



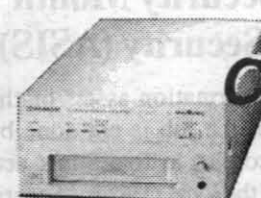
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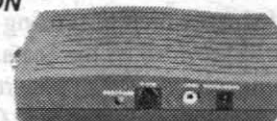
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THE ROCKETEER

THURSDAY, SEPTEMBER 22, 1994

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 50, No. 19



Photo by Margie Hammett

Veterans' groups release balloons in recognition of POWs/MIAs

"Today we take time out of busy schedules to once again show we realize the price of freedom is neither cheap nor free," said Capt. Charles A. Stevenson as he remembered the prisoners of war and missing in action from the Vietnam War. "Nearly 20 years have passed since the war in Southeast Asia ended, and the POW/MIA issue remains unresolved."

Stevenson, commanding officer of the Naval Air Weapons Station China Lake, was the guest speaker at the POW/MIA Balloon Release, which was held last Saturday at the Kerr McGee Center.

"So long as the families of these brave sailors, soldiers and airmen remain in the dark about the fate of their loved ones, the American people will not forget and will not let the issue rest..." he said. "Their country called and they answered. This

simple, patriotic act cannot be overlooked and can never be forgotten by a grateful nation.

"We, the American people, do not forget. That is why we honor the armed forces so many ways throughout the year. We do not forget Memorial Day. We do not forget Armed Forces Day. We do not forget the 4th of July. We do not forget Veteran's Day. We do not forget Pearl Harbor Day. And, we will not, indeed, we cannot, forget POW/MIA Day..."

"So long as even one POW or MIA remains just that, we will remember and we will strive to put that final doubt, that final question, to rest for all time."

"A grateful nation and a grateful people will remember, always."

Members of the Marine Aviation Detachment served as the color guard as military and several civilians also took part in the ceremony.

CAO codes to be phased in; new directories expected by Oct. 1

By Peggy Shoaf
Staff Writer

Effective Oct. 1, the structure of the Naval Air Warfare Center Weapons Division will change into that of a competency aligned organization. On or before that date, new organizational code directories, down to the branch level, will be distributed.

The directories will be organized by the new code, listing the old codes as well as the code's name, whenever possible. Codes from all four sites will be included.

The letters after the code numbers indicate the location of the office. For example, the newly formed Corporate Operations Competency code is 700000D. The D indicates that office is located at China Lake. An E indicates Point Mugu, and an F indicates White

Sands. Albuquerque's codes are listed as if they are at China Lake.

The breakdown of the new code structure is very easy, noted Milt Burford, head of the Corporate Ops Competency. Competencies, and their corresponding codes, are Program Management, 100000D; Contracts, 200000D; Logistics, 300000E; Engineering, 400000D; T&E, 500000E; Corporate Ops, 700000D; and Shore Station Management, 800000E. The Industrial Competency, 600000, is currently under the Engineering Competency. The main organization chart says to see 475000D for information about the Industrial competency.

The competencies are then broken down into departments, divisions and branches. For example, the Corporate Ops competency is 700000D. The

Please see CAO CODES, Page 10

Harms gets hockey puck for redirecting his branch

By Peggy Shoaf
Staff Writer

Two years ago, Dwayne Harms saw the writing on the wall. If the Air-to Surface Guidance Branch of the Naval Air Warfare Center Weapons Division didn't change its direction, it wouldn't survive.

The branch was originally an infrared seeker sensor branch, dealing mainly with the infrared spectrum of missile guidance, noted Harms. Funding, however, as well as the demand for infrared systems research was drying up. "We had done our work over the last 10 or 15 years maturing that technology," explained Harms. "You can buy infrared systems from industry all over the place today."

As head of the branch, Harms felt it was his duty to move it to something productive for the Navy and for the Division.

So, he began to investigate to see what the customer wanted. This resulted in Harms aiming his branch into more of a weapon system engineering/integration branch.

"The customers are looking for good systems engineers and the ability to integrate a weapon into the weapon delivery platform (the aircraft)," Harms said. "It's more than just hanging a missile on an aircraft. It's an integrated system today. The missile's guidance is tied directly into the aircraft's weapons fire control and avionics system. You have to know a little bit about aircraft avionics, operations, tactics, weapon delivery and missile guidance. You need to know a little bit about the whole thing."

To that end, Harms said the branch is now doing a lot of simulation work, working in programs such as IRSTORM (Infrared Seeker Tradeoff Requirement

Please see HOCKEY PUCK, Page 11

Wasserman receives R&D Award


Deputy commander honors former head of Industrial and Government Liaison Office for Sidewinder work

10

JSOW integration to begin

Contractors and Ordnance Systems Department outfit facility in preparation for effort

18



weather

	High	Low	Gusts	Humidity
Wed	108	64	3	33-11%
Thurs	104	66	7	19-11%
Fri	103	71	—	—
Sat	94	72	—	—
Sun	94	65	—	—
Mon	85	60	8	40-15%
Tues	87	52	2	47-15%

	High	Low	Gusts	Humidity
Wed	92	52	2	49-13%
Thurs	94	54	3	34-12%
Fri	103	57	1	28-11%
Sat	100	51	—	—
Sun	100	64	—	—
Mon	100	61	30	38-14%
Tues	97	65	2	39-17%

- ### China Lake Calendar
- Thursday, Sept. 22**
•Oktoberfest hosted by German contingent of the FRG HARM Campaign, 7 p.m., Kerr McGee Center
- Thursday, Sept. 29**
•End of lump sum retirement pay
- Friday-Sunday, Sept. 30-Oct. 2**
•VX-4 Squadron Reunion, NAWC Point Mugu
POC is Lt. Joseph G. D'Acquisto, DSN 351-8931
- Tuesday, Oct. 4**
•China lake's 1995 Combined Federal Campaign kicks off
- Thursday, Oct. 6**
•Government Auction, 9 a.m., Building 1073, Warehouse 41
- Saturday, Oct. 22**
•Navy Ball, 6 p.m., Hangar III

NAVAL AIR WARFARE CENTER WEAPONS DIVISION
COMMANDER
RAdm. Dana B. McKinney
VICE COMMANDER
Capt. Roger K. Hull
DEPUTY COMMANDER
FOR RESEARCH AND DEVELOPMENT
Sterling Haaland
DEPUTY COMMANDER FOR TEST AND EVALUATION
Gerald Wroot
NAVAL AIR WEAPONS STATION CHINA LAKE
COMMANDING OFFICER
Capt. Charles A. Stevenson

Public Affairs Officer
CATHY PARTUSCH
Managing Editor
STEVE BOSTER
Editor
BARRY MCDONALD

Staff Writer
PEGGY SHOAF
Staff
KATHI RAMONT
Photographer
MARGIE HAMMETT, TID

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From the Top

Continuing the quality journey

By VAdm. William C. Bowes
Commander, Naval Air Systems Command



Winning the 1994 Presidential Award for Quality for the second time was nothing short of a tremendous achievement for our TEAM. This recognition is added proof of our leadership position in the quality arena. Federal and private organizations are continually approaching us for ideas and advice. To them, we are a true example of how quality practice can bring tangible, significant results when true commitment is embedded throughout an organization.

The 1994 award criteria and judging were much more rigorous than when we first applied in 1989. Total Quality Leadership in the federal government has moved beyond theory and principle, and agencies have become increasingly sophisticated in its application. But along the way, the TEAM has remained at the forefront, with documented improvements and constant innovation at all of our sites. We could never have achieved such status without the dedication, creativity and leadership of our people.

This award documents a significant milestone in our quality journey, but as you know, quality means continuous improvement. Significant opportunities lie ahead as we move toward unification through competency alignment. If we are to consolidate and reassign the work of 18 sites into 11 sites by 1997, we must find new ways to increase efficiency. We're on the right track, but our work is far from finished.

The Presidential Award nomination process afforded us a unique opportunity to evaluate and benchmark our progress. Now it is our responsibility to transform that information, along with the analysis provided by the Federal Quality Institute (FQI), into implementation objectives and ultimately, measurable improvements. Our current efforts include incorporating this feedback into our strategic planning

Please see **FROM THE TOP**, Page 15

Letters To The Editor

To all my friends at China Lake

I would like to thank everyone for the kind words and special notes on the beautiful floral retirement card made for me by Marina Camphausen. It is a true work of art. I'm enjoying all the signatures and special notes (and even the poetry!) written by so many of my friends at China Lake. I would also like to express my special thanks to everyone who contributed to the Nordstrom Gift Certificate for my retirement. I'll use it for something special.

My retirement luncheon was a lovely potluck affair with lots of good food and good company. Marie Gutzman made a special trip to present me with the gifts and plaques from so many departments—HARMS, Cruise Missile, Weapons Directorate—and the coveted NWC/NAWCWPNS plaque. I wish you all could have been there to celebrate with me.

My family was there to share it all, and they were pleased that so many of my China Lake friends remembered me. I will miss all the travelers whom I grew to know while working in the Liaison Office. We formed a special bond over the years. I especially want to thank those who made a special effort to find me after I moved up to the NAWCHQ. I will remember my years with China Lake as the best job I ever had. Thanks to all of you for your support and kindness. I will miss you all.

Sincerely yours,
Herta "Holly" Wigginton

Pages From The Past

Sept. 21 & 28, 1984
Air Test and Evaluation Squadron Five's operational test director, Lt. Pat Walsh, is selected to join the Blue Angels flight demonstration team. . . . Patrick Keller, head of the Range Department's Metric Video Section, receives the McLean Award. . . . Donald Herigstad and Jo Ann Bell receive the Commander's Award for expediting a sole source contract award for the CATFAE program. . . . The Navy's Search and Rescue Helo Team and China Lake Mountain Rescue Group save a climber who fell 100 feet on Mt. Sill.

Sept. 20 & 27, 1974
China Lake starts using the QF86H drone in missile tests. . . . Steve Redmond and Matt Anderson, Fuze Department employees, receive a patent award for the invention of the "Digital Integrating Accelerometer," a safety and arming system. . . . Laurence Ellefson, Ed Donohue and Frank Sima, Engineering Department employees, receive a letter of commendation for efforts in developing a twin pack weapons systems container, resulting in the largest monetary savings realized by any of the nation's nine Chief of Naval Material Laboratories or Centers.

Sept. 18 & 25, 1964
Dr. T.E. Phipps, head of the Research Department, becomes the first Navy representative on the Department of Defense R&E team. . . . Actor Tony Bill is named the Desert Empire Fair parade's grand marshal. . . . Jimmy Craig, an employee in the New Conventional Weapons Branch, wins the U.S. ballooning championship held in Nevada. . . . Members of the U.S. Congress, representatives of nine Nato Nations and high-ranking military officials watch a highly successful "Redeye" firing at China Lake.

Sept. 17 & 24, 1954
China Lakers gather to search for 2 1/2 year old Anthony M. Kinney, who wandered away from his home. . . . An emergency March of Dimes drive hits a total of \$1159. . . . E.J. Jones assumes head of Personnel Division. . . . Station hosts 600 engineers on field trip for eight societies. . . . The new auxiliary Station gate on Richmond Road opens.

September 22, 1994

THE ROCKETEER

27



COMMUNITY EVENTS

The Golden Empire Model Railroad Club is sponsoring a photography contest in conjunction with the Old Town Kern Railroad ArtsFest to be held in East Bakersfield on Oct. 1. Photographs must portray a railroad theme. Awards will be presented at the festival at 11 a.m. Black and white and color photos will be judged separately in separate senior and junior divisions. Exhibitors may enter up to five prints. Entry forms are available at the B & F Hobby Shop, 1424 Baker Street in Bakersfield, 805/322-7955. Entry forms are due on or before Sept. 24, and exhibits will be accepted only on Sept. 24 at B & F Hobby Shop.

####

The Desert Community Orchestra will present its Annual Pops Concert at 7 p.m. on Saturday, Sept. 24, on the lanai of the Barefoot Bar at NAWC China Lake. Admission is free. The concert will be preceded by a picnic, starting at 5:30, with food provided by the Seafarer Club. The conductor for this concert will be Robert Martinez of Bakersfield College.

####

The "Meet the Lenders Conference" will be on Tuesday, Sept. 27, from 8:30 a.m. to noon at the Kerr McGee Community Center, located at 100 W. California Street in Ridgecrest. Registration and a conference fee of \$10 may be mailed to the Weill Institute, 1330 22nd St., Bakersfield, CA 93301, or paid at the door on the 27th. For more information call 375-5001.

####

Cerro Coso Community College will once again be hosting College & University Night on Tuesday, Sept. 27, from 6 to 9 p.m. in the College Student Center. Everyone is welcome. Representatives from approximately 14 different college and universities will be available to provide information concerning their respective schools. Representatives from CSU Bakersfield and CSU San Bernardino will also be available earlier in the day on Sept. 27 for a limited number of appointments. For more information, or for an appointment with a CSU Bakersfield or CSU San Bernardino representative, call 375-5001, ext. 219.

####

Kern Council of Governments wants to reward and recognize innovative people and projects at its Fourth Annual Regional Awards Banquet. The agency is seeking entrants who will vie for Regional Awards of Merit in seven different categories: Distinguished Leadership, Lifetime Achievement, Environmental Resources and Conservation, Transportation, Journalism, Local Governments Innovation and Community Involvement.

The Regional Awards Banquet is locally sponsored by The Gas Company. District Manager Dwight Ensor states, "The Gas Company is proud to support Kern COG's Regional Awards Program for the second year in a row. Innovative leadership will move our community into the future with a better understanding of where we've been. This advancement requires support and recognition. The Gas Company is dedicated to encouraging continued innovation."

Deadline for nominations for the Regional Awards is 5 p.m., Oct. 14. Entries will be judged on originality, transferability, quality, importance, implementation, comprehensiveness and community improvement.

Award winners will be announced at the awards banquet, Nov. 17, at the Red Lion Hotel in Bakersfield.

For additional information and nomination materials, please call (805) 861-2191.

Nominations being sought for Kern County's Regional Awards of Merit

September designated as Professional Security Month by the American Society for Industrial Security (ASIS)

September as been designated as Professional Security Month by the American Society for Industrial Security (ASIS), the world's largest organization of security professionals. Members of ASIS come from both the private and government sectors. The Kern County chapter of ASIS is active throughout the year promoting awareness of security issues and supporting its members. These professionals dedicate their services to protect the people, property and information assets of the community. But the job is not done by them alone. According to Tom Burns, acting chairman of the local chapter, "Security is a community effort, requiring the joint cooperation of citizens, businesses, and professionals." According to Burns, the core purpose of ASIS is to promote such cooperation. For more information on ASIS membership or activities, call (805) 834-0711.

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Each additional word after 20 words.....	10¢ each

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LOST & FOUND.....	5
HELP WANTED.....	10
CHURCHES.....	12
SERVICES/SCHOOLS.....	15
RENTALS.....	20
REAL ESTATE.....	25
BUSINESSES.....	30
AUTOMOTIVE.....	35
MISC. FOR SALE.....	40
WANTED TO BUY.....	42
PETS & SUPPLIES.....	45
GARAGE SALES.....	50

DEADLINE FOR ALL CLASSIFIED LINE ADS IS 11:00 A.M. THE MONDAY BEFORE PUBLICATION

OR DROP IT BY THE DAILY INDEPENDENT 224 East Ridgcrest Blvd.

1 PERSONALS

IS YOUR WEIGHT A PROBLEM? No problem! Ask about our 100% Guarantee. (619) 446-3004. (1020)

LOSE WEIGHT & INCHES quick, easy and in a nutritionally safe way. Ask about 100% Guarantee. (619) 446-3004. (1020)

ARE SMOOTH OR THIN THIGHS just a dream? Find out how you can make your dream come true. Ask about our 100% guarantee. (619) 446-3004. (1029)

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GET PAID TO LOSE WEIGHT! I'll pay you \$1 for every pound you lose in 1 month, using my product. Don't wait! Call now! 446-3004. (1020)

PRECIOUS CREATIONS invites you to attend a Floral Design Show featuring La Chella "Tiny" Williams Sat., Sept. 24, 1994, 10 a.m. until 2 p.m. Fossil Fall Room, Kerr McGee Center, 100 W. California Ave., Ridgecrest, CA. Bring your friends. (0922)

10 HELP WANTED

IMMEDIATE OPENINGS! We need individuals to take our business into Puerto Rico and Argentina. Be your own boss. Very lucrative, will train, call now! (619) 446-3004. (1020)

20 RENTALS

QUIET COUNTRY INN atmosphere, 2 miles from main gate, cool, clean units furnished for your comfort. Affordable rates. Allen's Mtn. View Motel. 1445 W. Inyokern Rd., Ridgecrest, 446-6209. (tf)

\$335 & \$350 NICE 2BR'S, Super kitchen, large yd, gar. 446-4810. (0922)

25 REAL ESTATE

R-RANCH IN THE SEQUOIAS. Four season recreational resort. 1/2500 undivided interest. Cabins, horses, lake, pool & more! \$13K. 446-6380. (0922)

\$86,900 IMMACULATE - 1800 sq. ft., lg. parquet entry, leads to lg. sep. liv.rm., great kitchen opens to fam.rm., 3BR, 2BA, manicured yd. Erika Allen, Realtor 446-4810. (0922)

25 REAL ESTATE

COLLEGE HTS. FIND! \$87,950 3BR, 2BA. Tile roof, Erika Allen, Realtor 446-4810. (0922)

\$68,950 HORSE PROPERTY! Super DW on fenced 2 acres. Low down, Erika Allen, Realtor, 446-4810. (0922)

\$59,950 BUYS DARLING 3BR, home Gateway School Dist., 2BR, unique open floor plan, gar, fenced. Erika Allen, Realtor 446-4810. (0922)

30 BUSINESSES

FAMILY LAW. University graduate that specializes in Family Law issues: Divorces, child support, adoptions and grandparent's rights. Paralegal Connection 116-B S. China Lake Blvd. (619) 384-4344. Evening appointments are now available. (0106)

40 MISC. FOR SALE

SINGER SEWING Machine & walnut cabinet \$300. Borg Warner T-10, 4 spd. \$400, Edel Brock high rise & Holly 600 for 289-302 \$125, Little Tikes picnic table & teeter totter \$15/ea. 446-3917. (tf)

40 MISC. FOR SALE

MEADE DS-10A 10" deep space telescope. Equatorial mount, motor drive, 3" setting circles. Used 3 hours. \$700. Call Dean at 1-805-642-3545 / 989-8886. (1006)

AIRLINE TICKET Inyokern/Chicago/Inyokern. Leaves October 13th/afternoon. Arrives October 17th/afternoon. \$275, 375-5117 leave message. (0922)

45 PETS & SUPPLIES

FREE, NEUTERED DOG "Bear" 1 yr., black lab, shots & dog training. 446-2025. (tf)

FREE SPAYED DOG "Hannah" 2 yrs. old, Shepherd mix, good w/kids & baby. 446-2025. (tf)

CLASSIFIEDS GET RESULTS



Photo by Karen Rivers, MWR

WINNERS—Members of the Midnight Express take a relaxing moment to savor their 10-9 victory over The Anchors. Members are (front row, left to right) Aaron Tuberg holding the team's bat boy, Brandon Tuberg; Slace Farrington; Manager Bryan Presas, holding the newest member of the team, Ryan Presas; (back row, l to r) Glenn Gemenlema, Stephen Montgomery and Tim Connell. Other members not shown include Brian Fierro, Phillip Martinez, Frank Saltzgiver, Chris Hall, Dexter Rhine and Pete Granados.

