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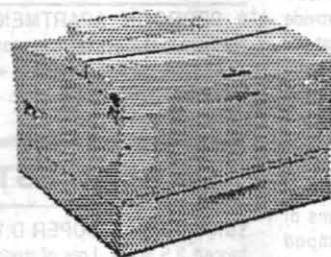
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THE ROCKETEER

THURSDAY, NOVEMBER 17, 1994

NAVAL AIR WEAPONS STATION, CHINA LAKE

VOL. 50, No. 23



Photo by Margie Hammett

HOW'S YOUR ANTI-FREEZE?—Ice sculpture on a row of trees at the construction site for the new commissary on Richmond Road greeted employees Monday morning, as temperatures dropped into the 20s over the weekend. A sprinkler left on to help soften the ground at the site created the spectacle that sparkled brilliantly in the morning sun. Low temperature for the past fortnight was 22 degrees, recorded Tuesday.

Another NSAP adventure tour

Pete Chmelir returns with honors for completing 'other duties as assigned'

By Barry McDonald
Editor

Yet another China Laker on long-term, off-station assignment has come home with major praise for his accomplishments while away. Pete Chmelir completed an extended Navy Science Assistance Program detail in July. After serving two years (July 1991 to July 1993) on the staff of VAdm. Tony Less, commander, Naval Air Force, U.S. Atlantic Fleet, in Norfolk, Va., he was asked to stay an additional year.

"It was the greatest job you could ever have," Chmelir said. "Most days I had to draw upon everything I'd ever learned. And I never knew, when I walked into the office in the morning, what I'd be working on that day." He said the standard "other duties as assigned" was the job description for his entire NSAP tour. "One day you might be working on policy or writing mission needs statements, and the next you'd be in there working on the nuts and bolts of something."

An engineer by education and experience, Chmelir

explained that not all of his tasks were all that technical. One project was studying and developing a proper method for cleaning flight decks coated with a new non-slip surface. Some carrier deck crews, he said, had no problem removing spilt fluids and other foreign materials because they had come upon the best method for mixing and applying the soaps. Others did have problems. So they were tasked with finding the best method and making it consistent throughout the fleet.

"It might seem like a fairly insignificant thing, but when you get multi-million dollar aircraft sliding into each other, it becomes very significant," he said. "In the end we developed a hand-held, pump-like proportioner that spread the soap in the right amounts for a given area. The pump is now being evaluated for possible fleet introduction."

Still other tasks were technical. One involved developing a visual representation of a helicopter's flight attitude to be located in the pilot's field of view so that he wouldn't have to look down at an instrument panel.

Please see **CHMELIR**, Page 18

Kudos

Larry Luxton recognized for HARM efforts

7

Michelle Bailey honored for long-term assignment

22

Naval curator takes an interest in cleanup treasures

Mark Wertheimer of the Naval Historical Center visits Charlie Range in search of artifacts

17

Team publishes document for growing our own system engineers

By Janice Kaspersen
TID

System engineering has been defined as the ability to see the "big picture." A shortage of new system engineers prompted the Intercept Weapons Department two years ago to set up a System Engineering Process Improvement Team, whose members included Michelle Bailey, Jay Butterworth, Mitzi Fortune, Jim Kibbe, Bob Smith and Mike Stringham. The resulting document, "Developing System Engineers in the Intercept Weapons Department" (NAWCWPNS IDP 4064), was recently published and has received attention throughout the organization.

Sterling Haaland, head of NAWCWPN's Engineering Competency, said "I have given a copy to the Engineering Competency Leaders across the Naval Air Systems Team to use as an example of what we need to do in CAO with respect to training and learning from the experts so we don't reinvent the wheel every three or four years. This is an excellent example of the documentation of a process that needs to be communicated to the technical work force."

Many senior-level system engineers were retiring from the department (which under the competency aligned organization became part of two different divisions within the Weapons/Target Department in the Engineering Competency). Hiring freezes and a changing work environment meant that younger engineers were not getting the same types of experience that influenced the careers of people who are today considered top system engineers. Project offices especially require system engineering support.

A system engineer is responsible for developing a product that meets customer requirements — a product that can be produced, tested and maintained within available cost and schedule. A system engineer must understand how the product, whether it is a circuit board, a subsystem or an entire missile, fits into the broader environment. Besides technical performance, the system engineer must consider reliability, maintainability, safety, survivability, human factors and logistics requirements.

"If you're working on the guidance system, you also need to understand how the missile is launched, what aircraft it will be launched from and what the operational environment is," said Jim Kibbe, head of the department's Weapons Analysis Office. "You're not working in a vacuum."

