow, wasn't available for pictures, as she is on sabbatical.

unable to attend the ceremony, as she is on sabbatical leave.

With the addition of David Andes and Pat Keller, NAWCWPNS now has 22

individuals with the distinction of having the title of Senior Fellow. A Senior Fellow must have clearly extended the state of the art in one or more technical fields

teams, as well as other top-notch teams from various commands. The All-Navy Match took place at Dam Neck, Va., May 22-27.

"These shooters (at the All-Navy Match) represent their fleet in an effort to secure a berth on the National Rifle and Pistol teams representing the U.S. Navy," Foucher explained. "Seven of the nine members of the NAWS teams were invited to represent the Pacific Fleet teams. Due to work conflicts, however, only four of the active duty personnel were able to attend."

The NAWS members representing the Pacific Fleet were McCracken, Cook, Tuttle and Sorter. Members who couldn't go because of work conflicts were Minnick, Foucher and Mattick.

McCracken had a great time at this competition, Foucher noted. He took 12th in Individual Pistol category and a 10th in Grand Aggregate Pistol & Rifle category, and earned a silver medal in the Pistol Excellence in Competition category. In addition, McCracken was a member of the Pacific Fleet Silver Team, which finished second overall. The

Pacific Fleet Gold Team won first place.

The NAWS China Lake Rifle Team came in third. "Three of the four shooters are new," said Foucher. "Considering they finished just behind the first and second teams, which are made up of the top shooters in the Pacific Fleet, that was remarkable. It shows the caliber of shooters we have at China Lake!"

Four out of the nine members of the NAWS team were asked to represent Navy teams in the future. McCracken was selected to the Navy Pistol Team, while Tuttle was selected for the Navy Rifle Team. Foucher and Mattick were selected for the Navy Reserve Rifle Team.

"This is the eighth year in a row that NAWS (and its predecessors) has provided members to both USN and USNR teams at this level of competition," Foucher said.

By the end of the two matches, three members of the China Lake teams, Mattick, Foucher and McCracken, earned Secretary of the Navy Award Rifles—one of the most prestigious awards they can win.



PART OF THE TEAM—CWO4 Nelson H. Foucher shows Chuck Fugate, property control officer/armorer, and Larry Brunson, head of the Administrative Branch, Law Enforcement Physical Security Division, one of the Secretary of the Navy Award rifles he has won in past competition. According to Foucher, Fugate and Brunson are an integral part of the pistol and rifle teams. "Without these people we couldn't function," Foucher said.

China Lake Tennis Club plans tournament

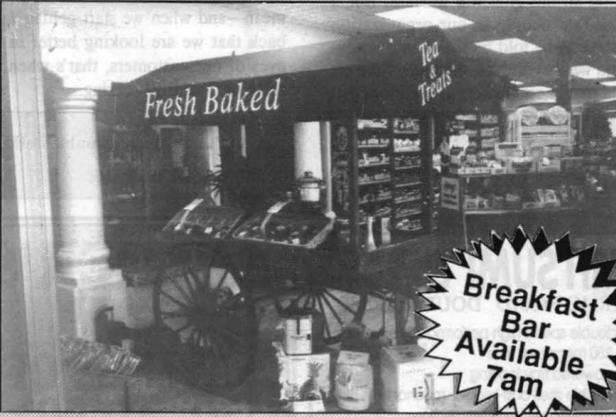
On June 25 and 26, the China Lake Tennis Club will hold its High Desert Doubles Tournament. Deadline for entry is 6 p.m. on June 19. Entry forms are available at the city and base courts. For more information about this doubles only tournament, call Diane Branson at 446-6555.

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SPORTS

NAWS Rifle, Pistol teams earn honors

By Peggy Shoaf
Staff Writer

"I'm really impressed," said the commanding officer of the Naval Air Weapons Station, Capt. Charles A. Stevenson, as he looked at all the awards the NAWS China Lake Rifle and Pistol teams brought home from the recent Pacific Fleet and All-Navy matches. "Considering the size of our command, and the area here, you did very well."

Members of the NAWS China Lake Rifle and Pistol teams who competed in the two prestigious matches were CWO4 Nelson H. Foucher (USNR), captain of the rifle team; AOCM William McCracken; FCCS Jeffrey J. Mattick (USNR); AD1 Chris Cook, AMS1 Robert C. Tuttle; AO2 Dane A. Sorter; AO2 Michael T. Pendelton; DP2 Danny Walton; and AZ1 Rod Minnick (USN Fleet Reserve), coach for the pistol team.

Two hundred and thirty-five people competed in the Pacific Fleet matches, which were held at Naval Air Station Miramar May 14-20.



Photos by Margie Hammett, TID

BULLSEYE—Members of the NAWS China Lake Rifle and Pistol teams show Capt. Charles A. Stevenson, NAWS commanding officer (fourth from left); and Capt. Scott C. Ronnie, VX-9 commanding officer (far right); their awards from the recent Pacific and All-Navy matches. China Lake team members are (front row, l to r) AZ1 Rod Minnick (USN Fleet Reserve), pistol team coach; FCCS Jeffrey J. Mattick (USNR); CWO4 Nelson H. Foucher (USNR), rifle team captain; AOCM William McCracken; (top row) AO2 Dane A. Sorter; AD1 Chris Cook; AMS1 Robert C. Tuttle; DP2 Danny Walton; and AO2 Michael T. Pendelton.

Overall, the NAWS China Lake Pistol Team placed 10th out of 32 teams, earning the Small Command Team Winner Plaque, while the Rifle Team placed sixth, resulting in another Small Command Team Winner Plaque.

For individual honors, Minnick placed 11th and McCracken tallied a 15th place in pistol competition, while Foucher took 15th and Mattick placed 22nd in

rifle competition. McCracken also received a silver medal in the Pistol Excellence in Competition category. In the Grand Aggregate of Rifle and Pistol category, Minnick placed seventh and McCracken placed 22nd.

The All-Navy Match is an invitational match for the 50 best rifle and pistol shooters from each of the Atlantic and Pacific fleet matches, noted Foucher. This included the Atlantic and Pacific fleet's silver and gold

and have made wide-ranging and crucial contributions to NAWCWPNS programs for a minimum of 17 years. Patent or publication activity and recognition by the technical community outside of NAWCWPNS is also expected.

A member of the Intercept Weapons Department, Andes was recognized for his contributions to artificial neural networks, artificial intelligence, systems analysis and simulation.

Keller was honored for his achievements in applying electronic imaging technology to range support instrumentation. He developed calibration techniques that were used in the Weapons Impact Scoring System, developed a variety of video synchronizers and designed a new metric infrared imaging system. Keller is a member of the Range Department's Instrumentation Systems Division.

With the addition of the 15 newest Fellows, China Lake has 97 Fellows, while Point Mugu has 55, including the two that are still to be announced. To be recognized as a Fellow, a person must be recognized as a leading expert in one or more technical fields and have made identifiable original technical contributions critical to the success of NAWCWPNS programs for a minimum of 12 years. Patent or publication activity and recognition of capability by the technical community outside of NAWCWPNS is a typical requirement.

Alice Atwood, a member of the Engineering Sciences Division of the Research Department, was recognized for her contributions to the fundamental development of energetic materials and for contributions to the characterization of solid propellants.

Donald Bowling was honored for his contributions to microwave and millimeter wave power combining and to high temperature superconducting antennas. Bowling is a member of the Research Department's Physics Division.

Russ Carter, from the Intercept Weapons Department's Missile Systems Division, was recognized for his creative development of software and hardware-in-the-loop simulations of air-to-air missiles and his invention of fuze-aided guidance algorithms.

Richard Chew's accomplishments included analysis, design, fabrication and test of novel fuze and seeker antennas. This work resulted in fielding state-of-the-art antennas on major weapons programs. Chew is a member of the Intercept Weapons Department's Radio Frequency Guidance Division.

Bill Dykema's software engineering to define requirements and assembly code has been used as the standard for A-6 development. Thus, Dykema, a member of the Aircraft Weapons Integration Department's A6E Weapons System Support Activity, was recognized for his achievements in A-

6 system engineering and fleet support. Jerry Hartmann, from the Intercept Weapons Department, was acknowledged for his development of new procedures and equipment used for testing air-to-air missiles and for integrating missiles onto aircraft. His

Please see **FELLOWS**, Page 8



NEW FELLOWS at the China Lake site of the Naval Air Warfare Center Weapons Division are Alice Atwood, Jorge Martin, Ron Merritt, Bill Dykema, Dick Klabunda, Howard McCauley, Joe Yee, Brad Wittala, Richard Chew, Don Bowling, Russell Carter, Don Quist, Doug Ricks, Jerry Hartman and Barrie Riddoch.

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FELLOWS from Page 7

missile simulators allowed development of the missile/aircraft interface without having to expend live rounds, providing a laboratory tool for a variety of aircraft platforms.

Richard Kabunde was honored for his contributions to guidance and control of missiles. While with the Intercept Weapons Department's Missile Systems Division, Klabunde has worked in developing advanced theory for control system design and has designed innovative autopilots for such systems as the tail-controlled Sparrow.

Jorge Martin, from the Research Department's Applied Mathematics Group, was recognized for his contributions to linear multivariable systems and to feed-forward-layered neural networks.

Howard McCauley was recognized

for achievements in image enhancement, image processing and image feature extraction algorithms for terminal guidance applications. McCauley works in the Attack Weapons Department's Air-to-Surface Guidance Branch.

Ronald Merritt, from the Weapons Engineering and Logistics Department's Engineering Division, was honored for his work in the area of engineering associated with the gunfire environment of aircraft external stores and analyzing and simulating the dynamics of gunfire data.

Donald Quist, of the Attack Weapons Department's Advanced Systems Development Branch, was recognized for his varied contributions to underwater swimmer detection systems, guided missile technology and advanced radar technology.

Doug Ricks of the Aircraft Weapons

Integration Department's Targeting and Fire Control Division was honored for his continuous contributions in the area of optical design and for his expertise knowledge in light scattering from diffractive optics.

Barrie Riddoch became a Fellow for his creation of highly credible hardware-in-the-loop simulations of missiles and his use of these simulations to design and test missile systems. Riddoch works in the Intercept Weapons Department's Missile Systems Division.

Brad Wiitala was recognized for his contributions in the area of automatic signal thresholding for anti-radiation missile seekers. A member of the Attack Weapons Department's Weapons Systems Development Division, Wiitala has worked on the Harm Low Cost Seeker

and the VUACT Anti-Radiation Missile.

Joe Yee of the Intercept Weapons Department's Radio Frequency Guidance Division, was honored for his creation and use of mathematical models to make highly credible predictions of radar performance under real-world conditions for a variety of hardware development programs.

The Fellow Program was established to provide peer recognition for those individuals showing continued and outstanding technical contributions to Weapon Division programs. "This is something I feel very strongly about," Haaland told the people attending the awards ceremony. "NAWCWPNS and the Navy appreciate those of you who have dedicated your careers to science and engineering. We appreciate that very much."

Proposals requested for solving problems specific to the Marine Corps

Engineers, scientists, technicians and others with ideas and projects with potential for solving problems specific to the Marine Corps are invited to submit proposals by July 28 for review.

Proposals for Landing Force Technology programs, both 6.2 (exploratory development, small scale proof of concept) and 6.3A (advanced development) are needed. A team from the Amphibious Warfare Technology Directorate at Marine Corps Systems Command, Quantico, Va., will visit China Lake in

the fall to review the proposals.

This will be the only call for proposals from the China Lake site of the Naval Air Warfare Center Weapons Division. It is hoped high value approaches to solve current and future technical problems will be forthcoming in the critical need areas outlined below.

Departmental representatives have already been briefed on the critical technology needs of the Marine Corps in prior meetings (via the Marine Corps Technology Coordination Committee).

In general, the department technology base coordinators are good contacts for this information, as well as Col. Richard Chambliss, executive advisor for Marine Corps Programs (Code C0013) at 939-6603, or Stacey Howard, Technology Advancement Group, at 939-3544.

The following criteria will be used to assess proposals before they are briefed to the Quantico visitors:

General criteria:
• Innovative ideas and have to meet a specific Marine Corps need.

Laboratory criteria:

- Is the effort technology strong, a real technical issue to be resolved?
• Will the effort be considered high risk?
• Is there need for integration to operational units as part of effort?
• Are there unique payoffs to the Marine Corps?

The following topic areas are of critical interest to the Marine Corps technology program at this time:

Please see PROPOSALS, next page

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operations." The write-up also notes that Helvey is the principal investigator on several efforts for development of algorithms software and display techniques and is a leading expert in radar propagation forecasting. Helvey is the head of the Geophysical Sciences Branch at Point Mugu.

Paterson was nominated for the Outstanding Professional Employee Award. A computer scientist in the Metric Systems Division's Multilateration Branch, Range Instrumentation Systems Department, at Point Mugu, Paterson was recognized for his "superior system engineering and program management skills in support of the Extended Area Test System computer upgrade project." The write-up also notes that he is acknowledged for his contributions in the field of modeling and simulation. "His efforts have propelled DoD to the leading edge of its drive into this advanced technology," the write-up notes.

Paterson noted that one of the most exciting parts about this year's program was that a lot of heroes were being honored—ranging from heroes from the Northridge Earthquake to an FBI agent whose undercover work was extremely complicated, volatile and dangerous. "I was pretty jazzed about being in the same class as those people," he said.

The Federal Executive Boards were established in 1961 by executive order of President John F. Kennedy and supported by all subsequent administrations. They are under the Office of the President and operate under the Office of the Director, U.S. Office of Personnel Management.

The Distinguished Public Service Awards Program pays tribute to the "unsung heroes and heroines" that make up the public work force. It is sponsored by the Los Angeles Federal Executive Board and Headquarters Air Force Space Systems Division.

Is Form SF-171 going away?

The National Performance Review recommended "sunsetting" Form SF-171 when it expires June 29.

If OPM does not ask the Office of Management and Budget to reauthorize the form by that date, it will expire.

"We don't know what will replace it," Roberta Peters, who heads the Navy's Office of Civilian Personnel Management, said. "We expect employees will ask for materials appropriate to the position being filled. People will still be asked to address questions related to the KSAs (knowledge, skills and abilities) needed for the job. They may also submit resumes. For certain hard-to-fill jobs, applicants may even apply by phone."