Step Aerobics offered five days a week

Step into shape with Step Aerobics at the NAWS China Lake Gymnasium. Denise Pinchem will teach this class five days a week. Hours for Monday through Thursday are 5:15 to 6:15 p.m.. Friday hours are 4:15 to 5:15 p.m. on non-flex days and 9:30 to 10:30 a.m. on flex days.

Monthly fees are \$23 for military personnel, \$25 for DoD and \$27 for all others. Monthly fees must be paid no later than the fifth of each month, or a daily fee will be charged. Daily fees are \$3.25, \$3.50 and \$3.75, respectively.

For more information, call 939-2334.

Midnight Express triumphs

Another all-night softball tournament is planned Oct. 7

Nine teams took part in the Naval Air Weapons Station China Lake All Night Softball Tournament held Saturday, Aug. 27. Games started at 8 p.m. and continued until 9:15 a.m. Aug. 28.

The undefeated Midnight Express went head-to-head against The Anchors for the final match. By the top of the third, Midnight Express players thought they had another one in the bag, leading 7-4. But The Anchors didn't give up, getting three runs in the bottom of the inning to tie the game.

After that, the two teams matched run for run until the sixth inning, when The

Anchors took the lead 9-8. But in the top of the seventh inning, Midnight Express tied the game and then neither team could score until the 10th inning, when Midnight Express took and kept the lead, winning the game 10-9.

Another all-night softball tournament is being planned for Oct. 7, a flex Friday. The event is only open to military (active duty, reservist or retired) personnel and their dependents. Rosters are due at the NAWS Gymnasium by Oct. 5. Personnel who are not on a team, but would like to play, should call Karen Rivers, gym manager, at 939-2571.

Starting next year, inland anglers will be able to fish with two rods

Governor Pete Wilson has signed into law a bill that will allow inland anglers to fish with two rods, starting next year.

The two-rod bill authorizes the Department of Fish and Game to issue a fishing stamp permitting use of a second rod while fishing in inland lakes and reservoirs, beginning in January 1995.

The stamp will cost \$7.50.

"Fishing with two rods should be popular with many inland anglers, particularly those who want to experiment with

different baits and lures," said Boyd Gibbons, Fish and Game director. There should be no impact on overall fish resources, however, because existing creel limits will be maintained.

The 1995 stamp, and the 1995 license, will be available before Christmas.

Two-rod angling has proven very popular in two other Western states, Colorado and Arizona, where it has generated increased revenues to support fishing programs.

Cdr. Gregg Howard looks forward to living in the desert, working at NAWS

By Barry McDonald
Editor

With 30 days notice of a change in plans, Cdr. Gregg Howard is adjusting well to his role as executive officer of a Navy station in the desert. "I thought I was headed for Pensacola," said the new NAWS China Lake XO. "This is a first for me. Being in the Navy I'm sort of used to being stationed around water, but I'm looking forward to exploring and getting to know the desert and the mountains."

He's already impressed with the relationship of the community to the Station. "The people in Ridgecrest and on the base have been extremely friendly," he said. "I already feel a part of the team. I've never seen a community and base so intertwined before. You just won't see that anywhere else. So it really makes you feel a part of the community."

Cdr. Howard was commissioned an ensign in 1972 and has never been "out of the cockpit" since then. His early tours of duty were with East Coast fighter squadrons deployed to the Mediterranean.

The latter portion of his career to date has been involved in one way or another with training pilots. In March 1984, he reported as operations officer to Fleet Composite Squadron Five (VC-5) at Cubi Point, Republic of the Philippines, where he participated in Cope Thunder exercises. These exercises involved mock strikes by carrier-based aircraft on targets in the area. It was Cdr. Howard's job to defend the targets as one of the adversary pilots flying a Navy A-4.

After three years at Cubi Point Cdr. Howard went to Naval Fighter Weapons School (Top Gun) for official adversary pilot training and then on to another three years of flying as a threat pilot with Fighter Squadron Forty-Three (VF-43), at NAS Oceana, Va.

"I enjoyed flying as an adversary," he said. "Because, when I got killed, it meant the pilots were doing their jobs and our overall readiness was high. When I was doing the killing, then it meant the pilots had to work a little harder to improve their readiness. In general, my job was to improve readiness, and I found

that very rewarding."

In February 1990, he reported to Commander Training Air Wing One (CTW-1) at NAS Meridian, Miss., as the chief of staff. That air wing's job was to train new jet pilots and to see them carrier certified. These new pilots were also trained in air-to-air gunnery, air-to-ground weapons and air combat maneuvering. He arrived at China Lake on Aug. 30, 1994.

A native of Hyden, Ky., he graduated from Southern High school in 1968. Attending the University of Louisville in the NROTC program, he graduated with a bachelor of arts degree in political science in 1972.

Cdr. Howard sees his job at China Lake as supporting the CO. "It's my job to give advice in certain areas," he said. "To give my slant...not to be just a 'yes' man, but to provide my input to the decision making process."

He said he also feels it is his job to support NAWCWPNS pilots and sailors in quality of life issues. "I want to get heavily involved in housing and MWR issues," he said. "I don't want to just satisfy our customers, I want to delight them. In some areas we may not be able to compete in price, but there's no reason we can't be the best when it comes to service."

He also wants to keep his hand in flying—the A-4 on the mission side of the house and the transports on the support side.

His hobbies include golf, tennis and antique cars. He left his 1965 Mustang convertible with his wife, Virginia

MILITARY NEWS

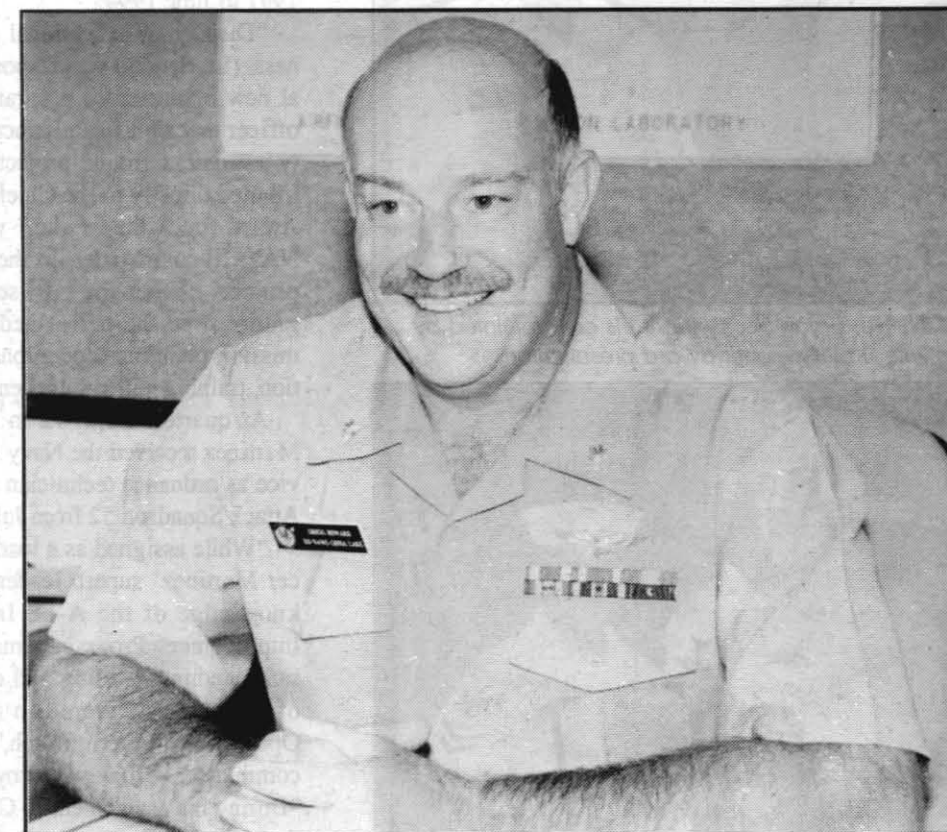


Photo by Margie Hammett

SLICK is the call sign "for obvious reasons," said Cdr. Gregg Howard.

Anne, at the new house they recently had built on Ono Island in Alabama near the Florida border.

He said he intends to stay in the Navy, flying its aircraft as long as they'll let him. Of China Lake, he said he couldn't think of a more important mission than doing weapons test and evaluation for fleet users.

"I'm looking forward to being part of the team here," he said. "I've met the Admiral (Dana B. McKinney), Capt. Hull, Milt Burford and other SES department heads, and I couldn't ask for a better place to work or better people to work for. It's probably the best team I'll ever work for. It's like an air wing, all going in the same direction."

BOOST Program offers college to those willing to work

Washington (NES)—The Navy doesn't offer free rides to college. But, if you're willing to bust your tail for a year to earn a full scholarship to the college or university of your choice, you might have a chance. Be warned though, this program of math, science and English courses is tough.

The Broadened Opportunity for Officer Selection Training (BOOST) program prepares Navy and Marine Corps personnel for higher education with intensive academic instruction in a military setting. If BOOST students manage to complete the year-long program, they may attend any college or university with a Naval Reserve Officer Training Corps (NROTC) program or the Naval Academy.

BOOST graduates continue receiving their enlisted pay while in school. Once they have their degrees in hand, they are commissioned as Navy or Marine Corps officers. "The program is very challenging," said Philadelphia native Marine Sgt. Linda D. Franson. "I graduated from high school six years ago, so I found it

hard to get back into good study habits."

Good study habits are developed through mandatory study sessions from 6:30 p.m. to 9:30 p.m. If you fail a test, you'll start an hour earlier—this is after a day that begins at 5 a.m., with classes that start at 7 a.m. and last until 3:15 p.m.

Cracking the books isn't the only challenging aspect of BOOST, however. There are physical challenges as well. "We're running six to eight miles three times a week," said Machinist's Mate 3rd Class Kevin J. Miller of Idaho Falls, Idaho. Some students find physical training (PT) easy, according to Aviation Electronics Technician Airman Michael W. Lopez. "For others," said Lopez, a Corona, Calif., native, "it could be a determining factor in whether or not they graduate from BOOST."

In between academics and PT, students also must squeeze in military duties. "Sometimes you stand a four-hour watch the night before a test," said Marine Sgt. Melinda Ruiz of Zwolle, La. "It's not easy, but that's part

of the program."

"I think (the program coordinators) want to see who really wants it bad enough, who's willing to put up with a year of advanced boot camp," said Lopez.

As tough as the program is, it gives a shot at the brass ring for those who missed it the first time. "It's given me a second chance," Lopez said. "Opportunities I didn't take advantage of in high school I can take advantage of now and I'll appreciate more."

"After graduating from BOOST, you don't have to worry about money for books or classes," said Vine Grove, Ky., native Fire Controlman 3rd Class Pascal W. Holmes. "You can spend all your time concentrating on school."

That prize doesn't come cheap, however. Prospective BOOST students must keep that in mind. "Come here focused, knowing what you want to do," said Yeoman 3rd Class Randolph Chestang IV of Sumrall, Miss. "Come here to get your books and push yourself mentally and physically, otherwise you won't be here long."

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Navy Commendation Medal tops recent military awards



NCM—Lt. Bryan Scurry (right) is congratulated by his wife, Kathryn, after award presentation.



NAM—NAWS CO Capt. Charles A. Stevenson offers "BZ" to AO2 Phillip M. Martinez.

In a small ceremony Aug. 24, Lt. Bryan M. Scurry received a Navy Commendation medal in the office of Capt. Douglas Henry, aircraft weapons systems director. The medal came in recognition of Lt. Scurry's service as quality assurance officer and advanced projects officer at NAWCWPNS China Lake from January 1991 to June 1994.

"Displaying exceptional dedication and resourcefulness, (Lt. Scurry) was responsible for introducing several new maintenance programs as the quality assurance officer that significantly increased tool control and safety awareness around project modified aircraft and contributed directly to the Chief of Naval Operations Safety Award for...China Lake," wrote VAdm. W.C. Bowes, NAVAIR commander, in the citation. "As the advanced projects officer for a tri-service compartmented program office, he performed admirably in the areas of mission planning, operational analysis, aircraft integration, training and systems engineering."

At quarters Sept. 12 in Hangar 3, AO2 Phillip M. Martinez received the Navy Achievement Medal for service as ordnance technician and loading crew leader for Attack Squadron 52 from July 1990 to April 1994.

"While assigned as a loading team leader, Petty Officer Martinez' superb leadership abilities and thorough knowledge of the A-6E Intruder Systems Weapons Improvement Program armament systems enabled the safe handling, loading and expenditure of over 20 tons of ordnance delivered in combat operations during Operation Southern Watch," wrote RAdm. D.C. Blair, commander, Cruiser-Destroyer Group 5, in the citation. "During his assignment to Carrier Air Wing 15 arm and de-arm team, he was lauded as the 'most professional' team leader in (the Wing), instilling pride and enthusiasm in his team throughout deployment."

MA2 Donnamarie Torchio was named NAWS China

Lake Senior Sailor of the Quarter for the second quarter of 1994. "Through your sincere devotion to duty, the Auxiliary Security Force was transformed into a smooth functioning, highly responsive unit," Capt. Charles A. Stevenson, NAWS CO, wrote in Torchio's letter of commendation.

ADAN Vincent S. Butts was named Junior Sailor of the Quarter for the second quarter of 1994. "You proved yourself instrumental in the division as training petty officer, revamping training jackets and ensuring quality training for all personnel," was just one of the kudos expressed by Capt. Stevenson in Butts' letter.

Recognition

A letter of commendation was also received by AMH1 Karl S. Brown, while a letter of appreciation went to ET1 Hector L. Hanson.

Designation as a Naval Aircrewman was received by ADAA Eric E. Forlund, and a Good Conduct Medal was presented to AO3 Stephen "W" Montgomery.

Reenlistments

PRC Bruce M. Geikie reenlisted for six years on Aug. 23. Capt. Roger K. Hull, NAWCWPNS vice commander, was the reenlisting officer.

AZ3 Michael R. Howland and AZ3 Jason A. Stogin each reupped for four years on Aug. 31, with Lt. Michelle M. Williams serving as reenlisting officer.



MA2 Torchio



ADAN Butts

of Excellence concept.

Proposed floor plans and colored drawings of proposed improvement projects for the housing community at NAWS China Lake were on display. Priority projects, five of which have already been approved, were discussed. The projects already approved include playgrounds, jogging and bike paths, fencing and neighborhood entrance signs.

During Fiscal Year 1995, there will be two more infrastructure projects performed—sewer lateral replacements (main lines going to the homes) in Site B Capehart and gas and water laterals in the Hill Duplex area.

Plans are also continuing for the first "Whole House Repair Project" for the junior officer and flag quarters, which should be accomplished in FY96.

In the meantime, some noticeable changes are already taking place. New mini- and vertical blinds, as well as car-

peting, are already being installed. Evaporative coolers will be replaced during the winter months, and tree trimming and removals will continue. In addition, renovations of the Capehart units' bathrooms will soon be under way.

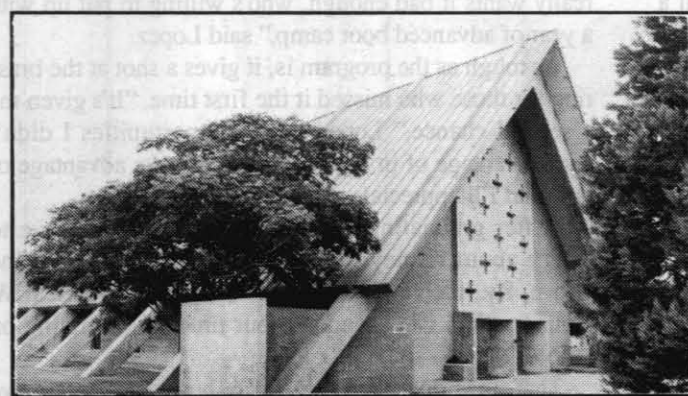
More Town Meetings are being planned, and base residents are urged to watch for announcements of dates and times. Command would like as much involvement of all residents as possible, said Syble Cope, head of the Public Works Department's Housing Division. Base residents are encouraged to call the Housing Office, 939-4449, with their ideas for improvements, or to stop by to see what is being planned for their particular floor plan.

By the end of the five years, the backlog of maintenance and repairs will be accomplished, Cope said, and the housing communities will have taken on a fresh, new appearance.

Housing Says

Change has hit the work force at military bases with a vengeance. But people living onboard the Naval Air Weapons Station China Lake are having some say in how the Neighborhoods of Excellence Program will affect their lives.

NAWS China Lake residents were recently invited to a "Town Meeting" to review the update of the local Comprehensive Neighborhood Plan. The CNP is a guide, designed by an architectural and engineering firm, for renovating base homes and neighborhoods, using the Neighborhoods



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Bible Study (East Wing), Wednesday 9:00 a.m.
(September thru June)
Men's Prayer Breakfast, East Wing, Thursday 11:30 a.m.
Adult Bible Study, East Wing, Thursday 6:30 a.m.
Jewish (446-3613 Messages) 7:00 p.m.
Weekly Services, Friday, East Wing 7:30 p.m.
October through June
Hebrew Classes, Saturday, 1902 Dobb 2-5 p.m.
Adult Education, Saturday, 1902 Dobb 10 a.m. - noon
September through June
Religious School, Sunday, 1902 Dobb 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 10:30 a.m.
(September thru May)
1002 Blandy, 1008-10 Blandy & 1903-05 Mitscher
Adult Education Classes, Thursdays 10:30 a.m.
(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.