The System Engineering Process Improvement Team interviewed senior-level system engineers and examined what type of environment is most conducive for developing system engineers with the right mix of experience. The team considered the needs of all the players involved: the Washington sponsor, the local project

Please see **SYSTEM ENGINEERS**, Page 12



Weather

	High	Low	Gusts	Humidity
Nov. 2-9				
Wed	67	60	32	46-23%
Thurs	60	36	24	38-13%
Fri	64	30	13	—
Sat	71	31	8	—
Sun	76	40	—	—
Mon	72	42	17	54-24%
Tues	73	47	12	63-28%
Nov. 10-15				
Wed	70	37	22	70-26%
Thurs	58	47	20	80-36%
Fri	64	28	9	—
Sat	65	29	15	—
Sun	63	28	9	—
Mon	62	25	6	60-13%
Tues	61	22	8	55-16%

China Lake Calendar

Friday, Nov. 18

• Toys for Tots Softball Tournament, Schoeffel Field. Call 939-2751 for more information.

• Holiday Shopping Tour for military personnel and their dependents. See special section for more information.

Sunday, Nov. 20

• Military Family Day, King Street Park, 11 a.m. Call 939-2602 for more information.

Thursday, Nov. 24

• Traditional Thanksgiving Day Buffet, Seafarer Club, 11 a.m. to 2 p.m.

Thursday, Dec. 1

• Karaoke Night, Seafarer Club, 8:30 p.m.

Friday-Sunday, Dec. 2-4

• Racquetball Tournament, NAVS Gym, Call 939-2571 for more information.

THE ROCKETEER

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The Commanding Officer's Desktop



Question:

I recently, like everyone else, attended a class on sexual harassment. As I came out of the class, there was a woman in shorts.

There is no dress code on the base and what one person thinks of as normal may be offensive to other people. I have noticed men and women wearing tight shorts since there is no dress code.

Why isn't there a dress code for the base? Sexual harassment trainers should look into this and establish a dress code.

Answer:

The Naval Air Warfare Center Weapons Division does not have a dress code. Due to the climate and state we live in, individuals tend to dress more casually. However, supervisors are encouraged to inform their employees if an individual's clothing is not professional or appropriate for the office setting. It is the supervisor's responsibility to correct the situation. There are many different positions and work sites on both stations. Some of these positions allow for casual dress and others encourage a more conservative business attire.

Editor's Note

By Barry McDonald
Editor

Complaint Department

Dear Rocketeer:

The attached Bundle is common, week after week after week.

For us in the Mich Lab Compound:

Could you change your policy in sending Rocketeers via Guard Mail?

Slack the Rocketeers at each of the 3 entrances, and we who want one can pick it up there.

The paper waste by sending out excess quantities is tremendous!

From an employee in Mich Lab compound

Some might say the foregoing "letter" would make a good argument for not allowing just anyone access to computers. I, on the other hand, believe this guy was just trying to be humorous in misspelling "Rocketeer."

I reprinted the piece just as we received it attached to some 100 copies of the Oct. 20 issue. I wasn't exactly sure what parts were supposed to be funny — capitalization, punctuation, syntax, style, or just spelling our name "Rocketeer." Although, personally, I think "Rocketeer" would have been funnier, I was amused by this letter just the same. I especially liked the part about "week after week after week," since we haven't been coming out weekly for nearly two years. Apparently this guy wouldn't have been among the "we who want one."

I say "guy," because I believe only imagined machismo would inspire someone to take it upon himself to snag a bundle of papers, perhaps depriving others of the opportunity to read them, and run them back through the guard mail with a nasty note attached. Those of the feminine persuasion (and most folks of any other), who were so inclined to do something about the apparent waste, would just pick up the phone and call us and say, "Hey, we don't need so many papers."

The decidedly not macho failure to include a return address or code left us with no way to resolve his problem. So that same code will probably get an extra 100 copies again this issue. We certainly

Please see **EDITOR'S NOTE**, Page 20

Pages From The Past

Nov. 16 & 23, 1984

James Colvard, deputy chief of Naval Material and a former China Laker, predicted the increased use of Navy Labs at a recent CO/TD meeting here. . . . As of last week, more than \$150,000 had been collected for the 1984 CFC Drive. . . . Aerosystems Department personnel are testing an Air Gliding Escape System for NAVAIR. . . . Barstow's Marine Cagers easily beat the NWC varsity basketball team. . . . Cdr. Joe Dyer earned a TD Award for contributions to the HARM program.

Nov. 15 & 22, 1974

Jimmie Craig, a NWC balloon pilot, was the pilot for a Project da Vinci flight in New Mexico sponsored in part by the Atomic Energy Commission. . . . Fire fighters in Idaho used a fireline construction explosives device developed at NWC by Carl Austin, Carl Halsey and Sam Kendall. . . . Don Stanton said the Community Council's TV Booster needs a \$100K upgrade.

Nov. 13 & 20, 1974

William Finnegan, Lohr Burkhardt, Capt. W.J. Moran and Charles Beatty won the L.T.E. Thompson Awards for 1974. . . . Doug Kinney's 24 points led the Propulsion Department over Aero Science in the opening intramural game of the season. . . . TID's Charles Nardone is leaving NOTS for NEL, San Diego. . . . Maurice Hamm and Neil Waggoner became Hurriphooners after flying into hurricanes aboard Navy hurricane hunter aircraft this fall.