However, there will probably be a grace period during which applicants will still use the SF-171, said Peters. She believes the form is useful for entry-level applicants, but is too cumbersome for experienced workers trying to change agencies or get promotions.

PROPOSALS from Page 8

Targeting sensors:

- BDA techniques that automate cueing and direction finding;
- Image magnification for night operations;
- Multiple target understanding for close targets at medium to long range;
- Multimode sensor image registration techniques;
- Automatically selectable adaptive multispectral data fusion techniques;
- Obscurant piercing techniques and modeling-MMW or IR;
- Real-time signal processing-battlefield sensors/processors; and
- Rapid multitarget discrimination at the individual/platform level.

Weaponry:

- Target marking for improved visibility for night attack;
- Solve time of availability problem for

time-dependent markers;

- Mark for type of target;
- Grenade/mortar-size non-lethal weapons for embassy guards/special operations;
- Effective/low power speed of light weapons;
- Technology for incapacitating weapons;
- Long-term batteries and power sources;
- Improved incendiary rounds, more fire starting materials per round;
- Defeat advanced forms of reactive armor;
- Technology for fewer/lighter rounds; and
- SRA-type weapon for flame and smoke.

•Passive mine detection techniques, standoff;

- Individual soldier in stride monitoring/breaching of mines;
- 3D-long-range radar/buried mine detection
- Standoff mine breaching technology;
- Shallow water mine clearing;
- Classify minefields and marking; and
- Autonomous mine detection with robotics/AI/UAVs

For further details on requirements and other information, please contact Howard Chambliss or the department technology coordinators. The call is always open, regardless of time of year, for high-value approaches to solve critical Marine Corps technology issues.

The proposals will be evaluated by the above criteria, and further conversations will be necessary to prepare for the Quan-

tico visitors. It is requested that a single page description of each proposal include the following headings:

- Introduction/need/technical problem
- Technical status/issues to be resolved/unique idea
- Expected payoff/impact of effort
- Approach and planned work by year
- The team players, experience.

A quad chart for each proposal is also requested and must include the following: top left—photo or drawing of approach; top right—summary of technical problem, technical issues; bottom left—summary of approach to resolve issues; and bottom right—major milestones by year.

Please guard mail, hand carry or QuickMail all proposals (description and quad chart) to Judy Talbot, Code C0013, 939-6603.

Red Cross first aid and CPR classes planned this summer

By Dena Christison
Safety Office

Sudden injuries and illnesses happen all the time. According to the American Red Cross, this year about 1.5 million people in the United States will have a heart attack. One-third of these people will die, most before they ever reach the hospital. If you know car-

diopulmonary resuscitation (CPR) and first aid, you can help save the life or health of a family member or coworker.

Sometimes it is difficult to know what to do in an emergency. Call the doctor or wait? Use heat or ice? Your instincts aren't always enough. Taking a CPR and first aid course can give you important information and skills.

The Naval Air Weapons Station Safety

Office (C0804), in conjunction with Cerro Coso Community College and the American Red Cross, will be presenting a series of Adult CPR and Standard First Aid courses throughout the summer months. Classes will begin on June 20.

Adult CPR classes are four hours in duration, while the full Standard First Aid classes are eight hours. Standard First Aid classes do include Adult CPR. Classes

will be conducted Monday through Thursday.

There is no cost for the class; however, attendees will need to obtain the American Red Cross course manual, "Community First Aid & Safety."

These classes are open to the public. To sign-up for the class, call the Safety Office at 939-1929 or 939-2315. Class size is limited, so sign-up early.

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FRG HARM from Page 1

No stranger to China Lake, Arzberger, who participated in FRG HARM Campaign 1990 here, and has visited several times on TDY, was a likely choice as leader of the advance team. When the main contingent arrives, the campaign commander will be Lt. Col. Heinrich Thueringer, and Arzberger will serve as operations officer.

In the meantime, however, he's busy making ready for some 50 visiting families as well as a number of single military members. He's already made arrangements to rent 65 apartments and houses in Ridgecrest and is busy gathering reading materials to put together packages that detail resources, services and recreational activities available, as well as legal and other information for the people in the main contingent.

"The main problem we have found is getting the local businesses to accept our checks," Arzberger said. "We don't have social security numbers so they don't want to accept our checks. The checks are good, and we expect the contingent to spend some two million private dollars during the five months we are here. Word will travel very quickly among the group as to which businesses will accept our checks—and which ones give us a hard time."

Arzberger said he intends to talk to the Ridgecrest Chamber of Commerce to



GERMAN BRASS—Lt. Gen. Hans-Joerg Kuebart, GAF chief of staff (center), was greeted last week by NAWCWPNS Commander RAdm. Dana B. McKinney (left) and NAVS CO Capt. Charles A. Stevenson.

see if they can help minimize the check acceptance problem.

In addition to the personal money coming into the local economy, he said, the German government expects to spend roughly \$300,000 in rent, utilities and furnishings. And he added that he expects the contingent to buy or lease between 40 and 60 private automobiles for their stay. The German government has already rented 12 cars for official use.

One of the first duties for part of the latest arrivals will be to travel to Cold

Lake, Canada, to pick up spare parts and supplies from an exercise that is just ending there.

"The people in the HARM Program Office have been very helpful with the pre-detachment preparations," Arzberger said. "They've been tremendous and have even gone beyond their normal duties to help us with matters that are not business related. When we need them they are there. The local police department has been very helpful in advising me, and we look forward to a good relationship with them."

Court of appeals upholds OPM on sexual harassment

The U.S. Court of Appeals upheld the Office of Personnel Management's position that an agency should be free to take warranted action based on an employee's sexual misconduct, either under its own regulation or under the Civil Rights Act.

The ruling is a result of an OPM petition claiming the Merit System Protection Board misinterpreted laws when it reversed the Army's removal of an employee in the Senior Executive Service.

Under the ruling there is no requirement that a victim must suffer serious psychological injury for an agency to establish that an employee engaged in sexual harassment. Further, viewing each incident in isolation does not give a realistic picture of the work environment. Also, a federal agency may establish a more stringent policy as long as the agency notifies employees of the policy.

If you're in a building that catches on fire, get out and stay out! It's your fire-safe response.

Five Division employees nominated for FEB awards

While disappointed they didn't win, the five Naval Air Warfare Center Weapons Division nominees for the Federal Executive Board Distinguished Public Service awards still felt honored. "I felt quite honored to be nominated," said one nominee, "especially after I got (to the awards luncheon) and saw the caliber of people there."

The five NAWCWPNS nominees were Madelyn A. (Mitzi) Fortune and Ruth E. Malik from China Lake, and Patricia A. Nation, Roger A. Helvey and Dana A. Paterson from Point Mugu. The five traveled to Los Angeles on June 2 to attend the LAFEB 21st Annual Distinguished Public Service Awards Luncheon.

"It was a real nice luncheon," said Fortune. "I felt very honored to be selected by the Center to represent them at the ceremony. Considering there were about 233 nominees, I felt I must have really accomplished something to be with this group of people. Of course, I wouldn't have even gotten the nomination if it wasn't for the great group of people I work with."

Fortune, head of the Radio Frequency Guidance Division's RF Systems Evaluation Branch, Intercept Weapons Department, at China Lake, was nominated for the Outstanding Supervisor and Manager Award. According to the write-up in the awards program, which is taken from the nominating package, Fortune "has excelled as a supervisor and manager. She has implemented the principles of Total Quality Management in her leadership style. She is greatly respected by her employees and by her peers."

Malik, one of the Division's two nominees for Outstanding Clerical Employee Award, works as a secretary in the In-Service Engineering Department's Maintenance Support Division. Her write-up notes that she has consis-



Photo and information supplied by Ruth Malik

NOMINEES—Representing NAWCWPNS at the FEB's Distinguished Public Service Awards Luncheon were (l-r) Patricia Nation, Roger Helvey, Dana Paterson, Mitzi Fortune and Ruth Malik.

tently demonstrated extraordinary initiative and competence in the clerical field, and that she has been an exceedingly proficient and conscientious employee, dedicated to excellence in all her endeavors. "She is well respected by her peers and is an important part of the Naval Air Warfare Center, China Lake secretarial team," the write-up concludes.

Nation was the other NAWCWPNS nominee for the Outstanding Clerical Employee Award. A resources assistant with the Maintenance Support Division's Maintenance Production Branch, Weapons and Engi-

neering Logistics Department at Point Mugu, Nation was recognized for her significant contributions to maintaining and improving the operating efficiency of her department. She has provided outstanding leadership and guidance for all clerical personnel in the department and "typifies the positive qualities of a federal employee," notes the write-up.

In the Contribution to Effective Coordination Award Category, Helvey was recognized for "developing practical tools for describing, evaluating and predicting the air-ocean environment and its impact on range and fleet

Please see next page

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- Automatic language switching:** The ability of a printer to intelligently switch between page description languages, typically enhanced HP PCL 5 and PostScript Level 2 Software from Adobe, as it receives the print job.
- Automatic I/O switching:** The ability of a printer or plotter to intelligently switch between active ports, such as an MIO (see MIO below), Bi-Tronics parallel or serial port, when a data stream is detected.
- Automatic network switching:** Allows the printer to automatically switch between print jobs being sent from LANs using different network operating systems and protocols. For example, in an Ethernet environment the printer supports HP-UX and SunOS (TCP/IP), as well as NetWare 3.1 and Windows NT (IPX/SPX and LLC/DLC respectively).
- Standard printer MIB:** Management Information Base (MIB) is a set of object definitions that is being proposed as an industry standard for managing printing devices on a network using Simple Network Management Protocol (SNMP).
- Standard printer MIF:** Management Information File (MIF) is a proposed industry standard similar to MIB in that it incorporates identical object definitions, yet it is used to manage stand-alone rather than network printing devices.
- MIO: Modular I/O.** An expansion slot on an HP peripheral that accepts the enhanced network interface cards. HP's advanced printer and plotter offerings, such as the HP LaserJet 4 Plus, 4M Plus & 4Si printers, the HP DeskJet 1200C printer and the HP DesignJet 650C plotters, all have MIO slots. XIO: Expanded I/O. An earlier version of the expansion slot developed for the HP LaserJet III, IIID II and IID printers.

*Interfaces available for other protocols/hosts/OSs: AIX, Arcnet, Banyan, BNC/thin coax, Centronic parallel, IBM LAN Server, Local Talk, Microsoft LAN Manager, Mac, Novell, mainframes, VAX/VMS, HP3000/MPE, RJ-45/10Base-T, RS232, SCO, SunOS, TCP/IP, Token Ring, UNIX, Wang VS/DIS, Microsoft Windows NT, Microsoft Windows for Workgroups. Call if you're not listed, there are more available.

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SMITH from Page 5

sense. We're given a lot of freedom to take the initiative and follow through."

After working on seeker tracking and guidance projects for the AIM-9L Sidewinder for his first three years at China Lake, Smith was named head of the Control Design and Analysis Branch. Over the next seven years he remained in branch management and served for a time as acting head of what is now the Missile Systems Division, Code C291.

But in 1981 he started working as the ACIMD guidance and control system engineer and decided he wanted to stay in the technical arena and got out of management.

Among his accomplishments was the proposal and development of an RF hard-

ware-in-the-loop facility, where RF target modeling brought national recognition to his branch. Another HWIL facility was developed to carry out a special project simulation effort he initiated in 1986. These are but two simulation and analysis facilities he planned and acquired the money to build. He also developed an adaptive radome boresight error slope compensation technique for which he received a patent in 1987.

Smith is a nationally-recognized expert in the fields of radome compensation for dual spectrum seekers and bank-to-turn guidance.

His awards include two Technical Director's Awards, the L.T.E. Thompson, Michelson Laboratory and the Sidewinder

Missile Model awards and various letters of appreciation and outstanding performance/achievement awards.

In 1989 he became interested in the Taguchi Methods of robust design techniques, which are widely used in manufacturing in Japan. He learned the techniques by self-study and taking a short course at UCLA, and over the last four years he has taught an introductory course in the methods at both China Lake and Point Mugu.

He has used Taguchi Methods with hardware-in-the-loop simulations in his work with AIM-9R and was able to predict probability of guidance success for planned firings. Of nine firings, eight were successful, with the one failure attributable to a

quality control problem at the contractor's production facility.

His experience is broad—from designing simulation facilities and simulation sequences for a variety of seeker and guidance projects to system specification writing for AIM-9X to analyzing and fixing problems.

"I'm a generalist," Smith says of what he does. "I'm not a specialist. And something I think is very important, is that I've always been willing to do whatever it takes to get the job done. I'm not too proud to crawl around on the SIMLAB floor rearranging cables, if that's what it takes. And I think that attitude will help anyone if they're willing to do the work."

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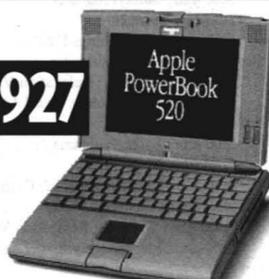
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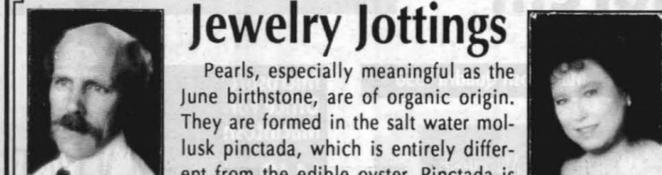
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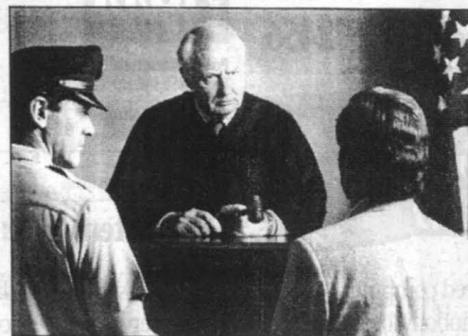
Video Listings

KNDD
•Monday-Friday, June 20-24
5:30 p.m.: Navy News
5:55 p.m.: Special D-Day Commemoration Flag Ceremony held at NAWA's China Lake
6:10 p.m.: Safety and Environmental Journal
6:40 p.m.: News from Chambers of Commerce: The Great San Francisco Bay Area Vacation
6:52 p.m.: Yuma, Arizona
6:57 p.m.: Australia, New Zealand and the South Pacific
•Monday-Friday, June 27-July 1
5:30 p.m.: Navy News
5:55 p.m.: Projection of Power
6:38 p.m.: Chamber of Commerce News: California Chamber of Commerce, Fighting for Youth Business
6:50 p.m.: Germany: From Partition to Present
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 workdays from 7 a.m. to 5 p.m. on Channel 1.