NAWS China Lake Gymnasium re-opens

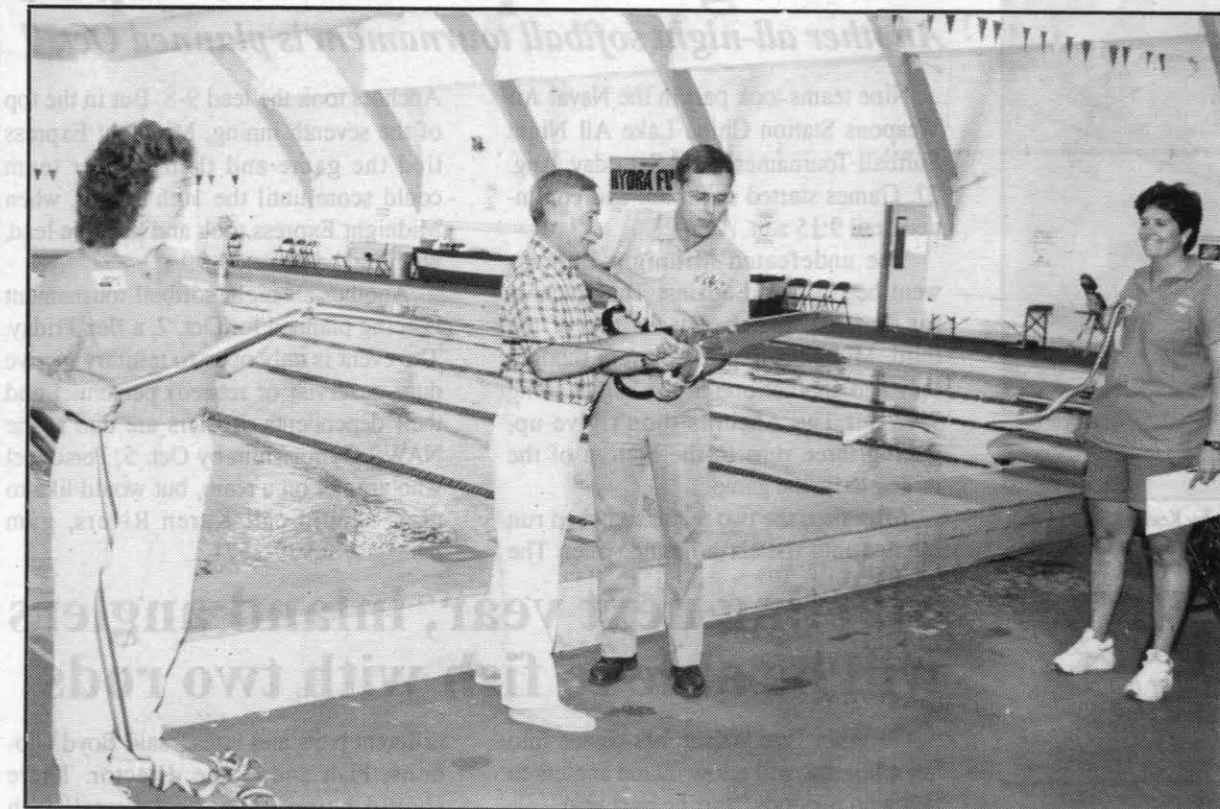


Photo by Margie Hammett

IT'S OFFICIAL—Capt. Charles A. Stevenson, NAWS China Lake CO, and Pete Romanski, acting head of the China Lake Morale, Welfare and Recreation Department, cut the ribbon to officially re-open the gymnasium. Holding the ribbon are Karen Rivers, gym manager, and Dana Alloway, China Lake's certified fitness trainer. To celebrate the event, which took place Sept. 7, all gym activities were free. More than 600 guests took advantage of the free activities and walked around looking at the vendors' displays and partaking of the snacks provided by the sponsors. Sponsors included Body Master, Cybex, Mother Earth, Norma Street Albertson's, Snapple, Science Foods, Seafarer Club, Denise Pinchem (who teaches step aerobics at the gym), IVW Swim Team, Craftech, Ballet Caliente, Charlene Pearce Massages and the MWR Golf Course.

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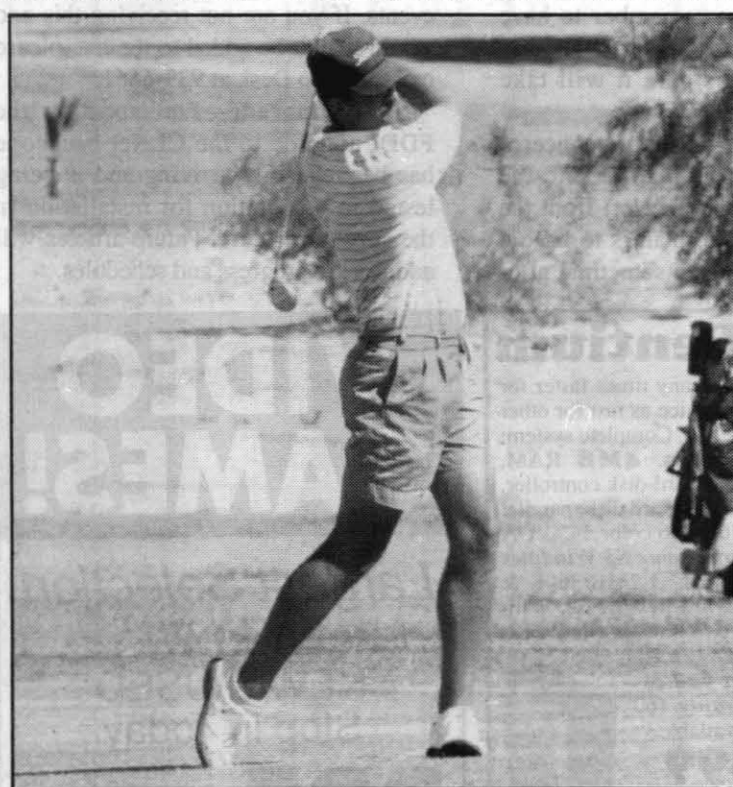
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SPORTS



FORE—Tim Wyer takes a shot at the recent All Navy Golf Tournament held at China Lake.



Photos by Loy Vincent, MWR

ALL NAVY TEAM—Capt. Charles A. Stevenson (second from left), NAVS CO, and RAdm. Dana B. McKinney (fourth from right), NAVCVPNS commander, join the All Navy Golf Team. Members of the team are, (back row, l to r) Tony Daning, Sam Robinson, Doug Conkey, Earl Daniell, Chris Conlon and Tim Wyer, Sue Jacobus, Laura Heckler and Mary Matthews.

China Lake hosts All Navy Golf Tourney

At the end of a grueling four-day competition, Laura Heckler, from Guam, and Tim Wyer, from NAS Whidbey Island, emerged as the top golfers of the All Navy Golf Tournament held at the NAWS China Lake Golf Course Sept. 6 to 9.

Heckler won the Women's Division with a 320 for the four-round score, nine strokes less than Mary J. Mathews, the second place winner. Mathews, from Raleigh, N.C., hit a 329, while Susan Jacobus, from Mobile, Ala., finished with a 383.

Wyer finished three strokes ahead of Doug Conkey's second place 290. Conkey is from USS

Saratoga. Third place went to Sam Robinson, Training Group Atlantic, who shot a 297. There was a tie for fourth place. Earl Daniell, from C-Net Pensacola, and Chris Conlon, from NAB Coronado, each shot a 298. Tony Daning, from Mayport, Va., shot a 300.

The top scorers in the All Navy Tournament competed as the Navy team in the All-Service Golf Tournament recently played at Camp Pendleton. The Navy team finished third, while Daning finished fourth in the Men's competition and Heckler finished third in the Women's.

Cdr. John Stewart new OIC at Albuquerque detachment

Commander John M. Stewart (Jack), a native of Baldwinsville, N.Y., recently became the new officer in charge at Naval Air Warfare Center Weapons Division Detachment, Albuquerque, N.M.

A 1974 graduate from the State University of New York at Brockport, Stewart holds a bachelor of science degree in physical education and in 1983 earned a master's degree in systems management from the University of Southern California. He received his commission from the Aviation Officer Candidate School in 1976. In 1977 he completed flight training at the Naval Air Training Unit, Mather Air Force Base, and was designated a naval flight officer.

His initial tour was Patrol Squadron 47 at NAS Moffett Field. He qualified as a navigator/communicator, tactical coordinator and mission commander in the P-3C aircraft. He served as personnel officer, readiness officer and assistant ops officer while deploying to Misawa and Okinawa, Japan.

He returned to the Naval Air Training Unit, Mather AFB, from 1981 to 1983, where he served as a flight instructor and assistant flight commander in the 450th Flying Training Squadron. He also served as a flight evaluator. He was then assigned to Carrier Group One, NAS North Island, where he served as assistant anti-sub-

marine warfare officer. During this tour the staff deployed to the Pacific and Indian oceans aboard the *USS Constellation*.

From 1986 to 1988 Stewart was assigned to Patrol Squadron 31, NAS Moffett Field. He served as the fleet readiness and maintenance program officer and training officer in this fleet replacement squadron. Reporting to Patrol Squadron 50, NAS Moffett Field, for his department head tour in 1989, he served as the training officer, operations officer and officer in charge of the Diego Garcia detachment during a Cubi Point deployment. Stewart is a 1991 graduate of the Air Command and Staff College, Maxwell AFB.

He served as the executive assistant to the assistant chief of staff, communications and information systems, on the staff of the Supreme Allied Commander, Atlantic, from July 1991 to July 1994.

He is married to the former Nancy Galloway of Albany, New York. They have a son, Michael, and three daughters, Megan, Emily and Jamie.

Stewart replaced Cdr. Stephen Feeley, who was transferred to the Naval Recruiting District (NRD) Albuquerque as the officer in charge, U.S. Navy Hot Air Balloon Team. As such, he and his crew will travel all over the U.S. promoting the Navy recruiting effort requested by the many recruiting districts.



NEW OIC—Cdr. Jack Stewart (left) is congratulated by Cdr. Stephen Feeley at the recent change of charge at the Naval Air Warfare Center Weapons Division Detachment, Albuquerque. Cdr. Stewart reported as officer in charge, relieving Cdr. Feeley, who was the detachment's first OIC when it transitioned from the Naval Weapons Evaluation Facility in June 1993.

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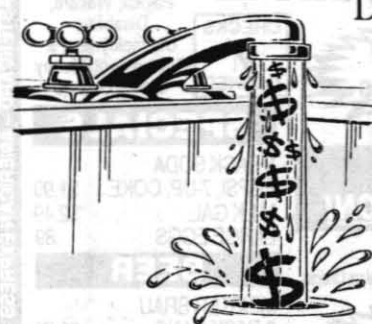
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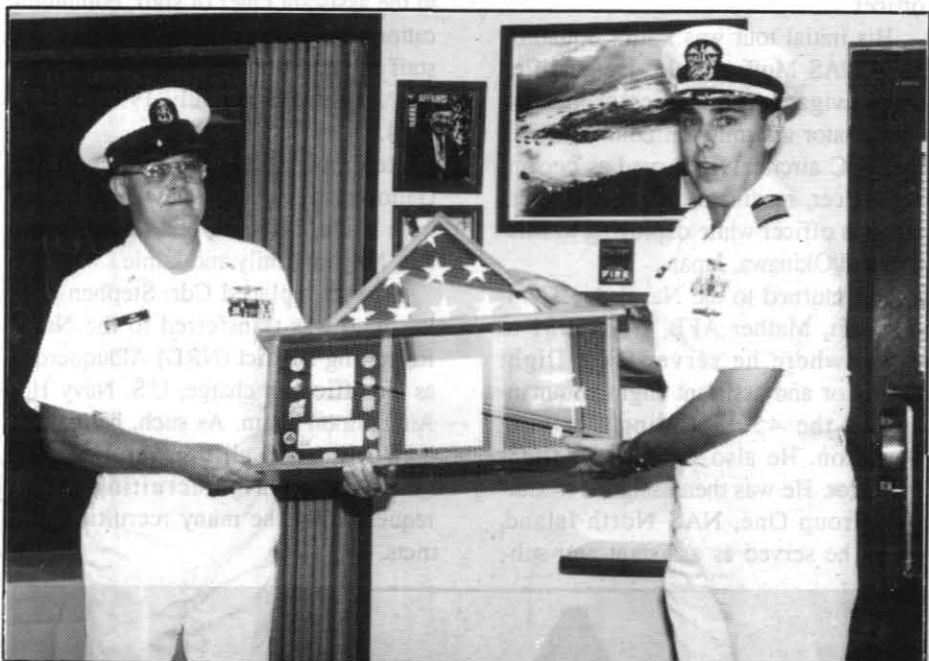
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CHIEF FAREWELLS—AKC Cesar D. Weindel (above) was whistled ashore for the last time at Aviation Supply Warehouse X, where he had served as the Aviation Supply Division's leading chief petty officer. ADC (NAC) Stephen J. Wilson (below, left) received a large shadow box from NAVS CO Capt. Charles A. Stevenson at a small retirement luncheon at the Chief's Lounge in the Seafarer Club.



Defense bill includes 2.6 percent pay raise

By Jim Garamone
American Forces Information Service

A 2.6 percent pay raise, force reductions in the active and reserve components and payment of cost-of-living allowance to stateside service members are among the highlights of the 1995 Defense Authorization Act recently passed by Congress.

The pay raise is effective Jan. 1, 1995. The act gives DoD \$263.6 billion in total budget authority, the level requested by the president.

The act calls for cuts of 85,484 active duty service members in fiscal 1995 and 44,753 in reserve component military strength. End strength for active duty is pegged at 1,525,692; for reserve components the number is 989,247.

The act also authorizes payment of a cost-of-living allowance to service members stationed in some continental United States locations where nonhousing costs exceed by a significant degree the national average. This is the first time Congress authorized such stateside COLA.

The act modifies the president's

authority to call up reservists. Congress extended the initial call-up period from 90 to 270 days. Any extension will require congressional approval.

Other personnel aspects covered in the act include:

Expands transition benefits to members of the Coast Guard;

Allows limited pharmacy benefits for retired members who relied on a military pharmacy closed by the base closure process;

Requires the secretary of defense to develop a comprehensive policy on unlawful discrimination and sexual harassment by March 1, 1995;

Adds money to specifically address health care issues affecting women in the military, \$20 million for research into telemedicine and \$20 million for continued research into the cause and treatment of Gulf War Syndrome;

Directs DoD to establish a dental benefits program for military family members overseas; and

Improves health care and housing benefits available to dependents of service members who die on active duty.

Network Noise

By Scott Lucas
Network Management Center

Ethernet devices should be registered

Ethernet registration—Please remember to register your Ethernet devices with the Network Management Center. The NAWCWPNS Network Device Registration Form [NAWCWPNS 5230/1 (6-93)] can be obtained electronically via the "C63 Dept Server" on the "CL MAINSITE" zone. Once you have connected to the "C63 Dept Server" and logged in as a "Guest," then

select the "C63 Public Volume." You will find this FileMaker form in the "NAWC Forms/Templates" folder listed as "NAWC Network Reg. Form." This form can be sent in via QuickMail or fax to the CL NMC. Also, please remember that if you disconnect, move an Ethernet device or change ownership or phone number, the NMC needs to have an updated registration form completed in

order to help maintain an accurate configuration of the network. In the case of disconnection, we need to know what was disconnected in order to delete the Internet Protocol (IP) address, and in the case of a move, a new IP address may be needed.

Terminal server troubleshooting—When calling the NMC Help Desk (939-6661) for terminal server troubleshooting, please remember to have your terminal server and port address ready. Without this data it will take longer to resolve the problem.

Firewall router—Rumors concerning a "Firewall" router to isolate the China Lake Network (CLNet) from the Internet are true. The plan is to have a firewall router in place sometime after

the first of the calendar year. More information on this subject will be addressed in future articles.

Network status—By the time this article hits the streets, the CL NMC will be sending out, via QuickMail and SMTP, status of CLNet/NAWCnet EtherTalk zones, on and off-Center links, Internet connections, services and miscellaneous information of current/future events. If you are not receiving this and would like to be added to the list, please call the Help Desk at 939-6661.

FDDI upgrade—Equipment for the FDDI upgrade to the CLNet backbone has been steadily arriving and is being tested in preparation for installation in the very near future. Future articles will address the progress and schedules.

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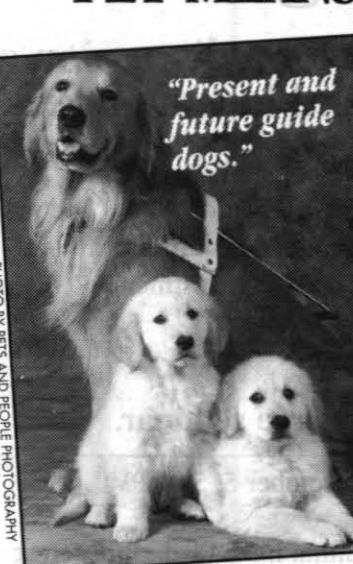
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DoN Hispanic Five Point Program Recognition Award

Point Mugu's HEP Committee receives honors

By Pat Hollenbaugh
Missile editor

Known as the Hispanic Five Point Program, a Civilian Hispanic Employment Program was established by Secretary of the Navy (SECNAV) memorandum on May 16, 1989.

The Department of the Navy Advisory Council on Hispanic Employment was created under the sponsorship of the deputy assistant secretary of the Navy for civilian personnel policy/equal employment opportunity.

The DoN Hispanic Five Point Program Recognition Award was created in 1991. It was presented to Point Mugu's Hispanic Employment Program (HEP) Committee at the Hispanic Employment Program Conference held June 22 and 23 at the Mandalay Beach Resort in Oxnard.

Veronica Vasquez and Grace Martinez Tatum received individual awards. Presenting the awards was Dorothy Meletzke, deputy assistant secretary of the Navy.

When the program was established in 1989, Hispanics represented 3.5 percent of the Navy's total work force. The SECNAV memorandum established a Navy goal to increase the Hispanic workforce to 5 percent.