Nov. 12 & 19, 1954

New members of the China Lake Community Council are Arthur McNeil, William White, Norman Young, James Madden, Robert Dudley, Mary Sweeney and Fred Nicholson. . . . Dr. E.S. Gantz of the Research Department was selected as a Rockefeller Award nominee. . . . Jack Rambo and Roland von Hume are new solo qualifiers in the China Lake Soaring Club. . . . Dr. I.H. Swift is the Navy nominee for the Fleming Award presented by the JAYCEES. . . . Bernie Partridge said 100 entries were expected for the Inyokern Airport Drag Races this weekend.



COMMUNITY EVENTS

At 7 p.m. on Thursday, Nov. 17, the Burroughs High School Jazz Band Extravaganza will be held in the Burroughs Performing Arts Center. Featured will be Burroughs Jazz Band, Murray Jazz Band and Big Band X-Press. Admission is \$5, or \$3 with an ASB card. All proceeds will benefit Burroughs' and Murray's jazz bands spring competition costs.

####

Burroughs High School Band Boosters will hold a craft fair in the BHS Multipurpose Room from 9 a.m. to 7 p.m. on Nov. 19. The fair will feature unusual and local crafts. Proceeds will benefit BHS Band out-of-town competition costs.

####

On Nov. 21 the Kern County Health Department will hold an immunization clinic at its Ridgcrest office, 250 W. Ridgcrest Blvd. from 9:30 to 11 a.m. and from 1 to 2 p.m. A parent or legal guardian must accompany persons under 18 years of age to sign consent forms. Records of previous immunizations will be requested. The cost for each immunization (polio, whooping cough, diphtheria, tetanus, measles, mumps and

rubella and for Hib and Hepatitis B vaccine) is \$3, with a maximum charge of \$15 per family, per visit. Credit cards, insurance forms and large bills will not be accepted.

####

The Cerro Coso Community College Alumni Association Fall 1994 Chili Feed will be held on Tuesday, Nov. 29, from 11 a.m. until 7 p.m. in the Cerro Coso Community College Student Center. The menu will include a bowl of chili (with or without corn bread), chili dogs, chili fries (with or without cheese), chili size (a hamburger covered with chili), and corn bread and butter.

####

Casting is complete for the 1994 Cerro Coso Community College production of "The Nutcracker Ballet." Cast members from Ridgcrest include Laurie Covington, Kimberly Davidson, Stephanie Dawson, Amy Fowler, Becky George, Marjorie Hall, Kristina Harmon, Lora and Thomas Mattingly, Kelly McClean, Kimberly Ness, Leah Parrent and Katiana Rush. The ballet will be performed at the Mustang Gym in Mojave at 8 p.m. on Saturday, Dec. 3, and 2 p.m. on Sunday, Dec. 4. For more

information contact the college at 375-5001.

####

On Saturday, Dec. 10, Community Connection for Child Care will present the Charlotte Diamond Concert and the Charlotte Diamond Teacher Workshop. The workshop will be held at the Gateway Elementary School cafeteria from 10 to 11:30 a.m. Admission is \$8 and must be paid in advance at The Village Bookshelf. More information about the workshop can be obtained by calling CCCC at 375-3234. The concert will be held at 3 p.m. at the Burroughs Performing Arts Center. Diamond is a former teacher who uses her expertise as an educator in the music she shares with her audience. Her last concert in Ridge-

crest sold out, so families are encouraged to buy tickets early at The Village Bookshelf or at the CCCC office, 237 W. Ridgcrest Blvd., Suite D.

####

Desert Community Orchestra will present its fall concert at 7:30 p.m. on Sunday, Dec. 11, at the Cerro Coso Community College Lecture Center. The conductor for this concert will be Music Director Dr. Robert Walters. The program will include: Anton Dvorak, Symphony in E minor (No. 5, Op. 95) "From the New World;" Aram Katchaturian, "Masquerade Suite;" and Howard Hanson, "Love Duet" from Merrymount. General Admission tickets are \$8, with reduced rates for young people, senior citizens and music students.

Postal carriers hold food drive

Saturday, Nov. 19, the Ridgcrest, Inyokern and Trona post offices, in conjunction with the National Association of Letter Carriers and the National Rural Letter Carriers Association, are sponsoring a food drive. Thanks to the local communities support, the 1993 food drive was an overwhelming success.

To help the needy in the community, local letter carriers are asking households to leave unopened, non-perishable food items near their mailbox for pickup

by their letter carrier during his or her regular delivery schedule this Saturday, or drop it off at the local post office.

The food will be delivered to a local food bank. Ridgcrest donations will be given to the Desert Christian Center. Inyokern donations will go to the Inyokern Food Bank. Trona donations will remain in the community. If you have any questions regarding the food drive, please ask your letter carrier or contact your local post office.