•Tuesday, June 21
8:30 a.m.: Cultivating Initiative in Your Staff, Part 1
9:30 a.m.: Self Esteem and Peak Performance, Part 1
11:00 a.m.: Wellness: Relaxation Video
1:00 p.m.: Macacademy: MS Word 5.1 Part 4 of 4
3:00 p.m.: Safety Programs
•Thursday, June 23
8:30 a.m.: Cultivating Initiative in Your Staff, Part 2
9:30 a.m.: Self Esteem and Peak Performance, Part 2
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
•Tuesday, June 28
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 2 of 5
3:00 p.m.: Safety Programs
•Thursday, June 30
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 3 of 5
3:00 p.m.: Safety Programs

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D-Day: A grateful nation remembers

By Barry McDonald
Editor

Gathered the chilly and windy June 6 on the lawn of the Headquarters Building, a crowd of more than 200 watched as Old Glory was raised to the playing of the national anthem in recognition of the 50th anniversary of the D-Day invasion of Normandy. Then, as the music was changed to "America the Beautiful," a special DoD World War II commemorative flag was also raised.

The second flag designates China Lake as a World War II Commemorative Community, one of some 2,000 communities participating in a program designed to thank and honor veterans, their families and those on the home front for their sacrifices and contributions to the nation during World War II and to promote greater understanding of the lessons, technological contributions and history of the war. It bears the inscription "A grateful nation remembers."

And that was the theme of the remarks by Capt. Charles A. Stevenson, NAWA CO, the opening speaker at the ceremony.

"Fifty years ago today, the Supreme Commander of the Allied Expeditionary Force, General Dwight D. Eisenhower, launched his crusade in Europe across Omaha, Utah, Juno, Sword and Gold beaches," Stevenson said. "For this purpose he had more than 100,000 troops, 7,000 ships, large and small, and 3,500 aircraft committed to combat. The name of one of those beaches, Omaha, is remembered for the bitter battle there. The naval historian, Samuel Eliot Morison, said of Omaha Beach, it is 'A name that will live like Tarawa and Guadalcanal, as long as men prize valor and feel for

suffering.' And a grateful nation remembers...

"I know those of you here who took part in the massive invasion of Europe have many memories of those trying times. Today, the echoes of history still linger on the now peaceful beaches. Today, a grateful nation remembers as we pause to recall the 'longest day.'"

Ridgecrest Mayor Kevin Corlett followed Stevenson to the lectern, and said that so much of what appears in the media today is symbolism without substance that people have become skeptical.

"People, like myself, who weren't even born until 20 years later, owe the men who risked or gave their lives in World War II for the freedom and lifestyles we enjoy today," he said. "Unfortunately, because we weren't there, and because we did not experience the pain of losing loved ones on the battlefield, or of having to watch as our buddies were killed beside us, it is easy for my generation to forget how precious our freedom is.

"This flag represents and symbolizes the fight for freedom, and it serves to remind those of us who were not there of the great debt we owe to those who were... This flag is indeed symbolism with substance."

The mayor acknowledged the many World War II veterans in the audience and then named local residents who had participated in the Normandy invasion—Vicente Avalos, Robert Beech, Donald Buck, Gordon Chantler, Frank Cox, Chester Dupuy, George Lehman, Jack Lindsay, Robert McArtor, Louis Orozco, Elmo Slayton, James Stillwell, Henry Sprouse, Don Stoner, Louis Wagner, Elmer Cox and a Mr. Mercer.

Following a moving closing prayer by Command Chaplain LCdr. Thomas Mele, guests enjoyed refreshments, and, despite the weather, many stayed to reminisce for quite some time.



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Kay Eiband earns Commander's Award for geothermal contract work

By Peggy Shoaf
Staff Writer

One of the most important jobs any employee can do is to please a customer. Sometimes that can be a difficult task. But when that customer takes the time to personally write a letter of appreciation for that effort, it makes everything worthwhile.

At least that's how Kay Eiband feels. The Naval Air Warfare Center Weapons Division contract specialist ended up with a NAWCWPNS Commander's Award due to the letter of appreciation written by one of her customers.

Eiband received the prestigious award "for the outstanding and undaunted professional services" she has provided to the Geothermal Program Office over the last two years. "The contract requirements of the Geothermal Program Office have been unique and demanding, and you have remained flexible and willing to innovate and explore alternative methods of achieving the desired goals," reads the citation accompanying the award. "You have been unselfish with both your time and your energy in trying to understand the requirements and to see that the expectations are not only met, but exceeded."

In the letter of appreciation, Frank C. Monastero, head of the Geothermal Pro-

gram Office, explained that allowing for all contingencies in a procurement contract for work that deals with "Mother Nature" can be impossible. And when unexpected problems come up, work stoppage, which can cost the government thousands of dollars, can result. But due to the efforts of personnel in the Procurement Department's Division 4, specifically Eiband and her supervisor, Richard Hackney, a solution has been found to allow for those contingencies, one that has already saved the government \$160,000.

To solve the problem, Eiband and Hackney introduced the "Contingency Line Item." This is the portion of the contract that allows the government to definitize contract requirements, order and immediately begin work at the field site to resolve urgent situations, prevent work stoppage and reduce standby charges. The additional cost of any work ordered cannot exceed a specified amount, per the original contract.

Eiband explained that while this type of contractual action had never before

been attempted and successfully accomplished at China Lake, the actual concept was borrowed from ship repair contracts. It was tailored to the Geothermal Program Office's needs, while still following all the necessary regulations and applicable laws.



Kay Eiband

The "Contingency Line Item" concept was first tested on a test hole drilled at Fallon, Nev., last summer.

"When the hole was finally completed and it was clear that there was a strong possibility that commercial-grade fluids were present in the hole, the logging and testing phase was initiated," Monastero explained in his letter. "The problems arose at this point in the form of higher down-hole temperatures than anticipated, therefore, the logging tools that were originally planned to be used were inadequate. The contingency line item clause that was developed by Procurement and inserted in the contract enabled us to respond quickly and appropriately to get the necessary logging services on site in less than 24 hours. . . ."

"During the flow testing phase, it was decided by the technical personnel on-site that a certain protocol should be, and indeed was, used to stimulate the well to flow. It proved to be ineffective and a new plan had to be implemented quickly. The alternative would be to stop all operations at that point and later remobilize a drilling rig and test equipment to try to flow-test the well. This would be a very costly option if exercised. Once again, the quick response capability of the contingency line item and the willingness of your personnel to work with our technical people saved the day."

In a letter written specifically to Eiband, Monastero wrote, "Throughout the entire process, you have been a rock-solid team member who has contributed mightily in our success in fulfilling program objectives. . . . You have never treated one of our requests as being too much trouble nor has any request ever been met with less than total enthusiasm. Time is not one of those commodities which is in abundance, but you give generously of yours every day and usually for long hours in each day. You are a true professional, a credit to your organization and a pleasure to have on our team."

"We truly are totally delighted customers, and you are an integral part of the reason why."

Fourth of July fireworks banned at China Lake—even sparklers

By Lana Agullera
Fire Division

Planning your Fourth of July celebration? Keep in mind that Independence Day means more than "the right to pop off." Please refrain from using fireworks. The Fire Division at the Naval Air Weapons Station China Lake wants to remind everyone that the use of all types of fireworks is dangerous and also prohibited in all areas of NAWC China Lake. This includes the "safe and sane" fireworks available in Ridgecrest.

Hand-held sparklers are the number one cause of fireworks injuries among children under 10 years of age and have been added to the list of fireworks that are illegal in California.

This prohibition does not include toy pistols and other devices using paper caps.

In many localities, powerful rocket-type fireworks and firecrackers are illegal. That means the ones you buy may have been manufactured clandestinely, without careful attention to quality control.

That's why we read each year of children and teens injured when a firecracker blows up the instant it was

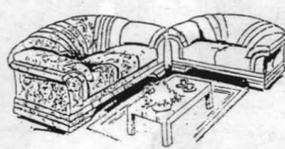
lighted, or when a bottle rocket misfired and flew off sideways, striking a bystander. There's no amount of care in using fireworks that can make up for the danger of malfunction.

For a Fourth that's both safe and exciting, why not attend the professional fireworks display sponsored by the city of Ridgecrest at the fairgrounds? These shows are staged by trained and licensed professionals, using carefully manufactured and inspected fireworks. Not only is your local official fireworks display safer than doing it yourself, it's also far more spectacular than anything you could do in the backyard.

Even at "professional" displays, certain cautions are in order. At a small display it's important that the people who are staging it know what they are doing. If you're close enough to them to see what they're up to, you're more than close enough to be injured if they make a mistake.

It's a fact. Fireworks are dangerous...too dangerous to use yourself, sometimes not entirely safe even in so-called "professional" hands. Enjoy the Fourth this year fire-wisely at a festive, well-run display operated by experienced pros using name-brand commercial grade fireworks.

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Ahhaitty Red Tipi Dancer



A VARIETY OF ENTERTAINMENT was available at Solar Park during "Food Booth" day at China Lake. Attendees could watch the Ahhaitty Red Tipi Dancers perform ceremonial dances (left), or they could watch David M. Lee perform the Chinese art of making dough dolls, such as the zebra shown above. When the crowd wanted to satisfy its hunger, it could choose from hamburgers, chicken adobo, lumpia, barbecue brisket on Texas buns and more.



NAWCWPNS celebrates different cultures during American Heritage Week

People at the China Lake and Point Mugu sites of the Naval Air Warfare Center Weapons Division celebrated American Heritage Week last week as they participated in a variety of activities.

RAdm. Dana B. McKinney, NAWCWPNS commander, said, "This year's theme for American Heritage Week of 'Courage, Challenge, Change,' reflects what's happening in the Navy and in society as a whole. The challenges we face as we implement the significant changes in our Navy must be met with courage.

"After seven years of celebrating the various heritages that make up our NAWCWPNS' culture, we have learned that by respecting and encouraging the expression of our differences, we will emerge stronger and more enlightened. I am delighted with the attendance at the many activities, both at China Lake and at Point Mugu. My special thanks go out to the volunteers who made the week come together."

Results from the China Lake activities are as follows.

Ivan Wright was the overall male winner of the MWR Fun Run at China Lake with a time of 17:21. Kathy Watkins was the female winner with a time of 19:05.

The top male walker was Mark Hirbacek, with a time of 30:21, and the top female walker was Doris Kelley, with a time of 34:59.

Second place winners in the run category were Phil Martin and Barbara Banaszynski, and in the walk category the second place winners were Ricky Parks and Nancy Nelson.

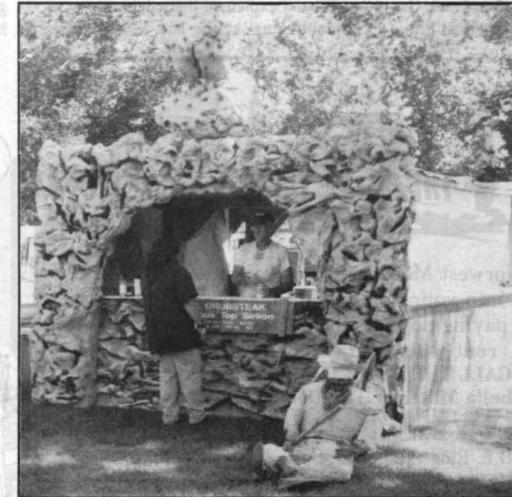
Third place went to Eric Martin, Carol Koontz, Mike Broaker and Carol Jones.

While the wind gave the food booth coordinators a bit of a problem at China Lake, Ricky Parks, one of this year's coordinators, said that MWR and Public Works personnel came through like troopers, saving the day for many of the booths.

Public Works personnel had a reason to work hard—they had a booth they were proud of. Reusing materials they had removed from the duplexes being torn down, PW built a first-place-winning booth.

The Fire Division's "Fire House Kitchen" won second place.

Stuart Blashill took first place in the Public Works' essay contest on this year's American Heritage Week theme, "Courage, Challenge and Change." Second place went to ADAR Candiece Harris, while third place went to "Tree" Crabtree.



ONE HUNDRED FORTY-NINE contestants take off in the American Heritage Week Walk/Run.

LULU JONES of Public Works prepares the shish kebobs.

FIRST PLACE—Public Works takes the blue ribbon for its booth made of reused materials taken from the duplexes being torn down at China Lake.

Photos by Margie Hammett, TID

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No. P73-009-TMC4, (1) Public Utilities Specialist, GS-1130-11, Naval Air Weapons Station, Public Works Department, Utilities Division, Utilities Management Branch, P7361—Area of Consideration: Current Permanent DOD Employees Nationwide. **Opening Date:** 6-2-94. **Closing Date:** 6-30-94. **Selecting Official:** Lt. Pastrana, (805) 989-1413. **HRD Contact:** Tonya McGraw, (805) 989-3321. **Permanent Change of Station Authorized:** No. **Summary of Duties:** The incumbent develops short- and long-term projections of purchased utility rates for electrical, steam, gas, water and sewer. Collects, maintains, reviews, and analyzes data/information for forecasting/establishing utility rates. Develops and implements statistical techniques and models that provide the basis for forecasting. Prepares documentation/correspondence required to advocate the rates to appropriate authorities. Reviews A-E-E-S contracts, and all utilities contracts. Provides liaison with higher Naval Facilities Commands and prepares technical and policy-related correspondence for the command concerning utility rates. **Quality-Ranking Factor(s):** Knowledge of and ability to apply statistical analysis and mathematical modes in the development of rate forecasting techniques.