The Five Point Program was established

to carry out the following five actions: Demonstrate personal commitment to the DoN goal of increasing the Hispanic representation rate to 5 percent; conduct innovative and aggressive recruitment programs; emphasize the objectives of the Hispanic Employment Program through the annual EEO training of supervisors and managers; expand contacts with Hispanic organizations to enlist community support; and recognize progress through publicity and awards.

Veronica Vasquez was recognized for her program management achievement while serving as the Hispanic Employment Program manager for the Naval Air Warfare Center Weapons Division. Vasquez was instrumental in guiding the HEP to develop and implement programs that focus on retaining and advancing the Hispanic population at the Point Mugu site, which has an Hispanic representation rate of 14.29 percent.

Under her direction the HEP Committee developed some community outreach initiatives, she developed a career development workshop series, was instrumental in establishing the HEP Employee Assistance Scholarship Program and provided funding for Haydock Junior High School Graduation Assistance Program.



DoN AWARD is presented to HEP Committee at the employment conference.

Grace Martinez Tatum helped design and coordinate, "The Wave: a Career Development Workshop Series." This workshop series was designed to provide employees the opportunity to obtain career development skills necessary to position themselves in the changing NAWCWPNS environment. According to Vasquez, the series was so successful that in April 1994, Capt. Roger Hull, NAWCWPNS vice commander, approved recommendation by the HEP Committee to incorporate the series as part of the Weapons Division's regular training plan.

Martinez holds a master's degree in business administration. In December she was reassigned to a supervisory position.

The HEP Committee was instrumental in assisting in the workshop series and in helping people take responsibility for their own career.

In 1993, the committee developed the employee scholarship program to assist employees with financing after-hours studies aimed at improving their career status.

Seven scholarships were awarded this year.

Government auction set for Oct. 6

Local Auction 41-5148 of surplus government property will be held by the Defense Reutilization and Marketing Office at China Lake on Thursday, Oct. 6.

The auction will begin at 9 a.m. in Building 1073, Warehouse 41, and the public is encouraged to bid.

Among the more than 300 items to be offered will be a DoAll Surface Grinder, PCs, printers, typewriters, oscilloscopes, theodolite, laboratory and electronic test equipment, plotters, kitchen utensils, clean benches, furniture, roofing paper and generator sets.

The items will be on display for inspection Oct. 3, 4 and 5 from 7:30 a.m. to 2:30 p.m. and on Oct. 6 from 7:30 to 9:30 a.m. A complete list as well as sales terms and conditions can be seen at Building 1073, Warehouse 41.

Registration will begin at 7:30 a.m. on the day of the sale. Bidders must be present and registered to bid. Mailed bids cannot be accepted. Items purchased may be removed on the sale date provided full

payment is made. Payment must be in cash or guaranteed instrument (cashier's check, money order, traveler's check, etc.). Unless otherwise specified, purchasers will have until Oct. 17 to pay and remove items.

Because the Defense Reutilization and Marketing Office is located within the Naval Air Weapons Station's interior security fence line, prospective bidders without a NAWS pass must stop at the main gate visitor's center and obtain a pass before coming aboard. Everyone must present photo identification and may be subject to vehicle inspection before being allowed entry onto the base.

Hours of operation at Sandquist Gate are 6 a.m. to 8 a.m., 11 a.m. to 1 p.m. and 3 to 6 p.m. Those wishing to reach the DRMO at other times must use Lauritsen Gate. Both routes are indicated in the auction catalog. Naval Air Weapons Station will be closed Friday, Oct. 7, and Monday, Oct. 10. For further details, contact Phyllis at Building 1073, Code 97, or NAWS ext. 939-2502/2538.

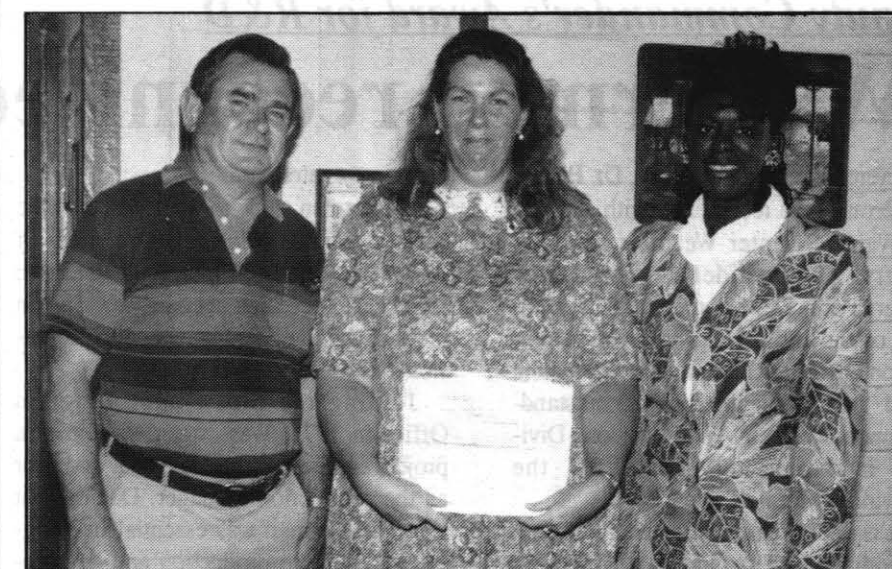


Photo by Margie Hammett

SCHOLARSHIP WINNER—Laura Brice-Foster (far right), president of the China Lake Chapter of the American Society of Military Comptrollers, presents the fourth annual Sybille Gehres Memorial Scholarship Award to Dorothy Marshall. Watching the Aug. 23 ceremony is Gehres' husband, Ed. A second scholarship was presented to Shannon Byrd, who was unable to attend the photo session. The American Society of Military Comptrollers is open to both military and civilians interested in the professions of financial management. Dues are \$20 per year. To learn more about the organization and its scholarship awards, call Brice-Foster at 927-3551.

China Lake's 1995 Combined Federal Campaign kicks off October 4

Efforts for the 1995 Combined Federal Campaign at the China Lake site of the Naval Air Warfare Center Weapons Division are under way. This year's theme is "The Power of Caring." The campaign

runs from Oct. 4 through Nov. 17.

Directorate and department heads have been asked to appoint a coordinator for their organization, who will then recruit key workers from each branch.

These key workers will then work within their groups, informing employees about the campaign and collect pledges. The goal is one key worker for every 15-20 employees.

A short training session is planned on Oct. 4 for these coordinators and key workers to kick off this year's campaign. The meeting is set for 10 a.m. in Room 1000D of Michelson Lab.

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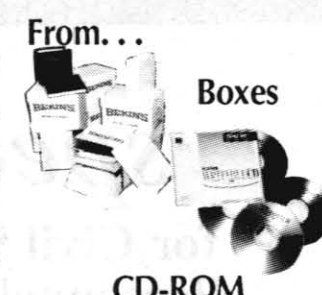
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Deputy Commander's Award for R&D

Wasserman recognized for Sidewinder efforts

Before he retired on June 1, Dr. Bernie Wasserman was recognized with a Naval Air Warfare Center Weapons Division Deputy Commander's Award for Research and Development. The former head of the Industrial and Government Liaison Office at China Lake received the award "in appreciation for (his) outstanding support to the NAWC Weapons Division missions and goals for the Sidewinder Missile System."

"It is with great pleasure that I present you with the Deputy Commander's Award for Research and Development for outstanding technical accomplishment," said Sterling Haaland, NAWCWPNS deputy commander for R&D, as he presented the award to Wasserman at the site meeting on July 18.

"This award is presented in recognition of your contributions in advancing the level of ordnance technology available to the Navy. Your individual expertise as a long-standing member of the Sidewinder Team in getting the AIM-9M into production; in second sourcing AIM-9M; and in ensuring the productionizing of the AIM-9M data package," Haaland continued. "As the manager of the AIM-9R development contract you ensured a good working interface between the government and

the prime contractor."

Wasserman came to what was then the Naval Weapons Center in December of 1970. He joined the Materials Research Branch as a research chemist, working on problems with materials related to propulsion and warheads.

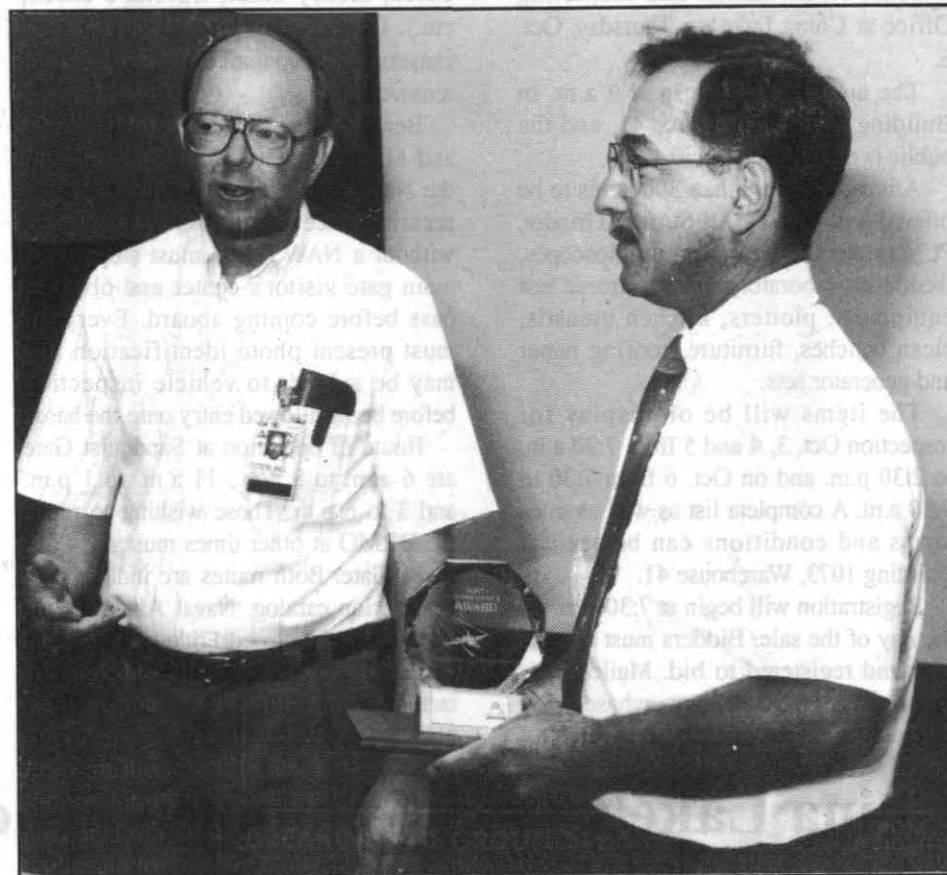
Joining the Sidewinder Program Office in 1975, Wasserman worked as a project engineer for the AIM-9L and later as the production manager. During that time, Wasserman was essential in bringing the 9M into production and developing a second source for building the missile.

In 1982, Wasserman became head of the Systems Engineering Branch, where his main projects were the CCD Seeker, a precursor of the AIM-9R missile, and the vertical launch ASROC autopilot.

In August of that year, Wasserman was named as the deputy Sidewinder Program manager, managing activities in support of the 16 contractors providing AIM-9M missile and telemetry components, plus the other production support activities.

From June 1984 to November 1987, Wasserman served as head of the Targeting Division, and was responsible for the management of a group of approximately

Please see R&D Award, next page



EFFORTS RECOGNIZED—Dr. Bernie Wasserman (right), listens as Sterling Haaland explains what Wasserman did to earn the NAWCWPNS Deputy Commander's Award for R&D.

TID Photo



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Education goals town meeting set for Sept. 28

At 8:30 p.m. Wednesday, Sept. 28, the Education Committee of the Ridgecrest Chamber of Commerce, NAWCWPNS and NAWC will join communities across the United States in the Goals 2000 Satellite Town Meeting, the monthly, interactive video teleconference for communities working to reach the six National Education Goals.

U.S. Secretary of Education Dick Riley and Deputy Secretary Madeleine Kunin will co-host the meeting, which will focus this month on the importance of involving the entire community in the school reform effort and highlighting tools and examples of how communities can create long-term plans for change.

Riley and Kunin will welcome a panel of education, community and business leaders from around the country. This meeting will be part of a larger report to the nation on U.S. progress toward the goals. In addition, the Education Department will produce the program in partnership with the National Education Goals Panel, the U.S. Chamber of Commerce, the Corporation for Public Broadcasting and the Coalition for Goals 2000.

Goals 2000 Educate America is a strategy designed to help the nation's states and communities achieve the National Education Goals.

The secretary, deputy secretary and other studio guests will help answer questions and share information that may help the NAWC-Ridgecrest community achieve the National Education Goals in a manner applicable to their local needs.

NAWC and the Ridgecrest Chamber of Commerce are two of more than 200 communities and chambers that are expected to participate in the town meeting.

Work starts on NALCOMIS facility...

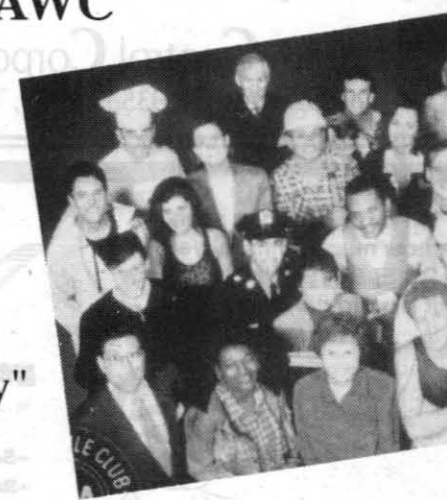


BREAKING THE GROUND for the new computer room that will house the Naval Aviation Logistics Command Management Information Systems, commonly referred to as NALCOMIS, are Capt. Charles A. Stevenson, NAWC China Lake CO; Larry DeBold, acting head of the Aircraft Department; and Lt. Michelle Williams, AIMD officer. Watching are CWO3 Dan Cruz, head of Aviation Supply; John McElwain, NALCOMIS administration; and Jim Bradberry, associate head of Aviation Supply. Construction for the new room, which will be located in Building 20267 (Warehouse W), began July 18. It will be completed in mid-October.

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To be an effective driver, you need total concentration—all of your faculties intact. Driving in today's fast-paced world is demanding enough without not seeing straight, being dizzy or falling asleep. Are we talking about drinking and driving? Not this time. We are talking about reactions from medicine and its interaction with food or other drugs.

Prescription and over-the-counter drugs can have the same debilitating effect as alcohol on alertness, reaction time and other driving skills. Common side effects include drowsiness, dizziness, blurred vision, disorientation and extreme anxiety. And side effects vary. A decongestant could make one person dizzy and have no effect on another.

By design, medicine has a combination of strong chemicals to change something within our bodies. Combining these chemicals or adding certain foods can cause side effects that impair driving ability.

A hypertensive patient may take a diuretic to control high blood pressure, confident of the way the medicine works. But adding an over-the-counter antihistamine to quell a sinus headache can raise blood pressure. Neither medication alone

Drug interactions

A prescription for safe driving

would produce such a reaction. But the combination has a side effect.

Food interactions are another serious concern. Eating cheddar cheese while taking certain antidepressants can speed up your heart, elevate your blood pressure and bring on nose-bleeds. Other foods can reduce or increase the absorption of medicine into your system, changing the way it affects you.

Unhealthy combinations range from minor disturbances like headaches and nervousness to a life-threatening stroke or heart attack. Even common aspirin can alter the effectiveness of your prescription.

Take the safe route with medicine and ask your doctor or pharmacist what to expect. Be sure to ask these questions:

- What are possible side effects?
- How will this medicine be affected by other drugs I'm taking? Give your doctor a list of all medicines you take, including over-the-counter drugs.
- Are there foods that can influence my reaction to this drug?
- Will I feel different at any time—like right before or after I take my medicine?
- Should I avoid or restrict activities like driving while taking this medicine?

Read inserts packaged with prescriptions to learn valuable information on drug reactions, possible side effects and long-term complications. Prepared by pharmaceutical companies, these inserts meet Food and Drug Administration requirements to explain product side effects. Ask your pharmacist to include inserts with each prescription.

Instructions for taking prescriptions may sound simple: Take one dose three times daily. However, you need to ask for complete detail to ensure drugs work as intended and understand how to take drugs. Does one dose three times a day mean every eight hours or breakfast, lunch and dinner? If you're supposed to take a medication every six hours, does it mean 6 a.m., noon, 6 p.m. and midnight? If you're asleep, do you skip a dose until the next morning? Many medications need to be taken on a strict schedule to reach effective dose levels in your body.

We know alcohol is a driver's enemy. But, it's even more deadly when drugs are involved. Alcohol has a dangerous effect when combined with prescription drugs or over-the-counter medications.

Knowing how medicine affects you puts you in the driver's seat. Plan excursions around dosages or when side effects are less likely. Look for alternatives to driving. Take a bus or taxi—or ask friends to drive. Avoid driving when medicated, especially if you're not sure how the drug affects you.

(Reprinted from *Safety Line Magazine*)

Leave authorized to attend funeral of a co-worker killed in the line of duty

Office of Personnel Management Director Jim King reminded agency heads of their authority to grant excused absences for employees to attend the funeral of a co-worker killed in the line of duty. Employees may also be reimbursed for travel expenses.

Agency heads have broad authority to grant excused absence—without charge to pay or leave—for various reasons. Under certain circumstances, one or more employees may attend the funeral of a fellow federal employee killed on duty. An employee so designated may also be reimbursed for travel expenses from agency funds.

"The death of an employee killed in the line of duty is especially tragic," said Jim King. "I wanted to make sure that agencies and employees confronting such a loss are aware of this policy."

The policy clarification applies only when a co-worker is killed on duty, said officials. However, supervisors have authority to grant administrative leave—excused absence—for various purposes, including attending the funeral of a co-worker.

R&D AWARD from Page 8

90 employees. "Targeting is the search, detection, acquisition, tracking and classification of targets and hand-off of targeting information to operators or weapons," Wasserman said. His code was responsible for developing targeting technology for naval aircraft and weapons and helping to transition this technology through research and exploratory development to advanced and engineering development, and eventually to the fleet.

During the period of November 1987 to October 1993, Wasserman performed a series of program roles. First, he was deputy AIM-9R program manager, serving as liaison with Ford/Loral, the development contractor; he then served as the deputy Sidewinder Program director, helping Karen Higgins, program director, in managing the entire Sidewinder tasking at

NAWCWPNS. In 1991 he added the duties of being the AIM-9R program manager to his deputy duties. Later, he also assumed the role of program manager for the LAU-7 launcher.