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THE SOUTH LAKE Property Owner's Assn. Inc. is looking for someone who can provide and install a video annotation system at our television translator site located in Lake Isabella. The person would be responsible for designing, purchasing and installing a time programmed alpha-numeric message system which would insert a message at the bottom of the screen on the transmitted television signal. In addition, a means of transmitting a prerecorded video taped scene must be included as a switch selected feature. For further information please contact Mr. Bruce Cargal at 378-3690. (1117)

15 SERVICES/SCHOOLS

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20 RENTALS

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XTRA NICE 2BR \$335/mo. super kit., lg. yd, gar, 446-4810. (1117)

2 BEDROOM APARTMENT, upstairs, medium balcony, refrigerator, range, d/w, small yard, garage. \$400/mo. +\$400 security. Dave, 384-3283. (1117)

25 REAL ESTATE

\$67,400 FOR A SUPER D.W. mobile on fenced 2.5 acres. Lots of trees. Good horse property on paved road. 24x36 garage. 7149 Cactus, off Brown Rd. 619-377-4586, lv. msg. please. (1117)

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

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RESULTS

Animal control officers will respond only during normal working hours

NAVWPNCENINST 5820.3J states that during the normal working hours of the Ridgecrest Animal Control Officer's (ACO) staff they will respond to NAWS and pick up domestic animals. After normal work hours they will respond only to emergency calls. There is no after hours drop-off point to accommodate the public.

The China Lake Police will only pick up domestic animals in emergency situations.

The Ridgecrest Animal Shelter is located on County Line Road. If you are missing a pet or if you have any questions, you can call them or go by the shelter.

The fee for an impounded cat is \$10; and for dogs, it's \$22. This fee can increase if your pet is picked up more than

one time. There is also a fee for boarding, which is \$5.50 per day. This fee increases if your pet is picked up more than once.

The Ridgecrest Animal Shelter has pets to adopt.

City licenses are \$12 per year for unaltered pets and \$3 for altered (spayed or neutered) ones. Base housing residents should be aware that the tag given them at base pet clinics is not a city license.

All base residents are subject to citation by the City Animal Control Officers and to court fines by the Ridgecrest Court (NAVWPNCENINST 5820.3J). You should contact base housing to obtain base housing pet regulations, or contact the Animal Shelter if you have questions about local laws.

Marines can no longer coordinate annual Toys for Tots campaign

Since 1947, the annual Toys for Tots campaign, conducted by Marine Corps Reserve units, has provided toys to millions of needy children during the holiday season. Because the nearest Marine Corps Reserve unit to Ridgecrest is located in Bakersfield, the Marine Aviation Detachment at the Naval Air Weapons Station China Lake has coordinated the local program.

This year, however, the Marines can't be involved due to a mistake made by a Marine on the other side of the country.

All Marine Corps Reserve Units were notified that the Department of Defense had adopted new regulations concerning Toys for Tots. Effective this year, Marines are not allowed to use government vehicles, government gas or government time to work on the Toys for Tots campaign. In addition, they are not allowed to have anything to do with col-

lecting toys or donations.

A community meeting was held last night (Wednesday) in Ridgecrest to see if there are any service organizations, churches or businesses that would be able to take over the program. The results of that meeting were not available at press time.

In last year's Toys for Tots campaign, 2,300 toys were given to needy children throughout the valley.



MARINES can no longer collect toys or donations for the Toys for Tots campaign.

MILITARY NEWS



Marines celebrate 219 years



Photos by Mike Johnson, TID

FLAG RAISING ceremony (left) Thursday, May 10, at the Administration Building, by Marine Aviation Detachment began the Corps' 219th birthday observance. That evening MAD members and invited guests celebrated at the Marine Corps Ball, which featured RAdm. Dana McKinney as speaker and guest of honor, and the Navy Band Nautilus from San Francisco. Col. John Mayer, MAD CO, and Sgt. Daniel Rouse (above) prepare to serve the first piece of cake to McKinney (center, left). Next in line for cake was the oldest Marine in attendance, CW05 Bill Porter (right) and then the youngest, Cpl. Erick Wilcox. Sgt. Michael Reist served with Rouse as cake attendant. Representing the Marine Corps mascot bulldog was Sgt. "Chesley". (Gus) (inset), owned by Ted Lemon.

Zlatoper quotes Nimitz in praising Marine Corps in birthday message

The United States Marine Corps has a long and proud history as a powerful force in support of freedom and democracy. 1994 and 1995 focus special attention on the great march across the Pacific in World War II as we commemorate the battles for the Marianas, Peleliu, Leyte, IWO Jima and Okinawa. The bravery and performance of American Marines in these and other struggles inspired Admiral Chester Nimitz to say of them, fifty years ago, "Uncommon valor was a common virtue."