No. P73-007-TMC4, (1) Electrician High Voltage) WG-2810-5/8/10, Naval Air Weapons Station, Public Works Department, Maintenance Division/Mechanical Branch, San Nicolas Island Maintenance Shop, P73721—Area of Consideration: Current Permanent DOD Employees Nationwide. **Opening Date:** 6-2-94. **Closing Date:** 6-30-94. **Selecting Official:** Rudolph Alcantar, 989-7081. **HRD Contact:** Tonya McGraw, 989-3321. **Permanent Change of Station Authorized:** No. **Summary of Duties:** (This position is located at San Nicolas Island). At the target level, the incumbent installs and checks industrial electrical systems and works on AC (single or three phase) or DC up to 600 volts. Typical systems may require the electrical connecting of all types of industrial distribution circuits, etc. Works from blueprints, sketches and specifications, making electrical installations or alterations. Pulls electric conductors through conduits and raceways and makes necessary splices and connections for the continuity of a complete electrical circuit. **Job Element:** Ability to do the work of the position without more than normal supervision (see summary of duties). **Quality-Ranking Factor:** Knowledge of the national electric code, safety regulations and practices; and ability to read and understand blueprints, job sketches, equipment circuit diagrams, and equipment manual instructions.

Note: Physical examination administered by base medical personnel may be required to determine fitness for duty in terms of specific physical capability deemed necessary by management.

No. P73-008-TMC4, (1) Electric Power Controller Leader, WL-5407-10, Naval Air Weapons Station, Public Works Department, Utilities Division/Utilities Operation Branch, San Nicolas Island Utilities Operation Section, P73622—Area of Consideration: Current Permanent DOD Employees Nationwide. **Opening Date:** 6-2-94. **Closing Date:** 6-30-94. **Selecting Official:** Lt. Pastrana, 989-1413. **HRD Contact:** Tonya McGraw, 989-3321. **Permanent Change of Station Authorized:** No. **Summary of Duties:** (This position is located at San Nicolas Island). The incumbent leads the maintenance and operation of the following utilities equipment and components: electric power generator plant; emergency power generators; air compressors; and collection, pumping, distribution, storage, and treatment of potable water and sewage, including pumps, components, etc. Performs tasks of journey-level electric power controller and electric power plant operator; writes work order requests; requisitions material and equipment; helps prepare daily time records and associate reports, such as sick and/or annual leave, performance standards, disciplinary actions, etc. Enforces safety, fire, and other station regulations, together with proper housekeeping practices in the work areas. **Job Element:** Ability to lead. **Quality-Ranking Factor(s):** Knowledge of electric power generator plants, water/sewage collection, treatment systems, distribution systems, state and federal drinking water standards, and fuel storage facilities. **Note:** Physical examination administered by base medical personnel may be required to determine fitness for duty in terms of specific physical capability deemed necessary by management.

No. P73-006-TMC4, (1) Water Treatment Plant Operator, WG-5409-09, Naval Air Weapons Station, Public Works Department, Utilities Division, Utilities Operation Branch, P73621—Area of Consideration: Current Permanent DOD Employees Nationwide. **Opening Date:** 6-02-94. **Closing Date:** 6-30-94. **Selecting Official:** Lt. Pastrana, (805) 989-1413. **HRD Contact:** Tonya McGraw, (805) 989-3321. **Permanent Change of Station Authorized:** No. **Summary of Duties:** The incumbent manipulates valve manifolds and operates well pumps to control distribution of water from five wells to main water plant surge tanks. Directs water flow through aerators and sand traps; operates main booster pumps, performing maintenance on chlorinating equipment; takes and tests samples; and operates Zeolite-type softeners to control bringing, back flushing, and rinsing cycles for the processing and blending of water supplies. Checks and makes minor repairs to the electric and electronic controls on chlorinators and storage tanks; repacks valve and shaft glands; checks equipments such as meters, valve manifolds, water tanks, and flow switches/meters. Performs periodic service to control system components of electrical and telemetry control systems. **Job Element:** Ability to do the work of the position without more than normal supervision as demonstrated by the ability to perform duties of the position. (See summary of duties.) **Quality-Ranking Factor(s):** Working knowledge of potable water and waste water plant operations, distribution systems, and sampling. **Note:** A physical examination administered by base medical personnel may be required to determine fitness for duty in terms of specific physical capability deemed necessary by management.

No. P73-005-TMC4, (1) Plumber, WG 4206-5/7/9, Naval Air Weapons Station, Public Works Department, Maintenance Division/Mechanical Branch, Plumbing Shop, P73723—Area of Consideration: Current Permanent DOD Employees Nationwide. **Opening Date:** 6-02-94. **Closing Date:** 6-30-94. **Selecting Official:** Rudolph Alcantar, (805) 989-7081. **HRD Contact:** Tonya McGraw, (805) 989-3321. **Permanent Change of Station Authorized:** No. **Summary of Duties:** At the target level, the incumbent provides journey-level plumbing services for new installations and maintenance/repairs to water, air, sewage, fuel, and stream lines and systems. Duties include cutting, bending, and assembling pipe and fittings; installing valves, traps, sprinkler heads; positioning and aligning pipe and fittings for welding; and installing pressure regulators in water systems, etc. **Job Element:** Ability to do the work of the position without more than normal supervision (see summary of duties). **Quality-Ranking Factor(s):** Working knowledge of water, air, sewage, fuel, stream lines systems, and fire systems, and the ability to read and follow blueprints, sketches, and drawings. **Note 1:** applies and a physical examination administered by base medical personnel may be required to determine fitness for duty in terms of specific physical capability deemed necessary by management.

NATIONWIDE/CURRENT APPOINTABLE DOD EMPLOYEES

***No. P73-002-MG4, (1) Environmental Engineer, DP-0819-3, Naval Air Weapons Station, Public Works Department, Environmental Division, Environmental Engineering Branch, P7321—Area of Consideration:** Current Appointable DOD Employees Nationwide. **Opening Date:** 6-16-94. **Closing Date:** 7-14-94. **Selecting Official:** Ron Dow, (805) 989-7412. **HRD Contact:** Mary Lou Gutierrez, (805) 989-3230. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** The incumbent plans, schedules, coordinates, and/or conducts detailed phases of technical work in part of a major project or in a total project of moderate scope. Invents, conceives, plans, and/or conducts research, design, development, and/or test and evaluation in problem areas of more than average difficulty and complexity. Formulates, analyzes, models, evaluates, advises, or performs design studies on the feasibility, suitability, adaptability, and/or operational utility of systems and system concepts. Plans, arranges, schedules, conducts, collects data, and/or analyzes results of tests of major technical

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and organizational impact. Serves as a technical staff specialist and consultant for an organizational group responsible for the application of advanced concepts, techniques, or evaluations. Serves as a technical manager in part of a major program or of a smaller total program requiring substantial interfacing, controlling, directing, coordinating, planning, and scheduling across broad organizational lines and interaction with top NAWCWPNS management, sponsors, other agencies, and/or private industry. Prepares and writes proposals to sponsors soliciting support for NAWCWPNS activities. **Quality-Ranking Factor(s):** Knowledge of environmental engineering principles and practices. *Readvertised due to lack of highly qualified candidates; previous applicants need not apply.

No. P35-012-4 (EV) (2) Air Traffic Control Specialist (Terminal) GS-2152-12, Sea Range Directorate, Range Operations Department, Operations Scheduling and Control Division, Airspace/Air Traffic Management Branch, P3512—Area of Consideration: Current Appointable DOD Employees Nationwide. **Opening Date:** 6-2-94. **Closing Date:** 6-30-94. **Selecting Official:** Ernest Ballow, (805) 989-7527. **HRD Contact:** Bob Washington, (805) 989-3316. **Summary of Duties:** The incumbent monitors and directs aircraft movement as indicated on radar. Provides aircraft routing separation, aircraft separation, sector handoffs, advisory services, precision profile vectors, and requested services from distressed aircraft. Identifies targets, determines aircraft speeds and initiates corrective measures. Provides training for developmental and intermediate level controllers. **Quality-Ranking Factor:** Ability to perform the full range of air traffic control functions.

No. P36-056-4(EV) (2) Electronics Technician GS-856-11, Sea Range Directorate, Range Instrumentation Systems Department, Metric Systems Department, Metric Systems Branch, San Nicolas Island, P36123—Area of Consideration: Current Appointable DOD Employees Nationwide. **Opening Date:** 6-2-94. **Closing Date:** 6-30-94. **Selecting Official:** Jerry Bryant, (805) 989-8261. **HRD Contact:** Julie Simental, (805) 989-3306. **Summary of Duties:** The incumbent performs preventive and corrective maintenance on all of the AN/FPS-16 Precision Metric Tracking Radar Equipments and systems

using specialized test equipment and established specifications. Analyzes equipment status reports, malfunction reports, and various other sources of information to research, predict, prevent, and correct problems in the AN/FPS-16 Precision Metric Tracking Radars. **Quality-Ranking Factor:** Ability to Operate, Test, Evaluate, Calibrate, and Maintain Radar Systems.

No. P35-013-4 (EV) 1 Range Controller GS-301-12, Sea Range Directorate, Range Operations Department, Operations Scheduling and Control Division, Airspace/Air Traffic Management Branch, P3512—Area of Consideration: Current Appointable DOD Employees Nationwide. **Opening Date:** 6-2-94. **Closing Date:** 6-30-94. **Selecting Official:** Ernest Ballow, (805) 989-7527. **HRD Contact:** Bob Washington, (805) 989-3316. **Summary of Duties:** Represents the Range Operations Officer and exercises real-time operational control over Range Assets. Receives, quickly evaluates, and disseminates information for the control of missile operations. Coordinates airspace, equipment, facilities, and range personnel. Provides technical advice to management and personnel at many levels. **Quality-Ranking Factor:** Ability to exercise real time operational control Range assets.

No. P35-113-4 (EV) 1 Operations Test Specialist, GS-301-12, Sea Range Directorate, Range Operations Department, Operations Scheduling and Control Division, Operations Support Branch, P3513—Area of Consideration: Current Appointable DOD Employees Nationwide. **Opening Date:** 6-2-94. **Closing Date:** 6-30-94. **Selecting Official:** Robert Torkachek, (805) 989-8731. **HRD Contact:** Bob Washington, (805) 989-3316. **Summary of Duties:** Represents the Range Operations Officer during test operations. Assures flight safety, directs and coordinates test operations, provides test vectors, and directs aircraft separation. Is technically and operationally responsible for reviewing and developing test plans following an analysis of the customer's technical requirements. Develops and implements operations support procedures. **Quality-Ranking Factor:** Ability to provide operations test support for tactical weapons programs.



NAVAL AIR WARFARE CENTER WEAPONS DIVISION ANNOUNCEMENTS



ALL FOUR SITES GENERAL ANNOUNCEMENTS

EXTRA COPIES OF PERSONNEL LISTING

A few excess copies from the initial distribution of the March 1994 listing of NAWCWPNS employees and phone numbers have been returned and are currently available. If you need a few additional no-cost copies for your office, please contact the following persons:

At China Lake: Call Doris Shepherd, 939-3513.

At Point Mugu: Contact Coralynn Ana, 989-8811.

When all printed copies are gone, employees may order copies through Defense Printing Offices at both sites as follows:

At China Lake: Fill out a Printing and Reprographics Request at either the Engineering Building reprographics shop, Room 3150, or the Bldg. 1041 print shop.

At Point Mugu: Request copies through the Records Management Office, P6443, Bldg. 36, Room 1058.

Specify two-sided copies printed on three-hole punched bond paper. Print-on-demand copies will cost approximately \$4.50 each and will be gulf mailed directly to you.

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DAWIA procedures recently announced permit acquisition employees to (1) apply to subsidiary career fields; (2) certify to a higher level in their primary career field; and (3) apply for Acquisition Professional Community (APC) membership at the DP-3 level.

Career field certification applications as well as APC membership applications may be accessed on the C63 Server. For additional details and application instructions, contact your head of staff or business manager.

DISKETTE SURPLUS

The Human Resources Development Division has a surplus of 5-1/4" floppy diskettes. If your code has a need for these diskettes, call Annette at 939-0870.

FIP HELP SESSIONS

The Federal Information Processing (FIP) Resources Branch (P/C633) will offer bi-weekly help sessions at both Point Mugu and China Lake, titled "Just-In-Time," for anyone planning to acquire FIP resources (formerly called automatic data processing equipment (ADPE) and anyone who needs to write an Abbreviated System Decision Paper (ASDP). Assistance

MAMMOGRAPHY SCREENING

The Wellness Program (C62206) will sponsor a mammography screening for NAWC/NAWS China Lake employees and their spouses. Valley Technological Services (VTS) will have its mobile mammography unit in front of the Administration Building on 24 June and 8 and 22 July. The cost of the x-ray exam is \$60. Participants must be at least 35 years old to participate unless referred by a physician. VTS is accredited by the American College of Radiology.

To schedule an appointment, call (800) 458-3385.

CSUC COMPUTER SCIENCE ADVISING

Dr. Orlando Madrigal of Cal-State University, Chico, will be at China Lake on 8 July to advise current and prospective students in the external degree programs offered by the school in computer science. The programs lead to bachelor's and master's degrees. To schedule an appointment with Dr. Madrigal call Denise at 939-2648.

will be on a one-on-one basis and will be available at Point Mugu on 8 and 22 June; 6 and 22 July; and 3 and 17 August at Bldg. 340A, in the mini conference room, from 0900 to 1100. At China Lake, assistance will be available on 1, 15, and 29 June; 13 and 27 July; and 10 and 24 August at Bldg. 02466, Room 20001B, from 0900 to 1100. Additional dates will be scheduled at both sites as needed. For more information, contact Bonnie Jones at 939-1557.

CAREER TRANSITION AND PLACEMENT CENTERS

Need assistance with your future career plans? Unsure of how to prepare a resume or complete an SF-171? Confused about the demand for your skills and educational background in today's work environment? Visit the Career Transition and Placement Center (CTPC) at the Point Mugu and China Lake sites. Both offer full-service career transition assistance daily and personal career counseling by appointment. Center resources include periodicals, brochures, and books on many topics including career planning, job searching, and retirement. IBM-compatible and Macintosh computers with laser jets and applicable software are available to help you write your resume or SF-171, determine your interests and values, or search available job listings via bulletin boards. The Point Mugu Center is open from 1000 to 1500 daily and is located in Building 5-1, Room 31. For more information, call 989-3982/3994. The China Lake Center is open from 1300 to 1600 daily and is located in Building 02330 (the white trailer behind the Training Center). For more information, call 939-0873.

CAREER TRANSITION TIPS

Myth: "Unique or unusual resumes attract attention and are better read." Although unique or unusual resumes will unquestionably attract attention, they are usually viewed with a high degree of suspicion by employment professionals. Disciples of this myth would have you better believe that the unusual resume will foster the image of a creative, innovative, desirable, and intelligent candidate. To the contrary, most unusual resumes raise some "red flags" for the average employment professional. Unusual formats raise the specter of a nonconformist, loner, oddball, or some other highly undesirable label.