For the past year, before retiring, Wasserman served as the head of the Industrial Government Liaison Office, where he was responsible for manufacturing technology programs at China Lake, coordinating China Lake participation in the Industrial Research and Development Program, and helped with liaisons that resulted in technical exchange agreements and so forth.

Wasserman and his wife, June, still reside in the Ridgecrest area. They have two children, Michael and David, both of whom are attending college.

Questions on FIP resources? Call 927-4LCM

Planning to purchase hardware (a new computer, information system or boards), software or firmware (a smart machine with computer instructions already built into it, such as a fax machine, ATM and so forth)? Or, planning to put a contract in place for support services, maintenance or related supplies and systems? If so, the assistance of the Federal Information Processing (FIP) Resources Branch, Code C/P6331, may be needed. To answer specific questions concerning FIP equipment acquisition, just call 927-4LCM (4526).

FIP resources, as defined in Public Law 99-500 (40 U.S.C. 759 (a) (2)), are any equipment or interconnected system or subsystems of

equipment that are used in the automatic acquisition, storage, manipulation, management, movement, control, display, switching, interchange, transmission or reception of data or information.

This definition applies when a federal agency or a contractor with a federal agency uses such equipment, or the when the performance of a service, or the furnishing of a product, which is performed or produced, makes significant use of such equipment. This includes computers; ancillary equipment; software; firmware; and similar procedures; services, including support services, maintenance, related supplies and systems; and other related resources as defined by regulations issued by GSA.

Birthday Ball set Oct. 22 celebrates 219 Navy years

Celebrating 219 years of service to the country, the U.S. Navy's birthday will be observed with the annual Navy Birthday Ball on Oct. 22. Set for Hangar Three aboard the Naval Air Weapons Station China Lake, the gala event this year features guest speaker RAdm. John A. "Spider" Lockard, program executive officer for Tactical Aircraft under the assistant secretary of the Navy for Research, Development and Acquisition. Music will be performed by the SFO Navy Band.

Captain C. A. Stevenson, commanding officer of NAWS China Lake, extends a special invitation to the entire Indian Wells Valley community to attend. "We decided to have the Navy Ball in the hangar this year so we could accommodate all the folks who would like to attend. We hope to see a large number of the Navy's friends from the IWV community on Oct. 22," he said. Air Test and Evaluation Squadron Nine (VX-9) Commanding Officer Capt. Scott Ronnie joined Capt. Stevenson in the invitation to the community.

The annual event is co-sponsored again this year by the Military Affairs Committee of the Ridgecrest Chamber of Commerce. Larry Smith and Bud Biery are co-chairmen of the committee.

A social hour begins at 6 p.m., followed by dinner (top sirloin and turkey Marco Polo), catered by the Carriage Inn, at 7 p.m. The traditional cake-cutting ceremony and the guest speaker will start at 8:30 p.m., with dancing to the music of the SFO Navy Band to follow.

All tickets are by advance sale only. Tickets are \$25 per couple for active-duty enlisted members E-6 and below, \$50 per couple for all other active duty and civilians. Anyone interested can buy their tickets at the Ridgecrest Chamber of Commerce, from members of the Military Affairs Committee, at the NAWS China Lake Public Affairs Office, the Protocol Office and department offices at the airfield, CLPL and EWTES. For more information call the Public Affairs Office at 939-3511.

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CAO CODES from Page 1

Comptroller/Finance Management Department, which is a part of the Corporate Ops Competency, is represented by the number 6 (760000D). The Customer Service Division, located at Point Mugu but under the Comptroller/Finance Management Department, is represented by the number 1 (761000E). And the Travel Branch at China Lake, which is under the Customer Service Division, is represented by the number 3 (761300D). Staff groups are represented by codes with an alpha number for the second or third digit.

This structure will be used throughout the Naval Air Systems Command, Burford said.

"We expect the new system to be a little bit cumbersome initially," said Burford. "But it will be something that is very easy to learn. Indeed, in reading a person's code, you should be able to determine where the individual works (competency) and resides (site location)."

Burford went on to state that he understands the system is not perfect and that they will be collecting information on the difficulties people are experiencing. He hopes that by February modifications can be made to eliminate as many of the problems as possible.

In addition to the new organization charts, Burford said a limited production and distribution of a new phone book will be made. While there won't be enough to reach every employee, the new phone book will be distributed down to branch level. A complete production and distribution of the new phone book will be made when all the necessary information has been compiled, including any changes made to the new organizational structure.

The organizational change will also affect distribution efforts. For example, under the old organization senders had to put an E1 to indicate the paper was to be distributed to everyone. Under the new structure, L6 indicates everyone.

The "L" and a numeral represent who should get the distri-

bution. If the distribution is for group heads, associate/deputy and head of staff at all sites, the code is L1. If the distribution is for department heads and associates, the code is L2. The code for division heads is L3, branch heads is L4 and section heads is L5.

If the distribution is only to department heads and associates at a specific site, then the code would be DL2 for China Lake, EL2 for Point Mugu and FL2 for White Sands. If its just for military people, the code would start out with the letter "M." Distribution for attached activities start out with the letters "ATT."

Other changes that will go into effect with the new organizational structure include sorting out general administration costs, as some codes will no longer be grouped together, and there will be a broader authority on who can sign travel orders. The By Direction Instruction should be ready by the end of September, and the Navy Correspondence Manual will have a new chapter, Chapter 11, clarifying some instructions in the manual that are confusing.

The new codes will be used for official purposes, such as stub numbers, personnel actions, financial transactions and so forth, beginning Oct. 1. Transition to the new system for non-electronic mail distribution will be phased in. The old code, with the new code in parenthesis, will still be used beginning Oct. 15. By Dec. 15, only the new code will be used.

Burford noted that the changing of QuickMail addresses will be delayed for a while because of the complexity of the process, but that it will be done as soon as possible.

"Lots of things are going on to accommodate the changes that we are going to experience under the competency aligned organization," Burford said. "We are taking advantage at this particular time to make things simpler for the organization. After the initial setup, a lot of our processes should be easier and more useable."

Fire Division plans home inspections Oct. 7-21 at NAWS

Fire inspectors from the China Lake Fire Division will conduct their annual fire safety inspection of residential housing between Oct. 7-21 as required by NAFAC P-1021 and the Station Fire Prevention Regulation.

Fire inspectors will conduct door-to-door fire inspections of all occupied family housing units between 8 a.m. to 5 p.m. Monday through Saturday. A responsible adult family member must be present during the inspection of a residence.

For residents' convenience, fire inspectors will also be available after normal working hours and on Sundays. Any resident who will not be home during the normal working hours is encouraged to call the Fire Division office at 939-2146, Monday through Friday, from 7 a.m. to 5 p.m. to arrange for an appointment for this inspection.

All residents are urged to participate in this worthwhile effort to "fire proof" their home. Fire inspectors encourage questions about fire prevention problem areas that may be of concern. In return, inspectors may make constructive recommendations to improve fire prevention standards in the home, concentrating on yards, garages, kitchens and living rooms. Other areas of the home may be inspected upon request. Your cooperation is appreciated.

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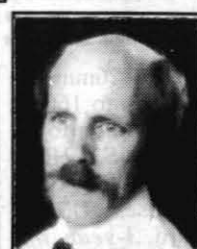
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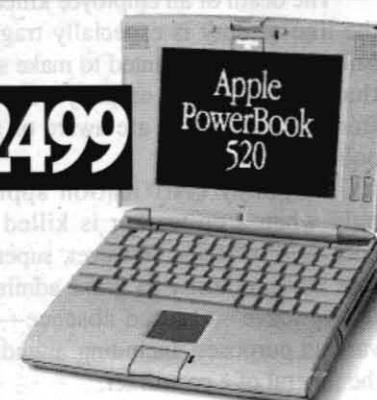
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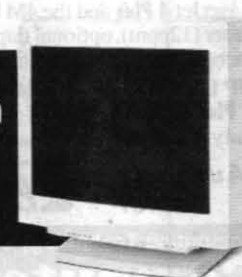
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Joint Standoff Weapon integration set to begin at Ordnance Systems

Submitted by Stuart Blashill
Propulsion Systems Technology Branch

Preparations have recently been completed for the air vehicle integration of the Joint Standoff Weapon (JSOW) at the China Lake site of the Naval Air Warfare Center Weapons Division.

The JSOW facility, located within the Ordnance Systems Department, will be used for the integration activities, which will include assembly operations, mass properties measurements and acceptance testing.

The integration effort is a cooperative effort between the Propulsion Systems Division, particularly the Propulsion Systems Technology Branch, the JSOW Project Office and Texas Instruments, the JSOW prime contractor.

To support the JSOW program air vehicle integration requirements, a missile integration facility that permitted explosive integration and testing was required. NAWCWPNS was selected to house the facility because much of the developmental and operational testing will be conducted on

its ranges and because appropriate integration assets already existed. The Ordnance Systems Department at China Lake handles ordnance items on a daily basis and had the necessary trained personnel and properly equipped and certified buildings.

The facility selected at China Lake brings together, in one location, all aspects of missile integration. This includes on-site ready storage of energetic components such as flight termination systems, live payloads and thermal batteries. Mass properties measurement capabilities were relocated to the facility, resulting in a greatly improved turn-around time for missile integration. Additional features of the facility include an uninterruptible power system for use with the sensitive high-value test equipment, a closed circuit video system, remote testing capability and a state-of-the-art fire monitoring system.

The facility selected at China Lake brings together, in one location, all aspects of missile integration.

The AGM-154A JSOW is a conventionally armed, air-launched, surface attack weapon that provides an intermediate stand-off attack capability against a wide spectrum of less-than high-value targets. JSOW is intended to be a highly versatile weapon for use against both land and sea targets day or night and with less than ideal weather conditions.

The JSOW air vehicle is 160 inches in length and weighs 1050 pounds. It is equipped with wings that deploy after separation from the launch aircraft and carries a payload of 145 BLU-97 submunitions. The tactical missile will be launched from both existing and future Navy, Marine Corps and Air Force aircraft. The Navy has selected the F/A-18C/D aircraft as the initial JSOW integration launch platform.

The specific operations to be performed at NAWCWPNS by Texas Instruments and NAWCWPNS personnel will include the installation of

energetic components into the air vehicle, initial acceptance testing, mass properties measurements and final check-out testing.

The initial acceptance testing will be conducted using a state-of-the-art test center based on the Consolidated Automated Support System, also known as CASS. CASS allows for the testing of several weapon systems through the use of specialized interface devices and custom software. For JSOW, it will determine the condition of the air vehicle upon receipt by NAWCWPNS.

Final check-out testing will be conducted once all energetic components have been installed and the air vehicle is ready for transport to the flight line. This testing will be conducted remotely, using a Flight Line Test

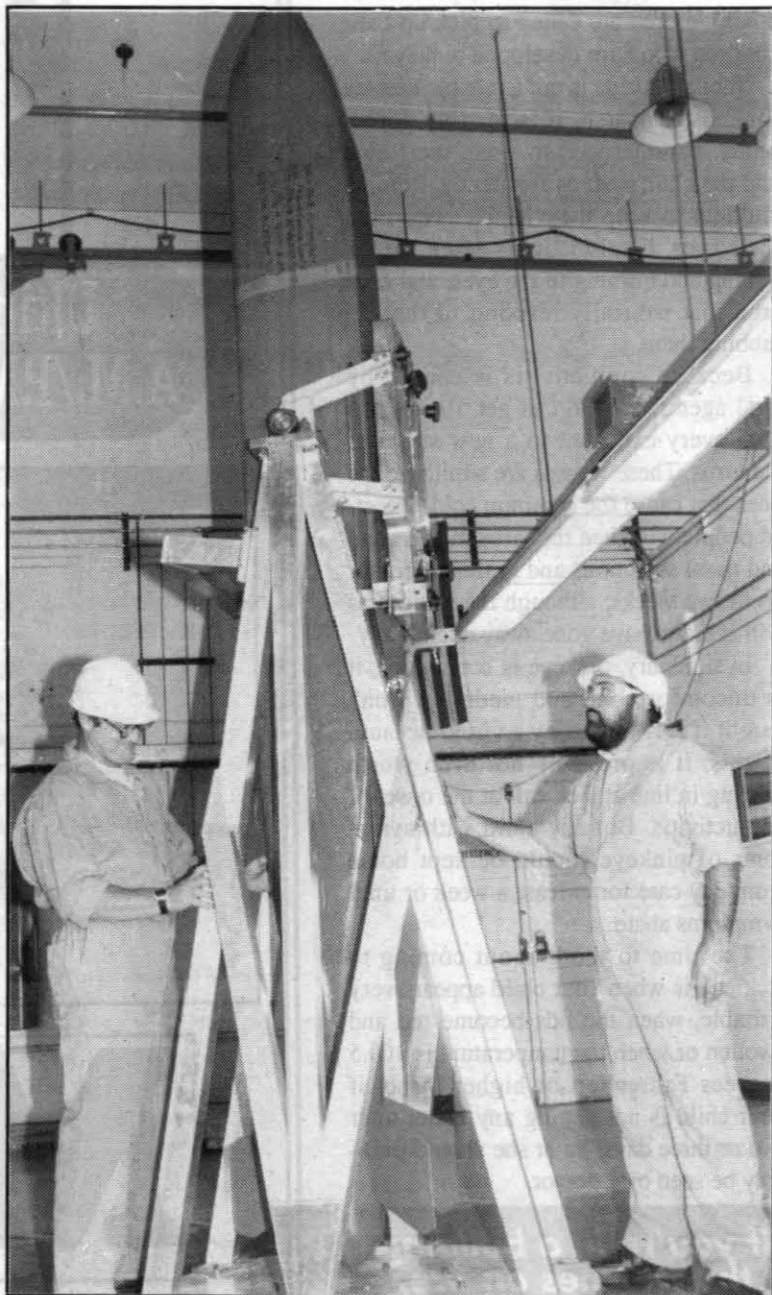
TECHNICAL HIGHLIGHTS

Set. The FLTS commands the JSOW internal computer to run its built-in-tests so it can determine its readiness for operations.

Mass properties testing will include the measurement of roll, pitch and yaw moments of inertia. These measurements will use a state-of-the-art measurement system loaned to the Ordnance Department by the Environmental Engineering Section, which will also provide personnel to support the measurements.

To obtain accurate measurements and meet ordnance handling requirements, it was necessary to develop new mass properties fixturing equipment. This was another cooperative effort with the Propulsion Systems Division providing the design, and Texas Instruments fabricating the hardware. Tests of the new fixturing has shown the new system to be consistently accurate and safe.

Following integration, the missiles will be ready for developmental or operational testing. The first air vehicle integration is scheduled for fall of 1994.



Photos by Margie Hammett

JSOW FACILITY—Dave Bell, Ordnance Systems Department (above, left), and John Owen, Texas Instruments, check position of airframe in the gantry that measures roll moment of inertia. TI's Richard Lee (left) calibrates CASS integrated test environment.



HOCKEY PUCK from Page 1

Model), image compression and aim point selection leading towards autonomous precision weapon delivery. Branch employees also work closely with Dr. Gary Hower on advanced targeting concepts.

"This is where the new jobs are," Harms said. "We've realigned ourselves and are now well funded. We're finding the right amount of work and there's a lot of work out there, if you can just figure out what the customer wants."

The branch is also working more closely with industry, Harms explained, bidding together on jobs. "That's part of the new wave for the future, too," he said. "They (the customers) want more and more team work, which results in lower costs. It's not really straightforward because there are contractual requirements to address data rights and other legal problems. There are still a lot of issues that have to be solved, but it is a lucrative field and I really think that is where we should be going in the future."

It's that "eye to the future" that earned Harms the Naval Air Systems Command Hockey Puck Award and the Deputy Commander's Award for R&D.

Sterling Haaland, NAWCWPNS deputy commander for research and development, presented the Hockey Puck Award to Harms on August 8 in a special ceremony in the Attack Weapons Department office.

This was the first time Haaland has presented the NAVAIR award, which was established to recognize teams or individuals who have exemplified team performance and process improvements. People nominated for the award must have played an instrumental role in the consolidation process and positively advanced a NAWC corporate culture, made significant technical contributions to a NAWC program, been instrumental in implementing process improvements or promoted inter-NAWC teaming achievements.

The award consists of a hockey puck medallion. Inside the medallion is a piece of arresting gear cable. "You trap an aircraft onboard an aircraft carrier with a cable," Harms explained. "They took a slice out of such a cable and put it into this medallion. It's interesting."

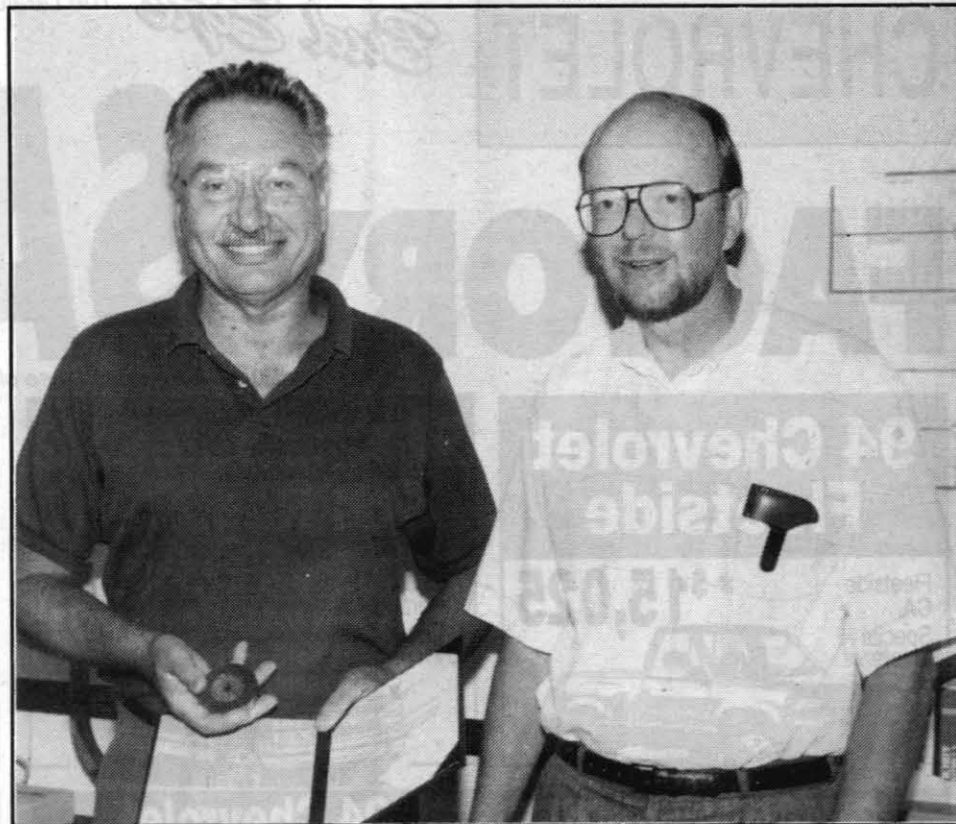
Paul Homer, director, Weapons Directorate, presented the Deputy Commander's Award for R&D at Harms' retirement party Friday night, when Harms ended a 23-year civil service career.