On the golden anniversary of your victories in the Pacific and the 219th anniversary of your founding, the men and women of the Fleet Marine Force today remain poised and ready in the Pacific to defend vital American

interests and accomplish a variety of missions in peacetime and war. The immediate, forward-deployed presence of 15th MEU with the USS Tripoli Amphibious Ready Group, rapidly reinforced by prepositioned Marine equipment, 1 MEF and the Marforpac Advance H.Q. Element, demonstrated once again the high degree of readiness and modern combat capabilities of the Fleet Marine Force. Clearly embodying the Corps' motto, today's Marines are a brilliant testimony to all who are serving or served before.

The sailors of the Pacific Fleet are proud to be an integral part of the finest maritime force in the world — the Marine Corps and Navy Team. On behalf of all you "shipmates," Happy Birthday and Semper Parati!

Adm. R. J. Zlatoper
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Capt. Donald Cordes takes command of NAWS Reserve Unit 0176

After thanking the men and women of NAWS 0176, Capt. John L. Birkler III, USNR, read his orders and passed command of the China Lake reserve unit to Capt. Donald L. Cordes, USNR, in a ceremony on the lawn of the Administration Building on Sept. 18.

Following citing specific unit members' contributions during his command, Birkler said, "What I'm trying to say is that this unit works because we worked as a team. Together we are all a reserve unit is supposed to be, and that I have benefitted from my association with all of you."

Guest speaker for the change-of-command ceremony was Capt. Michael G. Kellard, USNR, commanding officer, Naval Air Reserve Point Mugu.

"This is a full-time job that requires, on top of drill weekends and two weeks of annual training, countless additional hours that come at the expense of family and civilian employers," Kellard said. "...I understand very well the commitment and sacrifice that our selected reservists make. I know what these fine men and women give up...missed anniversaries... kids' birthday parties... family reunions... and vacation time spent not with family and loved ones... but instead with Uncle Sam."

He explained the Navy's view of equal opportunity, that it goes beyond race and gender. "What today's Navy strives for and what this unit and the regular Navy folks here at China Lake exemplify is simply respect for one another," he said.

Kellard told Birkler that no one could top his performance, and he thanked him for his leadership by example, his friendship and his dedication. He told the outgo-



NEW CO—Capt. Donald Cordes addressed those gathered to see him assume command of NAWS 0176. Seated at right are outgoing CO of 0176, Capt. John L. Birkler, and CWO Sam Allen, who gave the invocation and benediction. Capt. Michael G. Kellard, CO, Naval Air Reserve Point Mugu, is seated behind Cordes.

ing CO and his wife, Janet, to enjoy the extra time together, "and know always, you will both be missed."

To Capt. Cordes, Kellard said, "Boy, John and I are happy to have you take the helm of this superb command. You couldn't possibly be better qualified or well-prepared, Don. I fully expect this to be a seamless transition."

Cordes came to NAWS 0176 as executive officer in August 1992.

After offering thanks for the opportunity to serve as

commanding officer and saying he looking forward to his command, he told Kellard he was ready to assume command, and the ceremony was completed.

Birkler is employed by the Rand Corporation in Santa Monica as director of acquisition and support policy. He has moved on to an assignment with the Reserve Voluntary Training Unit at Point Mugu.

Cordes is employed by the Hughes Aircraft Company at the flight test facility at NAWS Point Mugu.

U.S. Naval Institute offers \$2500 in essay contest

Annapolis, MD — To encourage research, new thinking and writing on the topic of leadership, the U.S. Naval Institute invites entries to its 21st annual Vincent Astor Memorial Leadership Essay Contest for junior officers and officer trainees of the U.S. Navy, Marine Corps and Coast Guard. Entries must be postmarked on or before Feb. 15, 1995.

The first-prize winner receives \$1,500, and the Naval Institute awards \$500 and a Bronze Medal to each of two second honorable-mention winners. The first prize essay will be published

in *Proceedings*, the Naval Institute's monthly magazine. The Naval Institute's Editorial Board may choose to publish certain honorable mention essays in any given year. The editorial board may, from time to time, publish collections of the award-winning essays and other essays in book or pamphlet form.

Contest rules

The contest is open to commissioned officers, regular and reserve, in the U.S. Navy, U.S. Marine Corps and U.S. Coast Guard in pay grades O-1, O-2, and O-3, at the time the essay is submitted;

and U.S. Navy, Marine Corps and Coast Guard officer trainees within one year of receiving their commissions.

Essays must be original, typewritten, double-spaced, on paper approximately 8 1/2" x 11" and must not exceed 3,500 words. Submit two complete copies. If typed on a computer, please also submit the entry on an IBM-compatible disk, indicating word-processing software used.

Direct entries to: Executive Director (VAMLEC), U.S. Naval Institute, 118 Maryland Avenue, Annapolis, MD 21402-5035, by Feb. 15, 1995.

Names must not appear on the essay.