Attitude is the most important factor for success.

CHINA LAKE GENERAL ANNOUNCEMENTS

RETIREMENTS

DR. BERNARD (BERNIE) WASSERMAN

Dr. Bernie Wasserman (C0254) retired from China Lake on 1 June after 23-1/2 years of government service. A retirement luncheon will be held in his honor on Monday, 27 June at El Charro Avitia. For more information or reservations, contact Joani Seal at 939-3241 by 27 June.

DENNIS SORGE

Dennis Sorge (C6416), Technical Information Department Branch Head, Publications and Graphics Division, Branch 3, is retiring after over 21 years of federal service at China Lake. Friends and co-workers are invited to join in honoring him at the Sorge residence on 24 June at 1630. Drinks and hors d'oeuvres will be served. To attend or to make a presentation or gift contribution, contact Johnnie Lopez at 939-0335 or Rose Lathrop at 939-3428 by 22 June.

MARY WOLVERTON

Mary Wolverson is retiring after 20 years of civil service—4 years at NOL, Corona and the last 16 years at China Lake. A farewell luncheon will be held in her honor at John's Pizza on 30 June at 1100. The high noon special and regular menu service will be available. For reservations, presentations, or further information, contact Mikki or Eva at 927-1255/939-3383.

LCDR DONALD S. BLAKE

Lcdr Donald S. Blake is retiring after 24 years of Active Duty in the United States Navy, one at China Lake. A retirement luncheon will be held in his honor at Schooners Saloon on Thursday, 30 June at 1100. For reservations, gift donations, or presentations contact Tracy Adams at 927-0048 by 27 June.

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 C06033, 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).

POINT MUGU GENERAL ANNOUNCEMENTS

MAMMOGRAPHY SCREENING

The Wellness Program will sponsor a mammography screening for NAWC/NAWS Point Mugu employees and their spouses. The Valley Technological Services (VTS) mobile mammography unit will be located in the parking area of Bldg. 36 on the afternoon of 14 July. The cost of the x-ray exam is \$60. Participants must be at least 35 years old to participate unless referred by a physician. VTS is accredited by the American College of Radiology.

To schedule an appointment, call (800) 458-3385.

HUMAN RESOURCES DEVELOPMENT DIVISION COLLEGE AND UNIVERSITY OPEN HOUSE

The Human Resources Development Division is sponsoring a college and university open house at Building 5-1 in the Lounge on Thursday 23 June from 1100 to 1300. Representatives from local colleges and universities will be available with course materials and to answer any questions.

For more information, contact Mary Glasmann, P622, at 989-3982.

WEINGARTEN RIGHTS FOR BARGAINING UNIT EMPLOYEES

Per Section 3, Article 5, of the 26 May 1993 negotiated agreement between NAWCWPNS Point Mugu site and the National Association of Government Employees, Local R12-33 (the Union), all personnel are reminded that a bargaining unit employee has the right to have the Union present at any examination of an employee in connection with an investigation as provided by the Civil Service Reform Act of 1978.

The collective bargaining unit at the NAWCWPNS Point Mugu site is described as all Wage Grade and General Schedule employees of

NAWCWPNS Point Mugu. Excluded are all professional employees, management officials, supervisors, and employees described in 5 USC 7112 (b) (2), (3), (4), (6), and (7).

The Union must be given an opportunity to be present at an examination of a bargaining unit employee conducted by a representative of the Agency if the employee reasonably believes the examination may result in disciplinary action and the employee requests representation.

Employees who are excluded from the bargaining unit are not entitled to be represented by the Union in any investigative examination.

Direct questions concerning representation to the Employee and Labor Relations Division at 989-3222.

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

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

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

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 Martha or Bob 989-7708 or 989-8161.

EMPLOYEE COMMUTE OPTIONS 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 bus transit system), and using a clean-fuel vehicle, such as propane, methanol, compressed natural gas, or electricity. A carpool 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.

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 "Carpool Only" parking spaces on station. Registered personnel should use the "Carpool 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.

RIDESHARE HOTLINE

For rideshare hotline information contact employee transportation coordinator Ron Rogers at 989-3997.

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

Gary Newton, C8342

Gary will be undergoing an unexpected triple bypass open heart surgery and will be convalescing for 2 to 3 months.

Rick Grazer, C6111

Rick is under a doctor's care and is unable to return to work. He is the sole support of his family.

Margaret Mavis, C28

Margaret's daughter is recovering from third-degree burns on both feet.

Stanley Byrd, C2713

Stanley had a heart attack.

Deila (Dee) Andrade, P7441

Dee is suffering from carpal tunnel syndrome in both hands and is awaiting surgery.

Ethel Wilson, P7325

Ethel will be undergoing a second surgery in 5 months and will be on leave for 2-1/2 months.

Melody Dates, P238

Melody had brain surgery.

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.

Janice Henderson, C6335

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

Tracey Stanphill, C834

Tracey has cancer and is undergoing radiation and chemotherapy treatments.

Diane Sapp, C8348

Diane had surgery.

Deanna Lopez, P703

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

Patsy Lopez, P2205

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

La Wanda Lint, P7262

La Wanda had surgery on her shoulder.

Frank White, C3312

Frank is recovering from pneumonia and valley fever.

Jean Rongish, C2612

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

Fred Ullrich, C8341

Fred is recuperating from a hernia operation.

Kimberly (Ramirez) Hansing, C2644

Kimberly is on maternity leave.

Janet Blackwell, C658

Janet had abdominal surgery and is recovering.

John Duhon, P7363

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

Jennie Miller, P37121

Jennie is undergoing chemotherapy for bone cancer.

Eileen Echiverri, P6137

Eileen will be undergoing surgery.

Phil Saggese, C26101

Phil was hospitalized and is recovering.

Darrell Ferguson, C3241

Darrell is recovering from hip reconstruction surgery.

Howard Gerrish, C2772

Howard obtained severe injuries in an accident.

Larry Kuster, C842

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

Brenda Davis, P625

Brenda is undergoing treatment for lupus erythematosus.

Ethel Gupton, P6335

Ethel will be undergoing surgery.

Alice Howard-Echols, P726

Alice is suffering from a major depressive disorder.

Experience of real-time software design with Jovial and/or Ada high-level languages. Experience in Avionics, Radar, AWG-9, APG-71, and IRSTS systems in fighter aircraft and MIL 1679, MIL 1553 760 software development and electrical standards.

NATIONWIDE NAVY EMPLOYEES

No. 6501-005-94, (2) Contract Specialist, GS-1102-12, Naval Air Warfare Center Weapons Division Point Mugu, Services and Information Directorate, Procurement Department, Procurement Division #3, P6530, Point Mugu, California—Area of Consideration: Navy employees, Nationwide. Opening Date: 6-2-94. Closing Date: 7-2-94. Selecting Official: Sam Rainwater, (805) 989-7243, DSN 351-7243. HRD Contact: Ana I. Anderson, (805) 989-3241, DSN 351-3241. Permanent Change of Station Authorized: Negotiable. Summary of Duties: The incumbent must have experience with RDT&E with contracts greater than or equal to one million dollars. The incumbent will serve as the principal contracting advisor on the F-14 program to customers of the Division, including representation as the Procurement Division authority at conferences and meetings. The incumbent will support the customers, Systems Commands, NAVSUP, and other DOD and government agencies. Quality-Ranking Factor(s): Knowledge of contracting principles and procurement procedures as they apply to Navy RDT&E programs. DAWIA Critical Position: Employee must meet mandatory experience, education, and training requirements for a Level II Contracting Position.

CURRENT PERMANENT DOD EMPLOYEES NATIONWIDE

*No. P73-020-TMC4, (1) Housing Manager, DA-1173-02/03, Naval Air Weapons Station, Public Works Department, Housing Division, Facilities Support Branch, P7352—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 6-2-94. Closing Date: 7-14-94. Selecting Official: Eileen Rickard, (805) 989-7250. HRD Contact: Tonya McGraw, (805) 989-3321. Permanent Change of Duty Station Authorized: No. Summary of Duties: At the target level, the incumbent supervises the day-to-day operations of the Facilities Management Branch of the Housing Office. Provides overall coordination and guidance of the work assigned to the accomplished by full time employees, temporary duty military personnel, additional worker trainees, and/or temporary employees. Provides technical expertise regarding housing projects to other functional managers as required to public Works. Plans, directs, and coordinates budgets and schedules maintenance operations for Facility Management Branch. Ensures the continuing short- and long-range requirements of the various projects, including the utility operations services, maintenance, and repair of dwelling units, maintenance and replacement of equipment/furnishings, and maintenance and repair of other real property. Quality-Ranking Factor(s): Knowledge of housing procedures and workflow to counsel and supervise employees. Notes 1 and 2 apply. *Readvertised due to Pay Plan, Grade, Summary of Duties, and Quality-Ranking Factor changes and also to extended closing date.

No. P73-021-TMC4, (1) Housing Management Assistant, GS-1173-7, Naval Air Weapons Station, Public Works Department, Housing Division, Facilities Support Branch, P7352—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 6-2-94. Closing Date: 6-30-94. Selecting Official: Eileen Rickard, 989-7250. HRD Contact: Tonya McGraw, 989-3321. Permanent Change of Station Authorized: No. Summary of Duties: The incumbent conducts tenant/management check-in, pre-termination, and termination inspections. Orients the tenant to quarters and ensures that maintenance requirements are communicated to the tenant. Performs inspections such as street traffic signs, road and pavement conditions, parking problems, utility lines, stray animals etc. Required to scan the various improved ground areas, reporting infractions to the Housing Division for evaluation and subsequent referral to the Command. Inspects fire damage, water damage, and accidents resulting in damage to Government and/or structural or utility failure. Assists in investigation of occupant complaints based on neighborhood misunderstandings, bickering, and personal/group antagonisms. Assists in restoring community harmony through friendly persuasion and mediation of differences. Quality-Ranking Factor(s): Ability to deal effectively with a variety of military pay grades and multi-cultural backgrounds.

No. P73-019-TMC4, (1) Boiler Plant Equipment Mechanic, WG-5309-5/8/10, Naval Air Weapons Station, Public Works Department, Maintenance Division/Mechanical Branch, Heating, Ventilation, and Air Conditioning Shop, P73722—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 06-02-94. Closing Date: 06-30-94. Selecting Official: Rudolph Alcantar, 989-7081. HRD Contact: Tonya McGraw, 989-3321. Permanent Change of Station Authorized: No. Summary of Duties: At the target level, the incumbent installs, services, and repairs oil- and gas-fired heating equipment, oil feed pumps, and electric and pneumatic heating controls. Installs and/or aligns, adjusts, and repairs oil and gas burner assemblies and related equipment, fuel tanks, piping, air ducts, motors, and blower fans. Tests and adjusts oil or gas equipment. Job Element: Ability to do the work of the position without more than normal supervision. Quality-Ranking Factor(s): Knowledge of combustion, heat transfer principles, and fuel characteristics.

Note 1 applies and a physical examination administered by base medical personnel may be required to determine fitness for duty in terms of specific physical capability deemed necessary by management.

No. P73-018-TMC4, (1) Air Conditioning Equipment Mechanic, WG-5306-5/8/10, Naval Air Weapons Station, Public Works Department, Maintenance Division/Mechanical Branch, San Nicolas Island Maintenance Shop, P73721—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 6-02-94. Closing Date: 6-30-94. Selecting Official: Rudolph Alcantar, 989-7081. HRD Contact: Tonya McGraw, 989-3321. Permanent Change of Station Authorized: No. Summary of Duties: (This position is located at San Nicolas Island.) At the target level, the incumbent installs, maintains, and repairs all types of refrigeration and air conditioning equipment, both high and low temperatures. Repairs and/or calibrates pneumatic and electric controls and circuits. Detects and repairs leaks and assists the mechanic in replacing or repairing refrigeration compressor components. Troubleshoots and repairs electronic solid-state control circuits. Job Element: Ability to do the work of the position without more than normal supervision. Quality-Ranking Factor(s): Knowledge of refrigerant/air conditioning systems and components.

Note 1 applies and a physical examination administered by base medical personnel may be required to determine fitness for duty in terms of specific physical capability deemed necessary by management.

No. P73-016-TMC4, (1) Boiler Plant Equipment Mechanic, WG-5309-5/8/10, Naval Air Weapons Station, Public Works Department, Maintenance Division/Building Trade and Services Branch, Planned Maintenance and Inspection Shop, P73713—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 6-02-94. Closing Date: 6-30-94. Selecting Official: Rudolph Alcantar, 989-7081. HRD Contact: Tonya McGraw, 989-3321. Permanent Change of Station Authorized: No. Summary of Duties: At the target level, the incumbent performs preventative maintenance and inspections. Services and repairs oil- and gas-fired heating equipment, oil feed pumps, and electric and pneumatic automatic heating controls. Installs and/or aligns, adjusts, and repairs oil and gas burner mechanisms and related equipment. Job Element: Ability to do the work of the position without more than normal supervision. Quality-Ranking Factor(s): Knowledge of combustion, heat transfer principles, and fuel characteristics. Note 1 applies and a physical examination administered by base medical personnel may be required to determine fitness for duty in terms of specific physical capability deemed necessary by management.

P73-015-TMC4, (1) Engineering Technician, GS-0802-11, Public Works Department, Facilities Management Engineering , Workload Management Branch, P7341—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 6-2-94. Closing Date: 6-30-94. Selecting Official: Robert Fong, 989-8108. HRD Contact: Tonya McGraw, 989-3321. Permanent Change of Station Authorized: No. Summary of Duties: The incumbent composes and prepares Specifications using applicable directives and regulations. Develops and tailors specifications to meet detailed in-house requirements and NAVFAC contract manuals. Researches manufacturers' literature, manuals, handbooks, and customer requirements. Prepares expanded performance requirement summaries for original contracts and detailed cost estimates for

modifications of facilities support contracts such as janitorial, trash, ground maintenance, military family housing maintenance, pest control, uninterrupted power systems, jet engine airstart system, and elevator maintenance. Maintains a contract library consisting of current revisions of federal acquisition regulations, Navy contracting manuals, DoD regulations, and NAVFAC publications. Quality-Ranking Factor(s): Knowledge of federal acquisition regulations and other applicable contracting instructions.