"Early on you recognized the need to adapt the technical role of your branch to meet the future needs and challenges of the Naval Aviation Community," Homer read from the citation signed by Haaland. "I am proud to recognize you with this award. Your accomplishments are a credit to everyone who has ever worked with you. You represent what this division is all about."

Harms joined the China Lake team as a junior engineer, after taking his junior professional tours in industry. He then spent the first half of his civil service career in the Aircraft Department, working on several pro-

grams as a system engineer. He then came into the missile side of the house. He was the program manager on the Skyray Fiber Optic Data Link Program before taking over the Air-to-Surface Guidance Branch.

Harms and his wife, Laverne, plan to stay in the Ridgecrest area. "I like the community," explained Harms. "Plus our friends are here."



HOCKEY PUCK—Dwayne Harms (left) displays first Hockey Puck Award given to a NAWCWPNS employee by Sterling Haaland.

Fastest DAT in the world: HP JetStore 6000

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A brief introduction to DAT technology and HP's newest DAT products

What's DAT?

DAT stands for Digital Audio Tape. This technology was originally designed in the late 1980's using the helical scan recording technique for audio recording. Hewlett-Packard and Sony were the first of many companies to recognize DAT's potential as a first class data storage product for computing. The basic features of DAT were improved by the Digital Data Storage (DDS) recording format, developed by HP and Sony with input from computer industry

DAT features

- recording is digital—it already has many of the features necessary for storing computer data
- small, inexpensive tape cartridges
- small-size mechanisms for small drives
- high levels of error correction
- ability to move to a specific track

DDS Format Features

- Fastsearch enables search of tape at 200 times normal read/write speed
- ten error correction facilities in DDS
- three levels of error correction
- read after write (using 4 heads) for immediate error detection
- track checksums, strict media spec., ...

manufacturers and end users. DDS has been accepted by ANSI, ISO, ECMA and is the industry standard for DAT. Over time the standard has been extended to keep the standard competitive and current with technology. In 1991 the base DDS was extended to DDS-DC to provide for inclusion of compression algorithms. DDS-2 (1993) defined the 120 meter tape cartridge. Future capabilities will include the 180MB tape.

DAT reliability comes from many sources: Helical scan recording offers improved data reliability over conventional sequential recording. This is because the most common damage to tape is longitudinal and helical scan minimizes this. Error-correction techniques verify data is correctly written and help recover data even if a tape is damaged. DDS cartridges perform far better than DAT audio cartridges. Certified DDS media is electronically checked to ensure it meets specs. HP further tests multiple passes assuring you of a minimum of 2000 passes. DDS cartridges have a shelf life of 10 years.

HP's New JetStore 6000

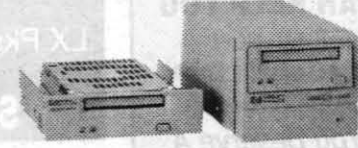
This latest addition to HP's DAT JetStore family is the fastest in the industry. HP JetStore 6000 gives you typically **8Gbytes** of unattended backup.

HP JetStore 6000 tape products are ideal data protection for high-capacity, high-speed networks. They offer the broadest connectivity and widest range of solution choices for MS-DOS, Novell NetWare, Windows NT, SCO Unix, Banyan Vines, Macintosh and many more.

- **8Gbyte** with industry standard DDS-2 120-meter data cartridges compression
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- HP DDS cartridges have **lowest storage cost per megabyte** compared w/other media
- high reliability: MTBF: 80,000 hours, data: less than one error in 10^{15} bits
- complete with JetSafe utilities, cables, terminator, 120-meter cartridge, cleaning cartridge
- Network with Windows tape systems include **Cheyenne ARCserve 5.1 250-user version** and JetSafe utilities, rails (internal), cables, terminator, 120-meter data cartridge, cleaning cartridge

HP JetStore 6000i internal tape drive is just **\$1,269** & HP JetStore 6000e external tape drive is only **\$1,459**. HP JetStore 6000i Internal Tape System for NetWare with Windows is **\$2,689**. If needed, an Adaptec 16-bit SCSI2 controller is **\$199**. Two/three-day delivery on most HP DAT drives.

The entire family of HP JetStore products is available including the HP JetStore 2000i internal tape drive for just **\$989** and the HP JetStore 2000e External Tape System for Macs (2Gbytes and with Retrospect Remote) for only **\$1,349**. Two/three-day delivery typical.



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DAT has many advantages over Quarter Inch Cassette (QIC): DAT accommodates up to 8Gbytes where QIC is only 2Gbytes, DAT provides single file restore in two minutes where QIC needs five minutes up to one hour. DAT v. 8mm technology: DAT is more reliable, costs less, & has much smaller drives.

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Pinkeye may not be dangerous, but it is contagious

Washington (NES) — One of the most common diseases ever to confound a parent is conjunctivitis, better known as "pinkeye."

Typically, a parent will drop off a perfectly healthy-looking child at a child development center (CDC) first thing in the morning. Later in the day, the parent gets a call saying the child must be picked up because his or her eyes have become red or there is an abnormal discharge. There may be a slight runny nose as well.

The parent then takes the child to sick call. The doctor's examination usually takes only a few minutes and may be followed by a prescription for some antibiotic eye drops. The drops are to prevent onset of a bacterial infection in the wake of conjunctivitis.

A day or two later the child is ready to go back to the CDC, appearing to be perfectly well. Then, a few days after the child's return to the CDC, parents of other children are called to pick up their children who have developed pinkeye.

While pinkeye is not a terrible disease for most children, it is terribly contagious. Parents need to wash their own and the child's hands frequently. Remind children to keep their hands away from their eyes. Conjunctivitis often causes itching and burning of the eyes, and children just naturally respond to that by rubbing them.

Because conjunctivitis is caused by viral agents, a child can get a new case with every exposure to a new strain of the virus. These viruses are similar to the ones that cause the common cold. Infected people will shed the virus in their oral and nasal secretions and in their tears for up to two weeks, although the symptoms will seem to have gone away completely.

In summary, pinkeye is contagious; it is uncomfortable, and medicine won't cure it if it is caused by a virus. Because of this, it is probably not even worth waiting in line at sick call at the onset of conjunctivitis. But any child with symptoms of pinkeye should be kept home from day care for at least a week or until symptoms abate.

The time to think about coming to sick call is when your child appears very irritable, when the lids become red and swollen or when the temperature is 100.5 degrees Fahrenheit or higher. Also, if your child is not getting any better after two or three days, he or she should probably be seen by a doctor.

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FROM THE TOP from Page 15

that have worked well for other institutions (Texas Instruments, Motorola, Xerox, Boeing, the Internal Revenue Service and the Air Force). Lessons learned will be applied to our own operations, where appropriate.

An effective way to measure quality progress is baselining. The TEAM has implemented two baselining approaches. The climate survey (TEAM Survey*) was conducted last year, and a follow-on survey is currently being administered. This survey gives our work force the opportunity to assess our progress and recommend areas for improvement. Results of last year's survey have prompted TEAM leadership to develop a training package for supervisors that will cover leadership and total quality principles in the context of our new competency aligned organization. The current performance appraisal system will then be modeled after the principles identified in the supervisory training.

The second baselining tool is the Quality Self-Assessment Tool, which provides a more in-depth analysis of our progress in institutionalizing quality concepts throughout the TEAM. This tool is used annually by teams of individuals knowledgeable in TQL principles at each of our sites, to measure the progress of their sites and of the total TEAM.

TQL Training
NAVAIR has been conducting TQL

training throughout the corporation since 1990. TQL implementation within the Navy as a whole has also been given increased attention. Chief of Naval Operations Adm. Mike Boorda has demonstrated his commitment by tasking the Navy TQL Quality Management Board with several actions for Navy-wide implementation and training.

Specifically, the CNO's focus is on ensuring that all hands understand what we are trying to accomplish through TQL, and what their roles in achieving those objectives are. CNO also encouraged the use of TQL tools and principles by documenting success stories and lessons learned.

RAdm. Boecker is our representative on the recently established Navy TQL Training Working Group. The aim of this group is to determine how to infuse TQL concepts and principles most effectively into the continuum of core officer and enlisted training. Similar efforts are planned for civilian training. The desired end state is one in which TQL is not set apart from leadership training—but instead, is naturally embedded within it.

The TEAM's long-term TQL training goals are consistent with the Navy's approach. In order for TQL theory to translate into action and tangible results, its principles cannot merely surround our processes. TQL must be a fundamental and intrinsic part of those processes. Our

goal is to fold TQL training into the comprehensive TEAM-wide education and training under development (e.g., work/process-related training, professional/leadership training, university courses, CAO implementation training, etc.)

At this stage, all of you should have a solid understanding of the principles and theory behind TQL and some idea of how to put those ideas to work. The next "round" of TEAM-wide TQL training will help you to sharpen those skills and will provide you with the tools you need to measure your processes and improvements more scientifically.

An example of "hands-on" training is a computer-based TQL course that is being prototyped at headquarters and will eventually be expanded to the field. This course provides detailed training in TQL tools and techniques such as flow charting, pareto and control charts (primarily designed for teams or facilitators).

Making Empowerment Work

Our quality improvement efforts are laying the groundwork for empowerment that truly works. By giving individuals more power to make decisions, we reintroduce trust, which removes the need for mountains of self-inflicted layers of oversight and an army of checkers.

Empowerment simply makes good sense. We must reduce unnecessary oversight, which always hinders creativity and

slows progress. This is the underlying fiber of competency alignment—reducing layers and bringing management expertise back into the technical process, so that mature experience is part of the empowered group from the onset of the project, not an element waiting on the periphery to evaluate the end result.

But empowerment only works if individuals and teams are prepared. You cannot empower people who do not possess the proper mix of skills, mature experience and a sense of how their process ties to the end game. It is up to our competency leaders and managers to see that learning and experience is shared, creative and innovative ideas are truly encouraged, people are given a sense of ownership and responsibility, and when appropriate, are allowed to take risk.

In the words of W. Edwards Deming, "You must drive out fear. Fear takes a horrible toll. It robs people of their pride and the chance to contribute to the organization." Empowering our people will infuse them with creative energy and an increased desire to introduce creative solutions and that is exactly what we will need to continue our quality journey and to maintain our status as the premier quality organization in the federal government.

See the August issue of TEAM Forum for a detailed discussion of the '93 TEAM Survey.



Public Works Photo

CUTTING the ribbon on the newly remodeled facility in Building 456 are members of the Procurement and Public Works departments. The two departments joined forces to provide the Procurement Department the needed facility.

Procurement opens remodeled facility

On Aug. 19, the Procurement Department proudly opened their remodeled facility in Building 456 with a ribbon cutting ceremony. Pam Thompson, head, and Sue Casey, contract specialist, Procurement Division 5, held the ribbon while John Riise, Construction Shop No. 2, work leader for the project, wielded the scissors.

The project was designed and construction work was

completed by personnel from the Facilities Engineering Division and Construction/Maintenance Utilities Division, Public Works Department.

Captain A. S. Ritchie, Public Works officer; Commander Cedric Knight, head, Procurement Department; and Jeff Miriam, associate for management; were the guest speakers.

Hail and farewell features chili cookoff, and Capt. 'Bum Gouge' Stevenson may do his infamous tap dance routine

If 300 or more attend the hail and farewell set for next Wednesday, Sept. 28, Capt. "Bum Gouge" Stevenson will perform his infamous tap dancing routine.

Members of the Marine Aviation Detachment at the Naval Air Weapons Station China Lake are hosting the third annual Western Chili Cook-off and NAWCWPNS/NAWS Officer Hail & Farewell at the Community Patio/Barefoot Bar starting at 6 p.m. All officers and civilians of equivalent rank are invited to attend.

The gathering will say goodbye with style to Lt. James Anderson, Lt. William Bowdish, Cdr. John Kimmel, LCdr. James McClean and LCdr. Curtis Wheeler, while welcoming Cdr. Randall Sweeney.

The chili cook-off is a competition between the departments, directorates and tenants to see which one can make the best overall and the most unique chili.

Past winners include SID, MAD, A/C Weapons Systems, Public Works and A-6 WSSA.

All competitors must register with CWO2 Thomas Wangler at the MAD (939-6601) by Sept. 23. Cook-off rules are available upon request or when registering.

After the competition, enjoy a chili dinner! Married guests with last names beginning with A to M are requested to bring desserts, while those whose last names end with N to Z are asked to bring salads. If not married, please bring chips and dip.

Music will be provided by a D.J.

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Electronic design news group now on USENET

Chartered to help improve, expand and coordinate the Naval Air Warfare Center Weapons Division's efforts in embedded computing, the Embedded Computing Institute was established in 1991.

In accordance with that charter, Jay Crawford, the institute's director, has formed a committee dealing with electronic circuit design and simulation. This committee is addressing many issues that may be beneficial to the electronic design community at NAWCWPNS China Lake. One of the major thrusts is communications and data sharing.

To this end, the committee has established a new on-line "USENET" news group for China Lake called "nwc.electronic.design".

The mediator of this new venture is Steve Green of the Intercept Weapons Department's Weapons Control Branch, Radio Frequency Guidance Division. Green has been tasked with addressing some frequently asked questions and to try to keep the electronic design community at China Lake informed. If there is positive response, the venture will be expanded to all NAWCWPNS sites and ultimately throughout the Naval Air Warfare Center.

There are many tools that can be used to access "USENET NEWS." For UNIX tools, "XVnews" (public domain software) seems to work well. For the Mac and PC platforms, TCP/IP needs to be properly configured and connected to the China Lake corporate network. "Trumpet" news reader and "Nuntius" for the Mac are both available on the Information Systems Department server. "Read News," a part of VersaTerm Link (which comes with VersaTerm Pro) for Macs, can also be used.

For information on accessing "USENET" on UNIX platforms, call Green at 927-1409 or E-Mail the request to steve.green@chinalake.navy.mil. For assistance on PC and Mac platforms, or for locating files, call Mark Hibberts at 939-2482.

Individuals who would like to participate on the committee are invited to call Crawford at 939-9738.

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process, improving our benchmarking and baselining efforts, updating and developing new TQL training programs, and increasing our focus on TEAM-wide coordination of TQL initiatives.

FQI's report provided a summary and assessment of our progress in seven categories (leadership, information and analysis, strategic quality planning, human resources, management, management of process quality, quality and operational results, and customer focus and satisfaction). According to one of the FQI judges, who also judges private industry for the Malcolm Baldrige Award, our strategic planning process is the benchmark for both the public and private sectors.

Some of the areas for improvement identified by FQI are currently being addressed through our strategic planning process. The Processes Strategy (one of five strategies in the 1994/95 Strategic Plan) involves a number of initiatives designed to identify, measure and improve our primary processes.

Processes Strategy

Today, we have proportionately more work than people in comparison to the past. We have no choice but to streamline our key processes, eliminate any non-value-added steps and standardize best practices across the TEAM. Our Processes Strategy has mapped out goals that will enable us to downsize smartly and continue to get the work done right.

One third of the areas for improvement identified by FQI referred to process management. The report suggested that we do not employ enough TEAM-wide process coordination. Here lies an excellent opportunity to identify the primary processes critical to the successful execution of the TEAM mission, and extend them across organizational and geographical boundaries. Opportunities for standardization exist in the areas of information management, budget preparation, administration of workload acceptance, personnel management and financial management.

A leadership team comprised of senior competency representatives has been established to identify the TEAM's primary processes. Primary processes are those vital few processes critical to successful execution of the TEAM mission. This team will develop a comprehensive implementation plan involving the development of detailed process improvement methodologies and the education program necessary to see it through.

Benchmarking and Baselining

Another initiative involves benchmarking the successes of other organizations. In the recent past, benchmarking has proven tremendously beneficial—giving us added insight into areas such as: integrated product teams, integrated weapon-system management, cradle-to-grave management, flatter organizational hierarchies and co-location of team members. More recently, we have been closely examining process management strategies

Please see **FROM THE TOP**, Page 16

REASSIGNMENT COLUMN

REASSIGNMENT OPPORTUNITIES

This column is used to fill positions through reassignment or voluntary change to lower grade only. All applications must meet minimum qualification requirements established by the Office of Personnel Management. Information concerning the recruitment and placement program and the evaluation methods used in these reassignment opportunities may be obtained from Personnel Management Advisors. Applications should be filed with the person whose name is listed in the announcement, i.e., at China Lake the Selecting Official; at Point Mugu the HRD Contact.

ALL NAWCWPNS SITES

No. C21-008, Computer Scientist, DP-1550-3, (Multiple Vacancies). F/A-18 Software Development Branch, Systems Engineering Division, Aircraft Weapons Integration Department (F/A), C2195—Area of Consideration: NAWCWPNS. Opening Date: 9-22-94. Closing Date: 10-6-94. Selecting Official: Charles Bechtel, (619) 939-5210. HRD Contact: Kym Noh, (619) 939-2393. Permanent Change of Duty Station Expenses Authorized: Yes. Summary of Duties: This position is located in the F/A-18

Software Development Branch, Systems Engineering Division, Aircraft Weapons Integration Department (F/A). The branch is responsible for development of embedded computer software for the F/A-18 aircraft. The incumbent will provide software engineering support for (1) analyzing and documenting aircraft mission system requirements, (2) developing software designs for embedded computers, (3) translating software designs into source code, and (4) testing the resultant embedded computer programs. A knowledge of embedded systems software development, DOD-STD-1679A, and DOD-STD-2167A is desirable. Incumbent must have experience in software engineering practices. Incumbent must have experience in assembly language programming. The incumbent must be able to work well in a team environment and display effective communication skills. Incumbent must be able to obtain and maintain a Secret clearance. Full performance for this position is DP-3. Duty station is at NAWCWPNS, China Lake, Calif. Send a current SF-171 to Charles Bechtel, C2195. Note 4 applies.