Assign a motto in addition to a title to the essay. This motto shall appear (a) on the title page of the essay, with the title, in lieu of your name and (b) by itself on the outside of an accompanying sealed envelope. This sealed envelope should contain a typed sheet giving your name, rank, branch of service, biographical sketch, social security number and office and home phone numbers (if available), along with the title of the essay and the motto. Your identity will not be known by the contest judges until they have made their selections.

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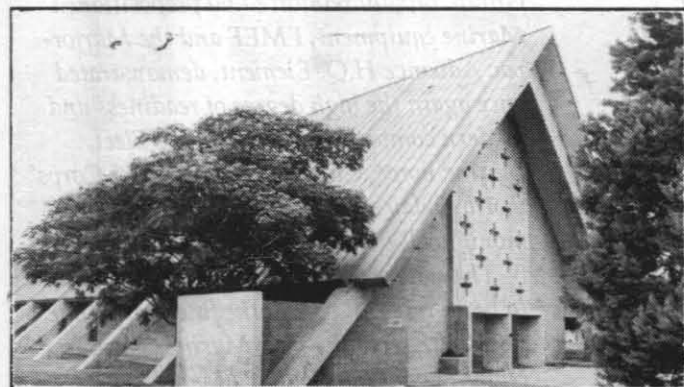
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Bible Study (East Wing), Wednesday (September thru June) 11:30 a.m.
Men's Prayer Breakfast, East Wing, Thursday 6:30 a.m.
Adult Bible Study, East Wing, Thursday 7:00 p.m.
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October through June 7:30 p.m.
Hebrew Classes, Saturday, 1902 Dibb 2-5 p.m.
Adult Education, Saturday, 1902 Dibb 10 a.m. - noon

September through June
Religious School, 1902 Dibb
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Friday, 2nd grade and up 6:30-7:30 p.m.

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SPORTS

Flag Football Standings (as of Nov. 9)

Team Name	Win	Loss
NADS	7	1
Eagles	5	3
IYAAYAS	5	3
Bullets	3	5
Chuckawalla	0	8

Games remaining= Playoffs.

Softball Standings (as of Nov. 9)

Team Name	Win	Loss
C.L. Anchors	7	1
Dreamers	7	1
Shot Guns	6	2
OTHG	5	3
Team Vampire	5	3
Chuckawalla	2	6
Desert Rats	2	6
Grizzlies	2	6
Panthers	0	8

Games remaining= Playoffs

'Anchors' finish solid in softball action

By Chris Christian

China Lake "Anchors" softball team finished the final scheduled league play of 1994 in fine fashion. With a decisive 16-5 win over the second place team, the "Dreamers," on Nov. 9. The Anchors completed both league play and the post-league tournament with only one loss against nine victories.

During the seven-week season, including make-up games, the Anchors and Dreamers emerged as the top seeds of the nine-team league, with identical 7-1 records. Anchors claimed the number one position by virtue of their Oct. 25 head-to-head win over Dreamers. While neither the regular season or championship Dreamers-Anchors game were close in score, Dreamers' captain Richard Bissen reflected, "I am pretty happy with our play this season. We put together a solid team effort. Unfortunately, playing the Anchors seemed to bring out the worst in us."

Rounding out the championship contenders were the

Military personnel invited to bowl for a free turkey

From now until Nov. 22, active duty enlisted personnel can get a "shot" at a free turkey (supplied by Albertson's). Just go into Hall Memorial Lanes from 10 a.m. to 4 p.m. and bowl three balls. If one of those balls hits a

MWR Sports Division offers weightroom challenge

Members of the MWR Sports Division challenge all China Lakers to exercise in the weightroom for a 30-minute stretch 28 times from Nov. 21 through Jan. 6. All successful takers of the challenge will receive a specially designed t-shirt.

"Shot Guns" and "OTHG" (Over-the-Hill-Gang).

The first semi-final game pitted the number four seed OTHG against the Anchors. This game was called in the bottom of five innings as the Anchors had enough runs, 14-4, to invoke the "10-run rule."

The next game was not much closer, as the Dreamers easily handled the third place team, Shot Guns, in another five inning, ten-run rule contest, emerging with a 17-7 win.

The Dreamers started strong in the championship game, leading in the bottom of the third 3-1. The Anchors' bats then took charge and exploded for four runs to forge ahead 5-3. The winners, a self-defined "ragtag conglomeration of mostly NAWS personnel with a smattering of test squadron and VX-9 guys," were not challenged from that point on, emerging with a 16-5 victory and the championship. "Most of us have been playing as the "Coyotes" for two years, usually finishing second," said team member Steve Varga. "This was a very satisfying win."

strike, the bowler will get a free turkey! There is a limit of one turkey per family. There is no cost for the attempt or the cost of the shoes. For more information on this "Turkey Shoot," call the bowling center at 939-3471.

The entry fee is \$6 for military personnel and their dependents and \$8 for DoD personnel and their dependents.

Register for this event at the gym counter.