No. P73-014-TMC4, (1) Engineering Technician, GS-0802-11, Public Works Department, Utilities Division, Utilities Management Branch, P7361—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 6-2-94. Closing Date: 6-30-94. Selecting Official: Jose Pastrana, 989-1413. HRD Contact: Tonya McGraw, 989-3321. Permanent Change of Station Authorized: No. Summary of Duties: The incumbent provides electrical engineering design services and performs energy tasks associated with the energy management program, assisting with the overall operation and maintenance of the Energy Monitoring and Control System (EMCS). Assists Engineers in the preparation of design drawings, cost estimates, and specifications for Energy Conservation Projects. Implements new point additions and field changes to new and/or existing equipment, such as heating, ventilating, and air conditioning system (HVAC), and verifies proper operation. Performs energy surveys and audits as requested by the various customers at NAWCWPNS. Provides audit or survey information to others who may be engaged in the same type of work, and provides other engineering type data to agencies and activities that request it. Maintains contact with facility and operational managers and solves problems when mission conflicts with environmental controls and restraints. Also reports to supervisors, engineers and managers on problems, solutions, and when data gathering is necessary for various types of studies. Helps with training personnel in the Energy Program Office. Provides technical review of A-E (Architect Engineer) contractor-prepared engineering design drawings and specifications for compliance with Energy Conservation guidelines or policies. Quality-Ranking Factor(s): Knowledge of power, sewer, and gas utility systems, with mathematical and analytical capabilities.

No. P73-013-TMC4, (1) Planner and Estimator (Structural), WD-4701-08, Naval Air Weapons Station, Public Works Department, Facilities Management Engineering Division, Workload Management Branch, P734—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 6-02-94. Closing Date: 6-30-94. Selecting Official: Robert Fong, 989-8108. HRD Contact: Tonya McGraw, 989-3321. Permanent Change of Station Authorized: No. Summary of Duties: Prepares detailed work orders and contract statements of work in connection with the maintenance, repair, alteration, construction, and equipment installation of all NAWC, NAWC, and tenant organizations for the building, metal, and equipment operation trades. Analyzes work to be accomplished in the light of accepted trade practices, pertinent specifications, drawings, and sketches. Job Element: Ability to do the work of the position without more than normal supervision as demonstrated by the ability to perform duties of the position. Quality-Ranking Factor(s): Knowledge of trades background in maintenance and/or repair and construction of facilities.

No. P73-017-TMC4, (1) Automotive Transportation Specialist, GS-2150-11, Public Works Department, Operation Office, Transportation Division, P739—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 6-2-94. Closing Date: 6-30-94. Selecting Official: Oliver Holder, (805) 989-8200. HRD Contact: Tonya McGraw, (805) 989-3321. Permanent Change of Station Authorized: No. Summary of Duties: The incumbent is responsible for managing transportation assets in several equipment categories, including automotive, construction, fire-fighting, mobile weight handling and material handling equipment. Establishes procedures and systems for monitoring the equipment to maintain accurate statistical records concerning receipt, accountability, utilization, transfer, acquisition, disposal, and maintenance cost. Analyzes and evaluates reports to determine significant budget or utilization variances and takes corrective action. Develops equipment rental and usage rates by monitoring utilization and cost to ensure maximum utilization and lowest cost per mile for equipment fleet. Assists each activity in developing effective technical and management procedures to increase the efficiency of the overall transportation system. Identifies changes in requirements and assists the activity in preparing

justification for new and non-standard equipment. Prepares and submits request to change or establish new equipment allowances. Initiates documentation to have the equipment replaced, transferred, or disposed. Prepares annual activity allowances and requirement review reports, identifying and prioritizing replacement for all assigned equipment for the long range procurement forecast. Quality-Ranking Factor(s): Knowledge of civil engineering support equipment and materials handling equipment.

No. P73-012-TMC4, (1) Electrical Engineer, DP-850-2/3, Naval Air Weapons Station, Public Works Department, Engineering Division, Electrical Branch, P7333—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 6-2-94. Closing Date: 6-30-94. Selecting Official: Herbert Saddler, 989-8577. HRD Contact: Tonya McGraw, 989-3321. Permanent Change of Station Authorized: No. Summary of Duties: At the target level, the incumbent assists in preparing plans, schedules, and the conduct of detailed phases of technical work as part of a major project. Functions as an associate to an engineer or scientist who formulates, analyzes, models, evaluates, and/or advises on the feasibility, suitability, adaptability, and operational utility of systems and system concepts. Performs some state-of-the-art designs. Supports a specific project and/or program assignment and assists senior associates. Quality-Ranking Factor(s): Knowledge of and ability to provide general review and technical approval of plans and specifications, engineering studies, planning documents and architect-engineering contracts. Must be registered as a Professional Engineer with the State of California or the equivalent.

No. P73-011-TMC4, (1) Contract Specialist, GS-1102-11, Naval Air Weapons Station, Public Works Department, Acquisition Office/Contracts Division, Facilities Support Contracts, P7312—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 6-2-94. Closing Date: 6-30-94. Area of Consideration: Current Permanent DOD Employees Nationwide. Selecting Official: Thomas Hawk, 989-5012. HRD Contact: Tonya McGraw, 989-3321. Permanent Change of Station Authorized: No. Summary of Duties: Acts as a technical advisor regarding Job Order Contract/Multi Trade Contract for the Officer in Charge of Construction. Administers contracts awarded by WESTDIVNAVFACENGCOM and manages contracts from inception to close out for those awarded by OIC Point Mugu. Prepares pre/post business clearance and performs cost/price analysis when needed. Responsible for review of specifications/statements of work of the Job Order/Multi-Trade Contract and other types of contracts in accordance with Acquisition Regulations. Quality-Ranking Factor(s): Knowledge of and experience in applying Federal Government contracting and procurement rules, regulations, and procedures. Experience with procurement processes and administration of facilities support contracts. DAWIA Critical Position: Employee must meet mandatory experience, education, and training requirements for a Level II Contracting Position. Note 4 applies.

No. P73-010-TMC4, (1) Supervisory Contracts Specialist, DA-1102-3, Naval Air Weapons Station, Public Works Department, Contracts Division, Facilities Support Contracts Branch, P7312—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 6-2-94. Closing Date: 6-30-94. Selecting Official: Lcdr. Corrigan, 989-7551. HRD Contact: Tonya McGraw, 989-3321. Permanent Change of Station Authorized: No. Summary of Duties: The incumbent plans, schedules, budgets, and coordinates major phases of facilities and space management programs. Monitors financial operations to provide fiscal control and assure propriety of charges. Analyzes data, evaluates and interprets the findings, develops constructive conclusions and recommendations, and presents a clear, well-organized written and/or oral report. Investigates, evaluates, and recommends new or changed operations, procedures, or functions. Administers purchase order/delivery orders in an advisory capacity for complex and difficult orders, including purchase orders up to \$25,000 and delivery orders in excess of \$100,000. Quality-Ranking Factor(s): Knowledge of and experience in applying Federal Government contracting and procurement rules, regulations, and procedures. Experience with procurement processes and administration of facilities support contracts, and ability to supervise. DAWIA Critical Position: Employee must meet the experience, education, and training for Level II Contracting Position.

OPERATIONS DIVISION NEWS

APPLICATION PROCEDURES

Applications must be received at the Human Resources Department (HRD) Reception Desk, at any site, no later than 5:00 p.m. on the closing date of the announcement. Individual 171s must be submitted for each vacancy. LATE APPLICATIONS WILL NOT BE ACCEPTED UNLESS ON APPROVED LEAVE, TDY, ETC. THE ENTIRE TIME THE ANNOUNCEMENT IS OPEN. Please make a copy of your SF-171 application for your own retention before you submit it. (Only applications with original signature and date will be accepted.)

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

A supplemental narrative addressing your qualifications to each Quality-Ranking Factor (ORF) is highly recommended. This information will be used to identify "highly qualified" candidates to be referred for selection. Additional information will not be accepted after the closing date of the announcement.

When multiple grade levels are advertised, applicants will only be rated for the lowest grade level they indicate on their SF-171 that they will accept and higher grade levels for which they qualify.

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

AREA OF CONSIDERATION INFORMATION

Applications will be accepted from "current appointable employees" at NAWCWPNS and, unless otherwise noted in the specific announcement, the tenant commands with approved cross-service agreements. These include employees with career or career-conditional appointments; temporary employees with Veterans Readjustment Act (VRA) eligibility or reinstatement eligibility; handicapped employees serving on an excepted Schedule (A) appointment; VRA employees; and temporary employees with reach on an OPM certificate (or equivalent). If a tentative selection is made from tenant, VRA, or temporary applicants, the selection process cannot be completed until a waiver to the hiring freeze is approved by COMNAVAIR. Appointable persons include those with reinstatement eligibility, those with reach on an OPM certificate, and those eligible for noncompetitive permanent appointment (e.g., VRA, handicapped).

NOTES

1. If selection is made below the full performance level, the selectee may be promoted to the next higher level(s) without further competition provided the following conditions are met: (1) OPM requirements are met, (2) management determines the incumbent is performing at the higher grade level, and (3) there is work at the higher grade level to justify the promotion. PROMOTION IS NOT GUARANTEED.

2. First-time supervisors and managers are required to serve a probationary period of 12 months. Those who do not satisfactorily complete the probationary period will be returned to positions of no lower grade and pay than their former position.

3. Drug Testing Designated Position. An applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. (Exception: If the position change is for 30 days or less or the applicant currently occupies a Department of Defense Testing Designated Position (TDP), no applicant test is authorized.) The selection is contingent upon a negative drug test result and, thereafter, the selectee will be subject to drug testing on a random basis as the incumbent of a TDP. Further, all Department of Navy employees may be subject to drug testing under certain and after an accident or unsafe practice. All individuals will have the opportunity to submit medical documentation that may support the legitimate use of a specific drug to a Medical Review Officer. An applicant's test result will be provided to the selecting official and servicing Human Resources Office before a final selection is made. A verified positive drug test result of a current Department of Navy employee will also be provided to the employing activity/ command.

4. This is a Defense Acquisition Workforce Improvement Act (DAWIA) Designated Position. P. L. 101-510 requires that all applicants for DAWIA designated positions that are advertised be evaluated using a Quality-Ranking Factor (ORF) to determine the best qualified candidate. A supplemental narrative addressing the DAWIA ORF is highly recommended. Applicants who would like to obtain more information on the DAWIA mandatory requirements and/or definitions of DAWIA career fields should contact their Department Office DAWIA representative or their Personnel Management Advisor. Note: Applicants selected for Critical Acquisition Positions (GS-140P-4 and above) will be required to sign a service agreement to remain in that position for at least a 3-year period.

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

GENERAL INFORMATION

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

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

MERIT PROMOTIONS

CHINA LAKE SITE ONLY

No. C26-001-KB4, Secretary (Typing), DG-318-2/3, C26101, Engineering Division—Area of Consideration: China Lake only. Opening Date: 6-16-94. Closing Date: 6-23-94. Selecting Official: Randy Langham, 939-1049. HRD Contact: Kay Behrmann, 939-2736. Summary of Duties: The incumbent will provide secretarial and administrative support to the Associate Head, Engineering Division, Weapons Engineering and Logistics Department. Quality-Ranking Factors: Ability to manage Division Head's calendar, operate a Macintosh computer, prioritize workload, and perform a full range of secretarial and administrative support duties. The incumbent must be able to obtain and maintain a Secret clearance. Promotion potential to DG-3. Note 1 applies.

No. C27-002-NR4, Secretary (Typing), DG-318-1/2, Ordnance Support Branch, Propulsion Systems Division, Ordnance Systems Department, C2775—Area of Consideration: NAWCWPNS, China Lake. Opening Date: 6-16-94. Closing Date: 6-30-94. Selecting Official: Gordon Fawkes, 927-2702. HRD Contact: Monica Hewston, 939-2218. Permanent Change of Station Authorized: No. Summary of Duties: Incumbent's responsibilities include, but are not limited to: receiving calls and visitors, originating and preparing correspondence and non-technical reports; reviewing all correspondence, ensuring appropriate content, grammar, formatting, etc.; maintaining calendars and filing systems; and arranging travel for the branch. Additional duties may include managing a fleet of three Navy vehicles loaned out on a trip-by-trip basis, compiling cost and business information for branch reviews, and procuring materials for construction and maintenance of Department facilities. Knowledge of FileMaker Pro, Excel, PowerPoint and Microsoft Word is preferred, but not required. Interest in becoming a credit card buyer is desired but not required. Incumbent must be able to prioritize workload and deal effectively with all levels of personnel

and contractors. Quality-Ranking Factor: Ability to use the Macintosh computer; knowledge of or ability to research and follow secretarial policy and procedures; ability to set up and maintain files; ability to retrieve standardized forms from networked computer systems and use them in daily business; ability to work well with a variety of people. Full performance level is DG-2. Note 1 applies.

No. C61-010-SK4, Secretary, DG-318-2/3, C612—Area of Consideration: China Lake only. Opening Date: 6-16-94. Closing Date: 6-30-94. Selecting Official: Aleca Nelson, 939-3535. HRD Contact: Susan Koch, 939-8120. Summary of Duties: Provides secretarial support to the Division Head, Associate Division Heads, and other division personnel. The incumbent prepares, reviews, and edits standard correspondence, reports, and other documents ensuring proper grammar, spelling, punctuation, format, and presentation of information; files reports, documents, and/or library materials using multiple filing systems; receives and processes incoming and outgoing mail in accordance with standard procedures and security regulations; and receives visitors and/or telephone calls. Quality-Ranking Factor(s): Ability to communicate orally and in writing. Promotion potential to DG-3, but not guaranteed. Previous applicants need not reapply. Note 1 applies.

ALL FOUR SITES

No. C21-005KN4, Supervisory, Physicist/Mathematician, DP-1310/1520-3. Systems Analysis Branch (C2196), Aircraft Weapons Integration Department (FA)—Area of Consideration: NAWCWPNS. Opening Date: 6-16-94. Closing Date: 6-30-94. 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 analyses; 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. Previous applicants need not reapply. Notes 1, 2, and 4 apply.