No. 21-014-KNA, Interdisciplinary (Electronics Engineer/Computer Scientist, DP-85-1550-2/3, F/A-18 Avionics & Weapons Integration Branch, Code C2144, System Integration & Evaluation Division, A/C Weapons Integration Department—Area of Consideration: NAWCWPNS.

VX-9-SECURITY SPECIALIST

No. 555-L-94, Security Specialist, GS-080-9/11, Air Test and Evaluation Squadron Nine (VX-9), Naval Weapons Center, China Lake, Calif. Area of Consideration: Federal Activities West Coast, Reinstatement and Transfer Eligibles. Salary: \$28,648 - \$34,662 per year or higher step in accordance with regulations (*includes 3.09% locality pay). First Cut-Off Date: Applications received by 7-29-94 will be processed first. Applications received after 29 July will be processed in order of receipt; it is to your advantage to apply early. Closing Date: 9-30-94. Notes: (1) Relocation expenses will not be paid; (2) selection may be made at either level; (3) Top Secret security clearance, based on a special background investigation with eligibility for compartmented access, is required. Time-in-Grade Requirements: for GS-9, 52 weeks as GS-7; for GS-11, 52 weeks as a GS-9. 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 DOD 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 DON employees may be subject to drug testing under certain circumstances, such as reasonable suspicion and after an accident or unsafe practice. All individuals will have an opportunity to submit medical documentation that may support the legitimate use of a specific drug to the Medical Review Officer. An applicant's test results will be provided to the selecting official and the servicing Human Resources Office before a final collection is made. A verified positive drug test result of a current DON employee will be provided to the employing activity/command. Duties: Responsibility for security of the Future Systems Branch of the Projects Department, including information, personnel, physical, and automated data processing (ADP) security, operational security (OPSEC), communication security (COMSEC), and contractor security management and liaison. Defines, prepares, and implements standard information control, ADP, personnel, and physical security procedures. Prepares standard practices and procedures (SSP) for various security programs. Prepares and gives security education briefs to all program personnel, gives defensive security briefs to travelers, and handles facility visitors in accordance with program procedures. Applies physical security principles to designing a facility with the proper use of alarms, locks, telephones, and construction standards; prepares physical security checklists for a secure facility; applies and prepares TEMPEST and vulnerability assessment requests; and prepares plans for guard force utilization. Writes transportation plans for courier operations. Sets up, breaks down, and operates secure communication equipment, diagnoses routine problems, schedules repair and maintenance of communication gear, understands and applies COMSEC regulations and procedures. Monitors contract personnel during use of program material. Provides security guidance for preparation of contractor packages, bids and proposals, and assists in contractor facilities security inspections. Supervises a security assistant. Qualification Requirements: Applicants must have 1 year of specialized experience equivalent to the GS-7 and GS-9 level, respectively. Additional information regarding qualification requirements may be found in the Office of Personnel Management Qualification Standards Handbook. Specialized Experience: Experience that equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the duties of the position, and that is typically in or related to the work of a security specialist. Additional information regarding qualification requirements may be found in the Office of Personnel Management Qualification Standards Handbook. Further Evaluation: With the exception of reassignment and voluntary change to lower grade, applications of candidates meeting the basic qualification requirements (outlined above) will be further evaluated for ranking purposes on the degree to which they possess the following knowledge, skills, and abilities for success in the position: (1) knowledge of various security programs, regulations, policies, and procedures; (2) ability to manage security programs; (3) ability to interpret and apply security policies, procedures, regulations, and instructions; (4) ability to communicate orally and in writing. On a separate sheet(s) of paper, as a supplement to your SF-171, provide examples of your knowledge, skills, and abilities applicable to each of the factors identified in the Further Evaluation section. How To Apply: If you are qualified and interested in this position, submit the following forms: (a) Application for Federal Employment, Standard Form 171 (SF-171); be sure to sign and date your SF-171; (b) a copy of your most recent Notification of Personnel Action (Standard Form 50); (c) a copy of your most recent annual performance rating; (d) a copy of the Background Survey Questionnaire (Standard Form 181). SF-171s and 181s may be obtained at the office shown below or federal activity nearest you. Do not send copies of awards, citations, letters of recommendation, personal evaluations, samples of projects or study papers, or official job descriptions. All applications under this announcement should be submitted or mailed to the following address:

Human Resources Office
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Applications must be postmarked or received at the above address by the closing date. Office hours are 1000-1630 Monday through Friday. Full consideration will be given to qualified applicants without regard to race, religion, color, national origin, marital status, sex, age, lawful political affiliation, or handicapping condition. The DON is an equal opportunity employer. For further information, contact the Human Resources Office at (209) 993-3866/67 or DSN 949-3866/67.

Opening Date: 9-22-94. **Closing Date:** 10-6-94. **Selecting Official:** Mike Murphy, (619) 939-5805. **HRD Contact:** Kym Noh, (619) 939-2393. **Permanent Change of Duty Station Expenses Authorized:** No. **Summary of Duties:** The branch is responsible for providing software and hardware subsystem engineering for the integration of avionics and weapons for the F/A-18 aircraft. The incumbent is responsible for (1) defining and preparing functional requirements, test plans and schedules for the F/A-18 avionics and weapons systems integration, (2) performing laboratory, ground, and flight tests, (3) analyzing tests and preparing results for all three types of integration testing: laboratory, ground, and flight, (4) analyzing proposed modifications and new capabilities for existing and new aircraft systems, and (5) preparing Interface Control Documents and other avionics and weapons related documentation. The incumbent should have a knowledge of tactical/attack aircraft avionics systems. A knowledge of systems integration procedures, avionics and weapons systems test and evaluation procedures is desirable, but not required. The ability to deal and communicate with all levels of technical personnel. Incumbent must be able to obtain and maintain a Secret clearance. Promotional potential is to DP-3, but not guaranteed. Send an updated SF-171 to Mike Murphy, C2144. Notes 1 and 4 apply.



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*Numbers in parentheses are negative.
C Fund—Common Stock Index (Stocks)
F Fund—Fixed Income Index (Bonds)
G Fund—Government Securities

RIDESHARE WEEK

The State of California has designated 3-7 October as Rideshare Week. This will be the ninth year that a concentrated effort is being made by the State of California to encourage people to participate in ridesharing. As a specific encouragement to rideshare, employees pledging to share a ride to work during rideshare week can enter a contest featuring prizes provided by the State of California. Pledge cards will be available from the Employees Transportation Coordinator, Ron Rogers at (805) 989-3997 (DSN 351-3997).

ISO 9000: A CRITICAL REVIEW
OF THE 1994 REVISIONS

A live video conference presented by James Lamprecht, International Consultant; Ann Jackson, Interleaf Inc.; and Ronald Muldoon, KMPG Peat Marwick will be held at the NAWC Training Center, Room TBD on Wednesday, 5 October from 0900 to 1200. For more information contact Bob McGahern, IEEE Education Chairman at (619) 939-1443 (work) or (619) 375-8935 (home).

Note: Preregistration to Bob McGahern is requested.

This presentation is an IEEE video conference transmission received live via satellite at NAWC China Lake. The video conference reception was arranged by IEEE China Lake in conjunction with the NAWC Training Center. There are several locations on station that will receive the downlink signal, but preregistration should be made in advance to assure sufficient seating and that handouts are available. For registration information contact Bob McGahern. There is no fee for government employees and a nominal reproduction fee for any nongovernment employees requesting a copy of the presentation handouts.

The ISO900x Standard Series is a set of (industry-driven) quality standards covering all steps of the manufacturing process from initial design practices, production, testing, to inspection; including total quality management practices, etc. In essence, it is a philosophy of quality manufacturing. Specifically ISO 9000 covers the guidelines for the selection and use of the ISO Standard Series, ISO 9001 covers design, development and service issues, ISO 9002 covers production and installation issues, ISO 9003 covers inspection and test issues, and ISO 9004

covers quality management issues. Numerous businesses (big & small) and manufacturers are currently deciding whether or not "it pays" to invest the money to seek certification. The governments adoption of the ISO Series in lieu of MIL-Q-9858A and MIL-I-45208A is another big issue manufacturers must consider, especially in light of the recent mandate by the Secretary of Defense to use commercial off-the-shelf (COTS) products unless extenuating circumstances exist.

As a result, this video conference should be useful and informative to those in a variety of fields from design manufacturing to management and product assurance as it will present many of the issues being debated. The presenters will try to clarify what the ISO 9000 Standard Series is provide the origins and scope of the ISO 9000 Series including the 1994 edition, and present an overview of the changes from the 1987 ISO 9001 Standard. The benefits of ISO 9000 and certification to ISO 9000 will be presented, as well as how software tools can be effectively used to facilitate the documentation tasks. The presenters will identify some of the companies that use the ISO Standards (and why), describe the benefits derived from the certified processes, and offer an overview of the regis-

tration process. The presenters will also explain how to select the appropriate ISO models (9001, 9002, 9003), the limitations of the ISO 9001-9003 models, and what will be required from the 1994 ISO Standards.

AIR TEST AND EVALUATION
SQUADRON FOUR (VX-4) REUNION

The evaluators of Air Test and Evaluation Squadron Four (VX-4) will be hosting a squadron reunion to coincide with the annual NAWC Point Mugu Airshow from 30 September - 2 October. For more information, contact LT Joseph G. D'Acquisto at (805) 989-8931 or DSN 351-8931. Written inquiries can be addressed to: Air Test and Evaluation Squadron Four, NAWC, Point Mugu, CA 93042-5033.

FEDERAL JOB OPPORTUNITY LISTING

Bulletin Board System (BBS) - The Federal Job Opportunity Listing (FJOL) BBS is available to PC-compatible and Macintosh computers using a standard communications package (i.e. Procomm, Smartcom). To login into the BBS is (805) 989-3233. Follow the instructions on the screen to register as an authorized user.

Command Local Area Network (C-LAN) - The FJOL is also available on the C-LAN on the P62 HRD Server for

PC-compatible and Macintosh users. Any specific questions regarding access to the C-LAN should be directed to the network administrator responsible for the local area network in your area.

PC-Compatible Computers: At a network prompt, type the following command: "LOGIN PM62PUB_NFS/JOBSPEC".

Macintosh Computers - In Chooser, click on Appleshare. Find the zone "PM HRD" and click on it. Click on the file server "PM62PUB_NFS" and select OK. Click on registered user and in the name field, type "JOBSMAC" (no password is assigned). Click on "PUB", then click OK. A file cabinet icon will appear on the desktop of your Mac with the label "PUB". Double click on this icon to open it. Double click on the folders "FJOL" and "MACFILES". Double click on the icon "BBEDIT" to start the program. You can view one file (state) at a time or choose to open several files. When you have finished using the FJOL program, "QUIT" and close the folders "MACFILES", "FJOL", and "PUB". Then drag the "PUB" desktop icon to the trash. This last step is very important because it logs your connection off of the HRD server, allowing another connection to be made.



If you have any questions regarding the use of this service, call Coleen Allen at (805) 989-3343 or Rafael Duran at (805) 989-3005. For any questions regarding specific listings, call the number at the bottom of the announcement.

FIP HELP SESSIONS

The Federal Information Processing (FIP) Resources Branch (C/P633) will offer biweekly 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 needing to write an abbreviated system decision paper (ASDP). Assistance will be on a one-on-one basis and will be available at China Lake on 5 and 19 October; and 2, 16, and 30 November at Bldg. 02466,

Room 20001B from 0900 to 1100. At Point Mugu, assistance will be available on 28 September; 12 and 26 October; and 9, 23, and 30 November at Bldg. 340A, Mini-Conference Room from 0900-1100. Additional dates will be announced. 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 both Point Mugu and China Lake. Both sites offer full service career transition assistance daily and per-

sonal 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 jet printers 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 1000-1500 daily and is located in Bldg. 5-1, Room 31. For more information, call 989-3982/3994. The China Lake Center is now in two locations: job bulletin boards are available in Room 100 at Personnel (Bldg. 02335) from 0700-1700, and checkout materials are in the Training Center, Room 100 from 0700-1630. Both locations are closed from 1130-1230. For more information, call 939-2264/2265.

CAREER TRANSITION TIP

When contemplating good cover-letter design and construction, it is important to keep one very important fact in mind; the cover letter must be written from the employer's perspective. Stated differently, good cover-letter writing must take into consideration that the end result you seek is employer action. It is necessary to realistically address the following questions: (1) How does the employer read the cover letter? (2) What are the key factors the employer is looking for (and expects to find) in the cover letter? (3) What are the motivational factors that will pique the employer's curiosity and create a desire to interview you?

CHINA LAKE GENERAL ANNOUNCEMENTS

RETIREMENTS

JOHN BURMEISTER

John Burmeister is retiring after 35 years of federal service at China Lake. A farewell party will be held in his honor at El Charro Avitia on 27 September. A no-host bar will begin at 1800 with dinner at 1830. Dinner will consist of order-off-of-the-menu selections. Presentations will begin at approximately 1930. For presentations, gift donations, and reservations, contact Janice Townner at 939-2131 by 26 September.

RICHARD (DICK) PAGE

Richard (Dick) Page, Sidewinder FMS, C29B10, is retiring after over 30 years of federal service. A retirement party will be held in his honor at La Pasta Grill on 27 September at 1800. The attire will be casual (jeans and t-shirt). For presentations, gifts, or donations, contact Tammy Johnson at 939-3643.

LARRY PRINCE

Larry Prince, Head, Harpoon/SLAM/ Penguin Office, is retiring after 30 years of government service. A dinner is being held in his honor at the Carriage Inn on 27 September. A no-host bar will begin at 1800 with a Southwestern buffet dinner at 1900. Tickets are \$15 per person and must be purchased by 22 September. For tickets, gift contributions, or presentations, contact Ann, Doris, or Betty at 939-3701.

BOB BRILEY

Bob Briley, C254, is retiring after 37 years of service. A luncheon will be held in his honor

at the Sizzler's Lounge on 28 September at 1130. Lunch choices will include an all-you-can-eat salad bar at a cost of \$5.95 per person or you may order off the menu. For reservations and/or donations, call Lydia Groat at 939-3705.

RALPH D. CORBIN

Ralph D. Corbin, C6314, is retiring after 38 years of federal service, 25 of which were served at China Lake. A farewell luncheon will be held in his honor at Santa Fe Grill on 28 September at 1100. For reservations and/or donations, call Jan Blazek at 939-3451 or 939-4677.

KEITH WILLS

Keith Willis is retiring after 34 years of federal service. A farewell party will be held in his honor at El Charro Avitia on 28 September. A no-host bar will begin at 1730. Happy-hour hors d'oeuvres will be supplied. Presentations will begin at approximately 1900. For presentations, gift donations, and reservations, contact Collette Theis at 927-3865 by 26 September.

HENRY BLECHA

Henry Blecha, C28C, is retiring from China Lake. A retirement party is planned at 730 N. Balsam (Hitter's Banquet Room behind Mom's Furniture) on 29 September at 1730. Come and help Henry celebrate the start of yet another chapter in "The Life of Henry." Tickets are \$8 per person and include food, spirits, tea, and coffee.

If you wish to give a presentation or gift donation, call Annette at 939-1187 by 27 September.

AD1(AW) ROBERT MARIN

AD1(AW) Robert Marin is retiring after 20 years of military service. A ceremony will be held in his honor at the Weapons Exhibit Center on 30 September at 1100. A farewell party will be held at Schooner's Saloon immediately following the ceremony. To attend, RSVP to AZ1 Peel at 939-5197 or Michele at 939-9123 by 26 September.

ED KROUPA

Ed Kroupa is retiring after 31 years of federal service at China Lake. A luncheon will be held in his honor at El Charro Avitia on 6 October at 1130. The luncheon choices will include a buffet special at a cost of \$5.95 per person or you may order off the menu. For reservations and/or donations, call Penny Smith at 939-2878 by 4 October.

J. WALTER HANNON

J. Walter Hannon, C2746, is retiring after 34 years of service at China Lake. A farewell celebration is planned in his honor at the Carriage Inn on 14 October. A no-host bar and heavy hors d'oeuvres will be served beginning at 1800. Tickets are \$7 per person and need to be purchased prior to COB Wednesday, 12 October. For tickets, gift donations, or requests to make presentations, contact Cherie Hall at 927-2826.

POINT MUGU GENERAL ANNOUNCEMENTS

RETIREMENTS AND FAREWELLS

To announce retirement and farewell social events for Point Mugu personnel (published in the Missile and Rocketeer), contact Ron Rogers at 989-3997. Announcements must be received 3 weeks prior to the events.

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

The exclusive labor representative for the bargaining unit employees of NAWC-WPNS 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 at 989-7708 or 989-8161.

EMPLOYEE COMMUTE OPTIONS PROGRAM

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 of transportation include walking, running, bicycling, car/van pooling, public transportation (including base transit system), and using a clean-fuel vehicle, such as propane, methanol, compressed natural gas, or electricity. A 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.

RIDESHARE HOTLINE

For rideshare hotline information, contact the Employee Transportation Coordinator, Ron Rogers at 989-3997.