For more information, call the gym at 939-2334.

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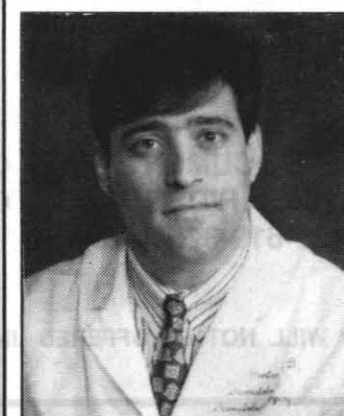
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SAFETY from Page 19

There is no simple solution to the problem of low back pain and injury prevention. No single preventive approach will solve the problem. Back belts/supports are not the answer to this growing problem. Preventive strategies to reduce the back injury epidemic starts with a comprehensive back injury prevention program. This includes training and educating the workers about back injury prevention techniques and manual material handling, encouraging fitness and exercise, job re-design, process

improvement and ergonomics — modifying or engineering the job to meet the physical needs of the worker. In addition, instead of purchasing back supports, invest in buying and properly using lift tables, hand trucks, dollies, carts and other equipment for lifting and material handling. These preventive strategies offer a more permanent solution to the problem.

For more information on the use of back supports at China Lake, call the Safety Office at 939-0729 or 939-2315.

American Cancer Society sponsors Great American Smokeout today

In the USA each year we lose about a half-million people to tobacco related deaths. Tobacco kills more Americans each year than alcohol, cocaine, crack, heroin, homicide, suicide, car accidents, fires and AIDS combined. If four or five jumbo jets crashed each day, killing 1300 people, we wouldn't tolerate it. But we tolerate those numbers for tobacco deaths, which are preventable; that is, we can do something about them.

The American Cancer Society is again sponsoring the Great American Smokeout today, Nov. 17. Smokers are encouraged to quit just for today, and non-smokers are urged to "adopt" them for that 24-hour period. It's tough

to be a quitter, but help is available, right here in the Indian Wells Valley.

The society has an active ongoing smoking cessation program in Ridgecrest. It's called Freshstart, and takes only four to six one-hour sessions to complete. It is free, and the program can help smokers to help themselves. For more information, call the Sage Community Health Center at 446-7978, Tomieanna Smith at 384-3250, or the Cancer Society at 377-5472. China Lake civilians and military can call the Wellness Program at 939-2468.

All you need to bring is the desire to stop smoking.

Thrift Saving Plan Open Season started Nov. 15 and ends Jan. 31

By John Powers and Peggy Topham
Human Resources Department

The Thrift Saving Plan (TSP) Open Season started Nov. 15 and will continue until Jan. 31. During the open season employees have the opportunity to change their current enrollment, or make an initial application to start participating in TSP.

FERS employees

TSP is the third part of a FERS employee's retirement plan. Personal contributions to TSP by FERS employees are a very important part of their future financial security. FERS employees receive an automatic government contribution of one percent of their basic pay to the TSP. In addition, the government will match any contribution that FERS employees make to TSP up to four percent of basic pay. FERS employees may contribute as little as one percent of basic pay per pay period, or even a smaller, fixed-dollar amount, such as \$5 per pay period, and still get a government matching contribution. FERS employees contributing five percent of basic pay receive government contributions of five percent, making a total of 10 percent of basic

pay going into their TSP account. FERS employees can contribute as much as 10 percent of basic pay, and with the government contributions, can have a total of 15 percent of their basic pay going into their TSP account. All contributions to TSP and interest are tax deferred.

CSRS employees

CSRS employees may contribute up to five percent of their basic pay. CSRS employees do not receive any matching government funds, but all of the contributions to TSP, and interest, are tax deferred.

CSRS and FERS employees can invest their contributions in any of the three investment options (C, F or G Funds).

Enrollments or changes will be effective the beginning of the first pay period in January (Jan. 8) if received before that date. Elections should be submitted to an employee's personnel management assistance team by Dec. 31 to allow time for processing.

Employees who want to change their current enrollment or begin participating in the TSP program should contact their PMA team.

Three recognized at NAWS quarters

Inspection can be a bit uncomfortable, what with the Old Man checking you out and all, but when you get to watch shipmates honored for their performance, it makes it all worthwhile. So said a NAWS Sailor of the Nov. 7 inspection and quarters at The Seafarer. After his perusal of personnel Capt. Charles A. Stevenson, NAWS CO, promoted an officer and handed out two major awards.

Just welcomed to the China Lake family as the new Navy Exchange officer, Lt. j.g. Jon Ulrich was allowed to drop the "junior grade" from his title as he was promoted to full lieutenant. His wife and parents were there for the ceremony.