C84-005-JJ4, (2) Communications Center Assistant, DG-303-2/3, Police Operations Branch (C8413), Law Enforcement Physical Security Division, Safety and Security Department—Area of Consideration: All four sites. Opening Date: 6-16-94. Closing Date: 6-30-94. Selecting Official: Don Corichiatto, (619) 939-2709. HRD Contact: Jean Johanboeke, (619) 939-8135. Permanent Change of Duty Station Authorized: No. Summary of Duties: Operates, maintains, and integrates various types of communication media for security, fire, emergency medical, and disaster operations. In this capacity, he/she serves as a link between the reporting person and the Police, Fire, Ambulance, or Security representative who he/she selects to respond to the emergency situation at hand. Incumbent must be able to obtain and maintain a Secret clearance. Quality-Ranking Factor: Ability to adapt rules and regulations to emergency communication situations through the use of computer systems and verbal and written communication skills. Notes 1 and 3 apply.

DOD-WIDE

No. C27-001-NR4, Chemical Engineer, DP-893-3, Ordnance Processing Branch (C2772), Propulsion Systems Division, Ordnance Systems Department—Area of Consideration: DOD-wide. Opening Date: 6-16-94. Closing Date: 7-14-94. Selecting Official: Bill Durvin, (619) 939-7517. HRD Contact: Nancy Robinson, (619) 939-8106. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: Incumbent is responsible for the scale-up and processing of solid rocket propellants and explosives and for the casting/loading of the energetic materials into rocket motors or warheads. Plans and conducts the scale-up and proof of new developmental propellant and explosives formulations. Monitors contractor processes and leads failure investigations to assure quality throughout product life cycle. Selective Factor: Ability to conduct scale-up of high burn rate, reduced smoke, minimum signature, and insensitive propellants. Quality-Ranking Factor (ORF): Knowledge of propellants and explosives; processing engineering techniques and equipment; rocket motor design and fabrication; and organic and polymer chemistry. DAWIA ORF: Ability to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Research, Development and Engineering Acquisition Career Field within 18 months of entering the position. Note 4 applies.

DOD EMPLOYEES, CALIFORNIA RESIDENTS ONLY

No. 6313-003-4, (3) Telephone Mechanic, WG-2502-11, Information Systems Department, Communications Division, PM Telecommunications Branch, NAVAIRWARCENWPNSDIV, P6313—Area of Consideration: DOD employees, California residents only. Opening Date: 6-2-94. Closing Date: 7-2-94. Selecting Official: Bob Keeling, (805) 989-7400, DSN 351-7400. HRD Contact: Ana I. Anderson, (805) 989-3241, DSN 351-3241. Permanent Change of Station Authorization: Negotiable. Summary of

Duties: The incumbent installs and relocates various types of standard telephones, electronic loud speaker telephones, answering units, buzzer systems, loud ringing bells, magneto telephones, terminal boxes and connecting blocks. Installs associated drop wire, protectors, and inside wiring; and runs cross-connects at terminal cabinets. She/he locates and clears trouble conditions; replaces faulty circuit elements; and makes shop repairs on various types of telephones and related equipment. Replaces defective parts, tightens connections, and cleans instruments. Job Element: "Ability to do the work of the position without more than normal supervision. *SCREEN OUT ELEMENT"

No. 6313-004-94, (1) Telephone Mechanic, WG-2502-11, Information Systems Department, Communications Division, PM Telecommunications Branch, NAVAIRWARCENWPNSDIV, P6313—Area of Consideration: DOD employees, California residents only. Opening Date: 6-2-94. Closing Date: 7-2-94. Selecting Official: Bob Keeling, (805) 989-7400, DSN 351-7400. HRD Contact: Ana I. Anderson, (805) 989-3241, DSN 351-3241. Permanent Change of Station Authorization: Negotiable. Summary of Duties: The incumbent is responsible for testing inside and outside circuits of the system to locate and clear troubles, and to make line tests for new installations. Incumbent will be required to test and maintain the various integrated circuits associated with logic circuitry of the automatic station identification system, (AIOD). Installs, maintains, and repairs central office and relaying apparatus in accordance with manufacturer's maintenance manuals. Maintains motor generators, flotrals, and ringing machines, related power, and supervisory equipment by standard approved methods. Job Element: "Ability to do the work of the position without more than normal supervision. *SCREEN OUT ELEMENT."

CURRENT APPOINTABLE EMPLOYEES IN CALIFORNIA

No. P22-001-TS4, (1) Interdisciplinary: Computer Engineer/Electronics Engineer/Computer Scientist, DP-0854/0855/1550-03 (GS-13), Naval Air Warfare Center Weapons Division, Aircraft Weapons Systems Directorate, Aircraft Weapons Integration Dept/Fighter, Software Systems Engineering Division, P2241—Area of Consideration: Current Appointable Employees in California. Opening Date: 6-2-94. Closing Date: 7-2-94. Selecting Official: Gary Graton, (805) 989-9536. HRD Contact: Therese Smith, (805) 989-3322. Permanent Change of Station Authorization: No. Summary of Duties: Incumbent formulates, models, evaluates, advises, or performs design studies on the feasibility, suitability, adaptability, and/or operational utility of systems and system concepts. Performs state-of-the-art designs to take advantage of new concepts, techniques, or principles in the research, development, or test and evaluation of new and advanced systems. Quality-Ranking Factor(s): Extensive experience building (working) real-time Ada software systems (preferably with TARTAN Ada) in the lead software systems design capacity. Extensive experience as an Ada programmer and software integrator in real-time avionics systems. Experience with VAX and IBM mainframes and avionics laboratory equipment.

No. P22-002-TS4, (1) Electronics Engineer, DP-0855-03 (GS-13), Naval Air Warfare Center Weapons Division, Aircraft Weapons Systems Directorate, Aircraft Weapons Integration Dept/Fighter, Avionics Laboratories Division, P2231—Area of Consideration: Current Appointable Employees in California. Opening Date: 6-2-94. Closing Date: 7-2-94. Selecting Official: Hin Chan, (805) 989-9018. HRD Contact: Therese Smith, (805) 989-3322. Permanent Change of Station Authorization: No. Summary of Duties: Incumbent plans, schedules, coordinates, and/or conducts detailed phases of technical work in part of a major project or in a total project of moderate scope. Performs state-of-the-art designs to take advantage of new concepts, techniques, or principles in the research, development, or test and evaluation of new and advanced systems. Performs work involving test, reliability, quality, maintainability, evaluation, or product improvement of equipment, subsystems, and/or systems for development, production, test and evaluation, or Fleet support. Quality-Ranking Factor(s): Extensive experience in the integration of both hardware and software for a complex system with several major subcomponents and establishment of requirements.

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 Glasman, 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

APPLIED SOFTWARE MEASUREMENT (16 hrs.)

14-15 July; Thursday-Friday, 0830-1630, Boeing Training Center, 443 Inyokern Rd. This course is intended for technologists who are just beginning in the practice of measurement. Attendees must be familiar with the material on estimation and monitoring as presented in the Software Measurement Guidebook or have attended the Software Measurement Fundamentals course. Attendees must bring a calculator.

The course will provide attendees with simulated practical experience in the measurement activities necessary to reach higher SEI maturity levels, i.e., collecting software metric data, developing estimates, monitoring a software project, and reporting on project status to senior management. Attendees will also be shown how to apply practical quantitative support to managers responsible for software development. To enroll, call 939-2359.

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

APPROACHES TO DEALING WITH ANGER (3 hrs.)

20 June; Monday, 1800-2100; Training Center. By: Dr. Rita McCullough-Stanley, Consultant. Are you sometimes angry without knowing why? Do you feel guilty when you feel angry? Do you either clam up or blow up? Anger is, for many people, the most difficult emotion to handle. In this seminar, Dr. Stanley will discuss: myths about anger, how to recognize feelings of anger, causes of anger, negative methods of dealing with anger, three major positive approaches to dealing with anger, and how to deal with the anger of others. To enroll, call the Wellness Program Office at 939-2686.

BASIC NAVAL WRITING (8 hrs.)

29 June; Wednesday, 0800-1600; Training Center. By: LaNelle Thompson. SECNVINST 5216.5C sets new writing standards and encourages the adoption of the standards by all people employed by the Department of the Navy. The class instructor will review those standards, including the use of active versus passive verbs, personal pronouns, short sentences, etc. To enroll call 939-2349. Deadline: 24 June.

GAINING THE COMPETITIVE EDGE BY MARKETING YOUR PROGRAMS (3 hrs.)

29 June; Wednesday, 0830-1130 OR 1300-1600; 1000D, Mich Lab. By: Navran Associates. In support of the NAWCWPNS strategic thrusts to pursue new customers for product lines, the Management Excellence Program presents a lecture for managers and supervisors on marketing their programs. You will learn how to identify opportunities and

constraints in today's dynamic environment, understand how competition affects you and your organization, assess your competitive strengths and weaknesses and those of your competitors, identify entry and exit barriers to new markets, convert strategic strengths to market opportunities, and market programs to new and existing customers. Note: Enrollment is on a walk-in basis.

BASIC GRAMMAR REVIEW (8 hrs.)

30 June; Thursday, 0800-1600; Training Center. By: LaNelle Thompson

Whether we are writing a proposal to sell an idea, a letter to solve a problem, or a memorandum to organize a meeting, we want results from that effort. Unless writing is presented correctly, the message will not be properly conveyed. The objective of this workshop is to help that person who needs a refresher course in the mechanics of written expression and usage, but does not have time to return full-time to a classroom for that update. Upon completion of the class, students will identify the improvement they made in applying their knowledge to topics covered during the course. To enroll call 939-2349. Deadline: 24 June.

EXCEL ON THE MACINTOSH, BEGINNING (16 hrs.)

7-8 July; Thursday-Friday, 0800-1600; Training Center. By: Saracen Interactive. Prerequisite: Basic knowledge of the Macintosh. This course is designed for the beginning spreadsheet user. It will familiarize the student with the terminology of spreadsheets and the Excel environment. Students will learn to create, edit, and print simple worksheets using the basic formulas. Upon completion of the course, a student will be able to manually format a spreadsheet, sort data, use Chart Wizard, and apply auto formats.

Presentation Method: Hands-on Workshop. Enrollments are on a call-in basis only. To enroll, call 939-0870. Deadline: 22 June.

HOW TO READ NIF 009 (3 hrs.)

12 July; Tuesday, 1230-1600; Training Center. By: Larry Wailes, 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.

MS-DOS, BEGINNING (8 hrs.)

12 July; Tuesday, 0800-1600; Training Center. By: Ken LaBaw, Consultant. This course provides the novice computer user with a basic understanding of how DOS

manages hardware and software components, controls system operation, and directs input and output to and from peripheral devices. It includes a survey of file-storage techniques, operations commands, command structure, and utilities. Students will learn to use MS-DOS internal and external commands such as format, copy, diskcopy, dir, and chkdsk.

Presentation Method: Hands-On Workshop. Enrollments are on a call-in basis only. To enroll, call 939-0870. Deadline: 28 June.

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

13-14 July, 31 August, 1 September; Wednesdays-Thursdays, 0800-1600; Training Center. By: Center Staff. Intended Audience: New supervisors during the first-year probation period.

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

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

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

To enroll or ask questions, call 939-2686.

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

20 July; Wednesday, 0800-1600; Training Center. By: Mike Obradovich. The objectives of this workshop are 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 939-2451.

SECURITY CLASSES

CUSTODY CONTROL POINT (CCP) PROCEDURES (8 hrs.)

28 June; Tuesday, 0730-1630; Training Center. By: Cathey Mattox. Prerequisite: Security for Clerical and Administrative Workforce.

This class is for all Custody Control Points (CCPs) and alternates, and will discuss CCP responsibilities, duties, and procedures. This "hands-on" class will cover secret document control, accountability procedures, custodial responsibilities, transmittals, marking/wrappings/addressing packages, accounting procedures, reproduction, and distribution.

To enroll, call Cathey Mattox at 939-2612.

UNDERSTANDING INDUSTRIAL SECURITY (8 hrs.)

14 July; Thursday, 0800-1600; Training Center. By: Lyn Wilson

Intended Audience: Acquisition personnel (Contract Specialists, Contracting Officers), Contracting Officer's Technical Representatives (COTRs), Contracting Technical Monitors, and other personnel involved in the implementation of classified contracts.

This class will discuss the Industrial Security Program, responsibilities of COTRs and acquisition personnel, Contract Security Classification Specifications (DD254s), Foreign Participation, and Unclassified Contracts.

CPR AND FIRST AID CLASSES

In an effort to train as many China Lakers as possible over a relatively short period, NAWC Safety Office (C8403), in conjunction with Cerro Coso Community College, will be offering American Red Cross CPR and Standard First Aid classes from 20 June through 18 August. CPR classes are 4 hours long, while Standard First Aid classes (which include CPR) are 8 hours long. There is no cost involved in participating in the classes, although a course manual will need to be obtained. Classes are open to the community.

For more information or to sign up for a class, call the Safety Office at 939-1929 or 939-2315. Class sizes are limited so sign up early.

PRE-RETIREMENT SEMINAR (16 hrs.)

20-21 July; Wednesday-Thursday, 0800-1600; Training Center. By: Employee Relations Program

This seminar consists of several lectures and a workshop. The lectures cover facts affecting retirement, such as those relating to Civil Service and FERS retirement systems and Social Security. To derive maximum benefit, participants are encouraged to come to all lectures.

The workshop, "Planning a Successful Retirement," is not about facts, but is designed to help participants clarify their retirement desires and goals, decide on the kind of planning that is right for them, and decide on the actions they will take now to assist them in having the kind of retirement they want. Spouses of enrollees are also encouraged to attend.

To enroll, call 939-2451.

STRESS MANAGEMENT (8 hrs.)

14 July; Thursday, 0800-1600; Training Center. By: Dr. Suzanne Hard, Consultant

Do you react to stress by feeling overloaded and under-accomplished. Do you know people who seem to thrive on stress? The workplace and your life are changing at such a rapid pace that sometimes it creates a feeling of hopelessness. Why are people experiencing so much stress today? How much is too much? More importantly, what can you personally do about reducing this stress? This course is designed to help you become a manager of your stress and to learn new tactics to deal with it. Harness the power of stress and focus it to be a positive force.

To enroll, call 939-2468.

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

SCIENTIFIC, ENGINEERING, AND TECHNICAL

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; and 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: *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

EQUIPMENT CUSTODIAN (3 hrs.)