****No. P74-035-TLT4. (2) Supervisory Police Officer, DG-0083-4, Naval Air Weapons Station, Security Department, Operations Division, Civilian/Military Police Branch, P7421—Area of Consideration:** Current Appointable NAWCWPNS employees at the Point Mugu site only. **Opening Date:** 9-22-94. **Closing Date:** 9-30-94. **Selecting Official:** Ed Laroche, (805) 989-7011, **HRD Contact:** Tonya Thompson, (805) 989-3321, **Permanent Change of Station Expenses Authorized:** No. **Summary of Duties:** Incumbent supervises a small-to medium-size organization of DG-5 or equivalent employees; protects the property, lives, and civil rights of individuals. Enforces federal, state, county, and local statutes, laws, ordinances, and regulations; preserves the peace; prevents, detects, and investigates accidents and crimes; detains suspects; controls emergency situations. Performs technical work that requires a specialized knowledge of the functional and operational characteristics of one or more types of communication systems, the application of communication systems, principles, concepts, policies, practices, and techniques. Performs law enforcement or security duties to protect and safeguard DON personnel or property. **Quality-Ranking Factor(s):** Knowledge of law enforcement operations and regulations and ability to supervise civilian and military police officers. ****Readvertised to correct from DP-0083-4 to DG-0083-4.**

OXNARD PLAINS/CURRENT APPOINTABLE PERSONS

No. NARU-009-BW4, (1) Travel Clerk, GS-3-03-4 (Promotion potential to GS-05 level), Training Department, Naval Air Reserve Unit, Code NARU—Area of Consideration: Current Appointable Persons on the Oxnard Plains. **Opening Date:** 9-22-94. **Closing Date:** 10-20-94. **Selecting Official:** Captain Kellard, (805) 989-7161. **HRD Contact:** Bob Washington, (805) 989-3316. **Permanent Change of Duty Station Expenses Authorized:** No. **Summary of Duties:** Receives annual training and active duty training requests. Verifies request for accuracy and completeness prior to processing. Monitors the status of all approved or disapproved order requests. Estimates per diem and travel costs. Responsible for arranging commercial transportation including airline reservation and/or other conveyances. Ensures all approved orders are accurately processed and delivered in a timely manner to personnel and departments involved. Maintains appropriate records and logs. Assists personnel in preparation of travel vouchers and claims for expenses. Conducts briefings to personnel concerning transportation, preparation of applications, and interpretations of various issues related to travel processing. **Quality-Ranking**

Factor(s): GS-04: Ability to plan and organize work to meet deadlines. GS-05: Ability to compile and record statistical data with attention to detail. **Notes 1 and 5 apply.**

DOD WIDE

No. C28-003GB4, General Engineer, DP-801-3, C28E, Advanced Projects Office, Attack Weapons Department. Area of Consideration: DOD Wide. **Opening Date:** 9-8-94. **Closing Date:** 10-6-94. **Selecting Official:** Scott Randall, (619) 939-2842. **HRD Contact:** Gail Bigelow, (619) 939-2393. **Permanent Change of Duty Station Expenses Authorized:** Yes. **Summary of Duties:** The incumbent is responsible for a wide range of systems engineering duties on advanced strike warfare weapon systems and concepts. Evaluates advanced weapon system designs for adequacy to meet fleet needs. Monitors contractor design and development efforts to ensure satisfaction of operational requirements. Develops operational employment concepts and training needs for advanced strike weapon systems. Performs a full range of systems engineering functions encompassing air-vehicle design, aerodynamics, avionics system design and development, test and evaluation engineering, mission planning, launch platform integration, and logistics and operational planning. **Selective Factor:** Ability to plan, analyze, and implement training and employment concepts for advanced, complex, and highly classified strike weapon systems. **Quality-Ranking Factors:** Knowledge of Navy advanced strike weapon system technologies and concepts; knowledge of systems engineering, including mechanical systems, avionics systems, aerodynamics, test and evaluation engineering, and logistics. **DAWIA QRF:** 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. Position is at the full performance level. **Notes 3 and 4 apply.**

NATIONWIDE/CURRENT PERMANENT DOD EMPLOYEES

****No. P74-036-TLT4, (1) Security Officer, DP-0080-03, Naval Air Weapons Station, Security Department, P74—Area of Consideration:** Current Permanent DOD Employees Nationwide. **Opening Date:** 9-8-94, **Closing Date:** 10-6-94. **Selecting Official:** Capt. Laughter, (805) 989-7903. **HRD Contact:** Tonya Thompson, (805) 989-3321. **Permanent Change of Duty Station Expenses Authorized:** Negotiable. **Summary of Duties:** Incumbent supplements technical proficiency of

technical management staff with financial management and program planning. Proposes, coordinates, plans, and prepares program budgets, work unit plans, and proposed development or product improvement plans; plans, coordinates, schedules, and monitors specific program tasks, such as government-furnished material (GFM). Prepares short- and long-range financial plans, life-cycle cost studies, and design-to-cost studies; manages, administers, and monitors security systems, reviews security plans; develops plans, policies, and procedures to maintain an effective level of law enforcement service; conducts complete criminal, JAG, traffic, and special investigations of alleged or actual violations or offenses, such as fraud, robbery, burglary, assault, malicious damage to government and personal property, and thefts and security violations; oversees operations security, physical security, personnel clearances, personnel movement and control, travel clearances and visitor and vehicle control. **Quality-Ranking Factor:** Must have the ability and knowledge to plan, develop, administer, and coordinate a total security program for a large station, including a research and development and test center with a wide range of unique security requirements.

****Readvertised to modify summary of duties and correct P7421 to P74.**

NATIONWIDE/DOD APPOINTABLE EMPLOYEES

****P6313-003-4, (2) Telephone Mechanic, WG-2502-10, Information Systems Department, Communications Division, PM Telecommunications Branch, NAVAIRWARCENWPNDIV, P6313—Area of Consideration:** DOD Appointable Employees Nationwide. **Opening Date:** 9-22-94. **Closing Date:** 10-24-94. **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 Authorized:** 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. Locates and clears trouble conditions; replaces faulty circuit elements; 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.**

****Readvertised to annotate change in opening and closing dates. Previous applicants need not reapply.**

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

A supplemental narrative addressing your qualifications to each Quality-Ranking Factor (QRF) 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 within 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 within reach on an OPM certificate, and those eligible for noncompetitive permanent appointment (e.g., VRA, hano capped).

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 circumstances such as reasonable suspicion 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 applications for DAWIA designated positions that are advertised be evaluated utilizing a Quality-Ranking Factor (QRF) to determine the best qualified candidates. A supplemental narrative addressing the DAWIA QRF 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-14/DP-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. 023-004KN4, Secretary (Typing), DG-318-2/3, Research Department Office (C023)—Area of Consideration: China Lake. **Opening Date:** 9-22-94. **Closing Date:** 9-29-94. **Selecting Official:** Ron Derr, (619) 939-2246. **HRD Contact:** Kym Noh, (619) 939-2393. **Permanent Change of Duty Station Expenses Authorized:** No. **Summary of Duties:** The incumbent provides secretarial support to the Head of Staff and backup support to the Department Head as needed. The incumbent is the Department CCP. **Quality-Ranking Factors:** Knowledge of naval correspondence; ability to work with all levels of personnel; and the ability to work with Macintosh computers and standard software applications such as Microsoft Word, Excel, PowerPoint, and Filemaker Pro. Promotion potential is DG-3, but not guaranteed. Duty station is NAWCWPNS China Lake. Previous applicants need not reapply.

Note 1 applies.

POINT MUGU SITE ONLY

****No. P76-032-MG4, (1) Assistant Fire Chief (Training), DG-081-04/05, Naval Air Weapons Station, Air Operations Department, Fire Division, P764. Area of Consideration:** Current Appointable NAWCWPNS Employees at Point Mugu Site only. **Opening Date:** 9-22-94. **Closing Date:** 10-6-94. **Selecting Official:** Chief Hair, (805) 989-7303. **HRD Contact:** Mary Lou Gutierrez, (805) 989-3230. **Permanent Change of Duty Authorized:** No. **Summary of Duties:** Incumbent plans, arranges, schedules, coordinates, collects data, and conducts analysis of programs or function with significant scope and impact. Serves as a knowledgeable NAWCWPNS specialist responsible for reviews, analyses, evaluations, and recommendations having significant impact on the department of NAWCWPNS program. Assists higher level personnel in the performance of work of very substantial scope, difficulty, or complexity in a specialty area. Advises senior management of the progress of projects and anticipated problems, major policy changes expected, impact on resources, and impact on responsiveness. **Quality-Ranking Factor(s):** Ability to manage and perform fire protection/prevention program function. **Note 1 and 2 apply**
****Readvertised to change grade level.**



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 44 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; forms for China Lake may be mailed to C621. For additional information, call Estela Padilla at (805) 989-3222 or Pat Miller at (619) 939-2018.

CHINA LAKE

Lupe Vizcarra, C219

Lupe is undergoing required major knee replacement surgery.

Sirell Hurlocker, C28J

Sirell is on maternity leave.

Deborah L. Birch, C3923

Debbi is having arthroscopic surgery on her knee and will be at home recovering. She is indebted for leave as a result of continuing cancer treatment.

Maryann Hiser, C0239

Maryann is in Loma Linda Medical Center as a result of complications from an infected gall bladder and is awaiting surgery. She is expected to be on leave for at least 4 weeks following surgery.

Erin Strand, C6414

Erin is under a physician's care due to complications of early pregnancy.

William Muhlhause, C2633

William had a total hip replacement.

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.

Deby Geiger, C852

Deby is undergoing necessary surgery and her recovery time is estimated to be 5 weeks.

Gary Newton, C8342

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

Judith Newton, C6132

Judith has exhausted her leave taking care of her husband, who had heart surgery.

Peggy Van Skike, C612

Peggy is under a doctor's care for a medical emergency.

Toby Van Skike, C21451

Toby is under a doctor's care for a medical emergency.

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.

Janet Blackwell, C658

Janet had abdominal surgery and is recovering.

Frank White, C3312

Frank is recovering from pneumonia and valley fever.

Tracey Manning-Stanphill, C834

Tracey has cancer and is undergoing radiation and chemotherapy treatments.

Janice Henderson, C6335

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

Larry Kuster, C842

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

POINT MUGU

Mary Lea Calek, P3855

Mary Lea is recovering from a heart problem.

Thomas Hadley, P2632

Thomas is recovering from heart disease.

Carla Allen, P261

Carla is recuperating from major surgery.

Melody Dates, P238

Melody had brain surgery.

Beatriz Garcia, P77

Beatriz is experiencing complications from her pregnancy and is presently under a physician's care.

Della (Dee) Andrade, P7441

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

John Duhon, P7363

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

Ethel Wilson, P7325

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

Thomas Manson, P3713

Thomas is being treated for out-of-control diabetes, anxiety, and stress. If these conditions are not controlled, they will result in serious and crippling illness and early death.

Antonette Revis, P3925

Antonette is undergoing surgery.

Debra Campbell, C6142

Debra has had back surgery for a herniated disc.

Cathy McCune, C29B14

Cathy is recovering from major surgery.

Lucinda Lundin, C626

Lucinda will be undergoing surgery and will be out for several weeks.

Jean Rongish, C2612

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

Mary Hire, C02461

Mary is recuperating from major surgery.

Lois Berry-Light, C2876

Lois had arthroscopic surgery of the left knee as a result of undefined infection of the knee joint.

Howard Gerrish, C2772

Howard obtained severe injuries in an accident.

Jennie Miller, P37121

Jennie is undergoing chemotherapy for bone cancer.

Patsy Lopez, P2205

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

Brenda Davis, P625

Brenda is undergoing treatment for lupus erythematosus.

HUMAN RESOURCES DEVELOPMENT DIVISION NEWS

ON-BOARD TRAINING COURSE SCHEDULE

Nominations for courses should be submitted to the Human Resources Development Division at the site where the course is being held. The On-Board Training Request (NAWCWPNS 12410/2) is used for submitting nominations and is available at SERVMART/TELMART. For further assistance at Point Mugu, contact Mary Glasmann, P622, at (805) 989-3982. To enroll in classes at China Lake, call the phone number listed in the course announcement. If there is no phone number listed, submit the On-board Training Request form to the Human Resources Development Division, C622. Nomination forms should be submitted as early as possible to preclude courses being cancelled because of 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

RISK MANAGEMENT (16 hrs.)

13-14 October; Thursday-Friday, 0800-1600; Training Center. By: A.M.I.

REQUIRED FOR ENROLLEES IN THE TMC/TMDP OR SEC/SEDP PROGRAMS.

The overall objective of this course is to develop an understanding and application of risk management techniques in Navy systems acquisition. Specific objectives are to

- Identify program risks and develop plans to manage those risks
- Understand industry participation in risk management processes
- Understand how contractors identify risks and develop plans to manage those risks as part of proposal preparation
- Demonstrate use of an early, structured risk assessment and analysis process
- Establish a series of "risk-assessment events" where the effectiveness of risk reduction conducted to date are reviewed
- Understand that risk assessment includes the contractor's managerial, development, and manufacturing capabilities and processes
- Establish a clearly defined set of evaluation criteria for assigning risk ratings (low, moderate, high)

Deadline: 29 September.

NAVY CONTRACTS MANAGEMENT (24 hrs.)

18-20 October; Tuesday-Thursday, 0800-1600; Training Center. By: A. M. I.

REQUIRED FOR ENROLLEES IN THE TMC/TMDP PROGRAM.

This class provides the Navy technical manager with an overall understanding of the acquisition process from planning for a solicitation through contract close-out. It concentrates on key activities required to award and administer a Navy contract. Included are such topics as acquisition planning, types of contracts, requests for proposal, source selection, contract modifications, contract administration, and contract completion.

Deadline: 4 October.

NAVY SYSTEMS ACQUISITION (32 hrs.)

25-28 October; Tuesday-Friday, 0800-1600; Training Center. By: A. M. I.

REQUIRED FOR ENROLLEES IN THE TMC/TMDP OR SEC/SEDP PROGRAMS.

This class provides the participants with a comprehensive understanding of how the Department of the Navy (DON) conducts systems acquisition. Its

CAREER WORKSHOPS FOR ALL EMPLOYEES

Starting in October, training workshops will be offered at China Lake for employees to take charge of their careers. The aim of these workshops is to make it possible for employees to take an active role in their career development. Participants will develop a manual to keep for continual reference. Check the Rocketeer for information and final dates on each workshop.

The workshops course descriptions are

Workshop No. 1. IDENTIFYING YOUR STRENGTHS

25 October (first workshop)

Find out about your own tendencies at work. Compare them with, and seek the kinds of job functions that best suit your personality.

Workshop No. 2. CAREER DEVELOPMENT TECHNIQUES

1 November

Find out what careers are available, what tools and methods are available for obtaining these careers, and networking and mentoring techniques. Learn how to make an assessment of what is going on out there. Learn to prepare for trends and how not to react to rumors.

Workshop No. 3. SELF-ESTEEM & TAKING RESPONSIBILITY FOR YOUR CAREER

8 November

Find out the impact of self-esteem and how it affects one's ability to progress in our careers. Find out how to boost your self-esteem. The second part of the workshop includes a panel of employees who have been successful in advancing their careers.

Workshop No. 4. EDUCATIONAL/DEVELOPMENT OPPORTUNITIES & IDPS

15 November

Find out what educational opportunities on- and off-Station are available and what developmental opportunities are available that do not require a formal education. This class will help prepare you to communicate with your supervisor and develop an individual development plan (IDP).

Workshop No. 5. WRITING/TAILORING JOB APPLICATIONS

6 December

Find out how to best complete your application by choosing words and sentences that exhibit your capabilities.

Workshop No. 6. INTERVIEWING TECHNIQUES

10 January 1995

Find out what to expect in an interview, how to relieve pre-interview anxiety, and how to be your own spokesman. Acquire the knowledge and tools needed to prepare for interviews. Learn how to look at the job you want.

Workshop No. 7. FEDERAL APPLICATIONS

17 January 1995

Learn how to complete a federal application (SF-171). Personal consultation for assistance with your resume writing will also be available.

Workshop No. 8. CAREER DEVELOPMENT TECHNIQUES

24 January 1995

Learn what to do to carry on your career development efforts after completing these workshops. Develop the necessary assertive and proactive methods for advancing your own career.

To enroll, call Sue Bristow at 939-2349.

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

Deadline: 11 October.

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

PARENTING CLASSES (12 hrs.)

4 October-6 December: Tuesdays, 1130-1230; Bldg. 457 (on Blandy). By: Janet Presley and Linda Eberhart

This series of classes (systematic training for effective parenting (STEP)) is designed for parents

TAMP CLASSES FOR MILITARY MEMBERS AND THEIR SPOUSES

HANDS-ON RESUME WORKSHOP

27 September; 0800-1130; Training Center, Room 203

For TAP workshops, contact your career counselor.

For other classes, call TAMP at 927-1545 at least 3 workdays in advance of the class.

of children ages 0 to 6 years old. The program will give participants an opportunity to develop skills and goals for parenting very young children. Books will be available for \$14.

To enroll, call 939-2468.

LIFESTYLE CONTROL OF CHOLESTEROL (4 hours)

21 October; FLEX FRIDAY, 0800-1200; Training Center.

By: Dr. Glen Blix, Consultant

This seminar helps the participant understand cholesterol's role in the body, and will provide

POINT MUGU COURSES

RISK MANAGEMENT (16 hrs.)

13-14 October; Thursday-Friday, 0800-1600; Training Center. By: A.M.I.

REQUIRED FOR ENROLLEES IN THE TMC/TMDP OR SEC/SEDP PROGRAMS.

The overall objective of this course is to develop an understanding and application of risk management techniques in Navy systems acquisition. Specific objectives are to

- Identify program risks and develop plans to manage those risks
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- Understand that risk assessment includes the contractor's managerial, development, and manufacturing capabilities and processes
- Establish a clearly defined set of evaluation criteria for assigning risk ratings (low, moderate, high)

NAVY SYSTEMS ACQUISITION (32 hrs.)

31 October-3 November; Monday-Thursday, 0800-1600; Marriot at the Court Yard, Camarillo. By: A. M. I.

REQUIRED FOR ENROLLEES IN THE TMC/TMDP OR SEC/SEDP PROGRAMS.

This class provides the participants with a comprehensive understanding of how the Department of the Navy

SECURITY CLASS

SECURITY FOR SUPERVISORS (8 hrs.)

12 October; Wednesday, 0800-1600; Training Center. By: Linda Hall

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

To enroll, call Cathey Mattox at 939-2612.

information that will help one keep their cholesterol at a desirable level.

To enroll in this course, call the Wellness Program Office, 939-2468 before 11 October.

LOCKOUT/TAGOUT

19 October; Wednesday, 0800-1000; Bldg 5-1, Lounge. By: W Bradle, P0713

For enrollment into this course, contact the Safety Office at (805) 989-7867.

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

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

ORIGINATING OUTGOING MESSAGES (3 hrs.)

29 September; Thursday, 0800-1100 and 1300-1600; 30 September, Friday 0800-1100

This is a beginning course in originating outgoing messages using MTF 3.4. All commands are invited to attend. Interested employees may call Felicia Nickelberry at 989-3980

MTF 3.4 UPDATE (1 hr.)

30 September; Friday, 1300-1400, 1400-1500, and 1500-1600

This is an update for employees who use MTF 3.4 and will present recent changes to process outgoing messages. All commands are invited to attend. Interested employees may call, Felicia Nickelberry at 989-3980

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