21 July; Thursday, 1300-1630; Training Center. By: Debra Schlick, C6335

This course is designed to familiarize equipment custodians with Accountability for Plant and Minor Property. It will also provide assistance and guidance in the use of Equipment Management forms and will also help equipment custodians understand their duties and responsibilities regarding equipment and accountable assets.

Management responsibilities from equipment acquisitions through useful life and ending with proper disposition will be covered. A way of accessing CERMS through the ACC2 network will also be explained, and a guide will be distributed.

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

MANAGING IN A COMPLEX ORGANIZATION (3 hrs.)

27 July; Wednesday, 0830-1130 OR 1300-1600; 1000D, Mich Lab. By: Julie Streets, P622

Do you have the management tools you need to operate effectively in the Competency Aligned Organization? This workshop is designed to give the participants skills for managing in the matrix or "complex"

ATTENTION: ALL FOUR SITES

NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY94 SEMINARS

NAEI courses are designed for GM-13/Lieutenant Commanders and above assigned to the Naval Air Systems Command. All Senior Executive Management Development Program (SEMDP) participants are required to attend certain classes and therefore have priority for available billets. Program costs are funded by NAEI. Travel and per diem expenses of nominees are funded by their individual organizations. If the course is residential, lodging and meal costs are provided by NAEI. Nominations must be submitted on an NAEI form, which may be obtained from Sandy Brigham, Point Mugu (P622), 989-3981 (DSN 351-3981) or Lori Ryser at China Lake (C622), X2686 (DSN 437-2686). Please note that a DD-1556 is NOT required. Nominations must be submitted to P622 prior to the NAWCWPNS deadline dates below.

COURSE TITLE	COURSE DATES	DEADLINE DATE TO P622
The Washington Arena Location: Washington DC area	19-23 Sep 94	30 Jun 94
Executive Leadership and Career Development Workshop Location: Washington DC area	25-30 Sep 94	11 Jul 94

organization. You will learn how a matrix organization differs from the other organizations; identify the demands matrix structure places on the individual and how it impacts everyday operating situations; learn what

conditions need to exist for success; identify and apply the skills necessary to facilitate productivity; and apply the basic mechanisms for managing conflict.

Enrollment is on a walk-in basis only.

POINT MUGU COURSES

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.

LAN TROUBLESHOOTING (32 hrs.)

18-21 July; Monday-Thursday, 0800-1630; 422 Arneil Rd., Suite C, Camarillo. By: Computer Focus

This course will address what installing and troubleshooting networks is and who can benefit from it. Installation and troubleshooting networks provides a complete background for individuals with technical responsibilities for networks. Topics include an overview of networks; an introduction to the equipment used; details of how a network is constructed; network design; lessons in the proper use of network components; construction of wide-area network; use of protocol analyzers; and measurement of network performance and analyzing failed networks.

TECHNOLOGIES IN NETWORKING (24 hrs.)

18-20 July; Monday-Wednesday, 0800-1630; Bldg. 5-1, Room 23. By: New Horizons Computer Learning Center

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

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

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.

C PROGRAMMING LANGUAGE, INTRODUCTION (40 hrs.)

1-5 August; Monday-Friday, 0800-1630; Bldg. 5-1, Room 23. By: Kevin McNally, P3522

Prerequisite: *A good understanding of another high-level language such as Pascal or Fortran.*

This course provides an introduction to programming in the language of C. C language declarations, control statements, procedures, functions, pointers, and Input/Output will be discussed in depth. There will be an introduction to software engineering and design as part of the course. The class is structured around a hands-on programming environment on the IBM computer. This includes debugging techniques and reverse engineering, and changing a current program to perform additional software tasks. By the end of the course, the student should be able to take a software algorithm and implement in C.

AUTOCAD 3D AND AUTOLISP (32 hrs.)

8-11 August, Monday-Thursday, 0800-1630, Bldg. 5-1 Room 30. By: Dave Pendleton, C2872

Prerequisites: *Basic knowledge of AutoCAD (Version 10); familiarity with PC and DOS with some programming experience.*

This course will provide a review on the basic AutoCAD commands and will cover advanced topics on Dimensions, blocks, menu macros, 3D wireframe models (solid primitives, section and profile renderings, and solids editing functions), and AutoLISP programming (syntax and interaction between AutoLISP and the drawing editor).

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

REQUISITIONERS WORKSHOP (8 hrs.)

21 June; Tuesday, 0730-1600; Point Mugu. By: Linda Watkins

This is a "how to" workshop designed to familiarize Center personnel with the small purchase procurement process. Topics included preparation of nine-part stubs, purchase descriptions, commercial versus system orders, stub flow, lead times, GSA orders, and other information to assist and enlighten the "end users."

FANTASTIC FRIDAY WELLNESS CLASSES

Classes Available on AWS Day

STRESS MANAGEMENT (8 hrs.)

15 July (Fantastic Friday-AWS Day); 0800-1630; Bldg. NSWC Facility, Room 7, 531 W. Hueneme Road, Port Hueneme. By: Body, Incorporated

If your reaction to stress is feeling overloaded and underaccomplished, you may want to learn more about what you personally can do about reducing this stress. This course is designed to help you become a manager of your stress and to learn new tactics to deal with it. In this class you will learn:

- To deal with constantly changing priorities.
- To deal with stress when you are doing the job of three people.
- To turn negative stress and tension into peak performance.
- To focus on top priorities and make important decisions first.
- How to attain a personal and work balance in your life.

The focus will be on interactive, experiential learning with time for analysis, feedback, and development of action plans for individual participants.

CPR, BASIC PROVIDER (8 hrs.)

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

This cardiopulmonary resuscitation (CPR) 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.

EDITING FOR SECRETARIES/SUPPORT STAFF (8 hrs.)

24 June; Friday, 0800-1630; Surfside, Cloud 9 Room. By: Gains, Haven, Levy

This course gives support staff the guidelines and skills needed to edit effectively and

to bring consistency and polish to NAWCWPNS documents. The course reviews the basic structure of standard business English and introduces and explains punctuation rules extracted from the United States Government Printing Office Style Manual. It then teaches participants to edit Navy documents for consistent, accurate, and appropriate punctuation usage, as well as for clarity, brevity, and impact.

MS-WINDOWS, INTRODUCTION (16 hrs.)

27-28 June; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 23. By: Comskil

Prerequisite: Prior PC experience.

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.

POWERPOINT, INTRODUCTION (8 hrs.)

27 June; Monday, 0800-1630; Bldg. 5-1, Room 30. By: Saracen Interactive

Prerequisite: General knowledge of Macintosh concepts and usage.

In this class, you will obtain the skills necessary to produce the kind of presentations you have always wanted. Topics include creating, editing, and printing presentation slides and charts.

Presentation Method: Hands-On Workshop

GAINING THE COMPETITIVE EDGE BY MARKETING YOUR PROGRAMS (3 hrs.)

28 June (2 sessions); Tuesday, 0830-1130 and 1300-1600; Bldg. 5-1, Auditorium. By: Navran Associates

In support of the NAWCWPNS strategic thrusts to pursue new customers for product lines, the Management Excellence Program presents a lecture for managers and supervisors on marketing their programs. You will learn how to identify opportunities and constraints in today's dynamic environment, understand how competition affects you and our organization, assess your competitive strengths and weaknesses and those of your competitors, identify entry and exit barriers to new markets, convert strategic strengths to market opportunities, and market programs to new and existing customers.

HARVARD GRAPHICS, INTRODUCTION (16 hrs.)

6-7 July; Wednesday-Thursday, 0800-1630; Bldg. 5-1, Room 23. By: The Memory Co.

Prerequisite: *Prior PC experience.*

Students learn to create simple text charts to complex presentations with screen display effects. In addition, students will see how to use effective design in planning charts, how to manage files and import and export data for charts, as well as techniques for printing charts, creating templates for charts, and using special calculations to analyze data.

STATEMENT OF WORK PREPARATION (8 hrs.)

7 July; Thursday, 0800-1630; Surfside, Cloud 9 Room. By: Inhouse

Intended Audience: COTR, ACOTRS, NTRS, AND POCs.

Students will be given the latest government and NAWCWPNS guidelines for writing a Statement of Work (SOW). This course will help you to build your SOW writing skills through low-risk in-class exercises. Also, you will receive a current list of people in the Procurement Department who can help you prepare your SOW and provide you with the other documents that comprise the Acquisition Requirements Package (ARP). Information will also be provided on the advantages of using the newly developed ARP Team Process.

EXCEL, BEGINNING (16 hrs.)

11-12 July; 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.

Presentation Method: Hands-On Workshop

MS-WINDOWS, INTRODUCTION (16 hrs.)

11-12 July; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 23. By: Comskil

Prerequisite: *Prior PC experience.*

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

CAREER TRANSITION WORKSHOP (16 hrs.)

12-13 July; Tuesday-Wednesday, 0800-1600; Comfort Inn, 948 W. Ventura Blvd, Camarillo. By: Julie Streets, P622

This workshop introduces the participant to job change strategies used by successful people. Using a career decision model, the participants will identify their values, skills, interests, and accomplishments. They will also analyze their current jobs and career aspirations. Using this information, the participants will develop a career action plan for the future. Participants will also study the latest job search strategies and techniques and become more skilled at networking, resume/SF-171 preparation, marketing, and interviewing.

WORDPERFECT, INTRODUCTION (8 hrs.)

13 July; Wednesday, 0800-1630; Bldg. 5-1, Room 23. By: Tectra

Prerequisite: *Prior PC experience.*

In this course, students will learn basic operations of word processing such as how to create, print, and save documents. They will also learn how to edit, modify, and enhance those documents. Many functions and commands will be demonstrated.

PRE-RETIREMENT SEMINAR (8 hrs.)

19-20 July; Tuesday-Wednesday, 0800-1630; Bldg. 5-1, Auditorium. By: Retirement Planning Services

Employees preparing for retirement face numerous decisions and adjustments. For some, uncertainty about the future creates anxiety and stress. This course equips pre-retirees with information, materials, and methods to cope with these changes and to begin planning for their retirement. Participants will have the opportunity to hear experts in the areas of retirement benefits, financial planning, estate planning and health. Upon completion of this course, participants should be able to understand their Federal retirement benefits and make plans concerning their retirement finances, activities, and lifestyle.

CPR, BASIC PROVIDER (8 hrs.)

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

This cardiopulmonary resuscitation (CPR) 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.

MACINTOSH, INTRODUCTION (8 hrs.)

20 July; Wednesday, 0800-1630; Bldg. 5-1, Room 30. By: In-house

Intended Audience: Beginners with little or no Macintosh experience.

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

Presentation Method: Hands-On Workshop

OFFICIAL NAVY CORRESPONDENCE (8 hrs.)

25 July; Monday, 0800-1630; Bldg. Surfside, Cloud 9 Room. By: Thompson & Associates

Intended Audience: Clerical/Administrative employees who prepare correspondence.

This workshop will teach the Department of the Navy standards for writing quality correspondence formats. It applies to all personnel who prepare and approve correspondence. Chapter 11, the local supplement to SECNAVINST 5216.5C, will be included in the instruction. The instruction offers specific or detailed instructions on typing the standard naval letter, and covers these areas: stationery size, margins, type, color of ink, sender's symbols, standard Subject Identification Code (SSIC), originator's signature block, copy-to and blind-copy-to blocks, drafter's identification, and the importance of each of the above to a standard letter. In addition, paragraph format, file copies, and standard letter assembly, multiple-address letters and endorsements, general memoranda, and business letters will be reviewed for correctness in preparation.

FILEMAKER PRO, INTRODUCTION (16 hrs.)

25-26 July; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 30. By: Saracen Interactive

Prerequisite: *Basic Macintosh skills.*

In this class, you will learn an introduction to databases, how to create your own database, working with information (adding, editing, omitting, etc.), layout formatting (field borders, viewing, drawing tools, moving, resizing, reshaping and aligning objects, etc.), autodata, field values, auto text, tab orders, buttons and scripts, and networking and passwords.

Presentation Method: Hands-On Workshop

WORD FOR WINDOWS, INTRODUCTION (16 hrs.)

25-26 July; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 23. By: The Memory Co.

This course covers formatting a document at the character, paragraph, and page levels, as well as the popular Spell Check and Thesaurus options. It is recommended that users have a basic understanding of a Windows environment.

MANAGING IN A COMPLEX ORGANIZATION (3 hrs.)

26 July (2 sessions); Tuesday, 0830-1130/1300-1600; Bldg. 5-1, Auditorium. By: Julie Streets

Do you have the management tools you need to operate effectively in the Competency Aligned Organization? This workshop is designed to give the participant skills for managing in the matrix or "complex" organization. You will learn how a matrix organization differs from other organizations, identify the demands matrix structure places on the individual and how it impacts everyday operating situations, learn what conditions need to exist for success, identify and apply the skills necessary to facilitate productivity, and apply the basic mechanisms for managing conflict.

WORD, BEGINNING (16 hrs.)

1-2 August; Monday-Tuesday, 0800-1630; Bldg. 5-1, Room 30. By: PCT

Prerequisite: *Macintosh Introduction.*

The objective of this course is to familiarize the participant with this powerful, full-featured word processing program. Participants will learn to create, edit, and format a letter, memo and proposal; insert and edit graphics; search and replace words; create headers, footers, and footnotes; check spelling and page breaks; and create form letters using Word's Table feature.

DEVELOPING ANALYSTS' SKILLS (24 hrs.)

2-4 August; Tuesday-Wednesday, 0800-1630; Surfside, Cloud 9 Room. By: Donna Eller Jones

This course is designed to develop analytical skills in staff who perform analytical work yet whose background and experience have not included specific education or training in completing analytical assignments. Content includes: roles and responsibilities of analysts, the essential skills and processes required to perform analytical work, and other aspects of performing analyst work such as values, ethics, and corporate culture. The training will be conducted using a wide variety of interactive techniques such as mini-lectures, group discussions, and small case studies.

WORDPERFECT, INTRODUCTION (8 hrs.)

8 August; Monday, 0800-1630; Bldg. 5-1, Room 23. By: Tectra

Prerequisite: *Prior PC experience.*

In this course, students will learn basic operations of word processing such as how to create, print, and save documents. They will also learn how to edit, modify, and enhance those documents. Many functions and commands will be demonstrated.

DBASE IV, INTRODUCTION (16 hours)

9-10 August; Tuesday-Wednesday, 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.

DOS, INTRODUCTION, (8 hrs.)

11 August, Thursday, 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 and backup files.