Lt. Jon Ulrich

MA2 Patrick D. Olli was presented a gold star in lieu of a second award of the Navy Achievement Medal for his service as China Lake's military police investigator from March to August 1994. "Petty Officer Olli supervised the investigations associated with 36 non-judicial

punishment proceedings as well as five courts-martials," Stevenson wrote in the citation. "His vast expertise in the law enforcement field and his liaison with Station and tenant commands ensured successful resolution of 96 percent of the cases assigned to him. Due to his proven superior performance, he was appointed as Station evidence custodian. His efforts in this area ensured the proper disposal of sensitive evidence for 144 cases, including more than 200 grams of controlled substances valued at more than \$2000."

MA2 Donna M. Torchio also received a gold star in lieu of a second NAM for service as assistant chief master-at-arms and police armorer at China Lake from June to August 1994. "Petty Officer Torchio skillfully restructured the Auxiliary Security Force Phase 1 Training Program by introducing qualified military instructors to train students in conjunction with civil service instructors," the CO wrote. "As one of the designated military instructors, she successfully trained 70 ASF personnel. (After volunteering to take over the position of armorer), she initiated a comprehensive Preventive Maintenance System that significantly improved the material condition of more than 250 weapons and the operational readiness of the (CLPD)."



CHECK 'EM OUT—Capt. Charles A. Stevenson, NAWS CO, inspects troops on the lawn of The Seafarer Nov. 7. Below, he congratulates MA2 Donna Torchio as he presents her with the NAM. MA2 Patrick Olli (right) also received the NAM.



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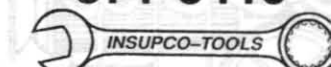
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Stevenson offers uniformed men and women a simple 'thank-you' on Veterans Day

PRAISING residents of the Indian Wells Valley for their patriotism and appreciation for the sacrifices made by "men and women in uniform," Capt. Charles A. Stevenson, NAVS CO, was the guest speaker at the Veterans Day ceremony at the VFV Ship No. 4084 in Ridgecrest Friday morning. He said he didn't really remember thinking about the significance of Veterans Day and Memorial Day as a child growing up. He then took the gathering on a tour of the role veterans have played from the Revolutionary War through the gulf war. "This is a debt America takes seriously...a debt taken seriously here in the Valley," he said. "To thank all who have served and those who are serving — for the freedoms we have and enjoy; for the prosperity that makes our lives comfortable; and for the human dignity that makes our lives worth living. Now that's the significance of Veterans Day. It seems so simple now, as simple as a sincere 'thank you.'" The CO also spoke at a recognition ceremony hosted by the United Veterans that evening at James Monroe School.

Photo courtesy of the Daily Independent

Limited mintage coins help raise funds for various veteran memorials

Washington — The United States Mint has issued three U.S. Veterans Commemorative Silver Dollars to honor prisoners of war, military servicewomen and Vietnam veterans. The surcharges raised from the sale of these coins will contribute to three memorials.

The National Prisoner of War

Museum, planned for Andersonville, Ga., will recognize approximately 142,250 prisoners of war.

The Women In Military Service For America Memorial, to be built at the gateway to Arlington National Cemetery, will document the history of nearly two million military women.

The Vietnam Memorial has endured the elements for over a decade. Cracks have been discovered in the black granite panels requiring extensive repairs, and new names need to be added.

Limited time offer

These limited mintage coins are available from the United States Mint until

April 30, 1995, in three-coin sets and individually. Each of the three commemorative issues is limited to a maximum mintage of 500,000 coins. They may be purchased by calling 1-800-777-VETS or by writing Customer Service, United States Mint, 10001 Aerospace Road, Lanham, Md. 20706.

(the office) had to respond to several calls for information on S&T programs and review many Chief of Naval Operations and Office of the Secretary of Defense reports and instructions before they were released," she explained. "There were always three or four of those inquiries coming in weekly. Of course it was needed that afternoon," she said with a chuckle.

"One example of an inquiry was to identify all S&T programs which could have applicability to countering weapons of mass destruction. Efforts of this type had to be coordinated with the Office of Naval Research and program sponsors. We had three days to do this one," Bailey said.

Bailey was so successful in these endeavors, that Houley presented her with a Navy Meritorious Civilian Service Award before she left her long-term assignment. "Mrs. Bailey served in an exemplary manner during a period of transformation in Navy S&T," reads the citation accompanying the award. "She made substantial contributions to the new Navy S&T requirements definition process, authoring the first Navy Science and

Technology Requirements Guidance, now a broadly accepted document that defines Naval needs in technology terms.

"She also initiated improvements to the Navy non-acquisition program review process, resulting in more open and focused reviews. . . . She became the focal point for a variety of tasks that needed to be done, routinely resolving issues before they became large problems."

Bailey noted that she couldn't have been as successful as she was without the strong support and guidance she received from Nat Kobitz, her immediate supervisor, and Hugh Montgomery Jr., director of the Science and Technology Division.

"I consider both Nat and Hugh excellent mentors," Bailey said. "They were very patient showing me the ropes and helping me to do the right thing in an environment I was unfamiliar with."

Bailey said one of the best benefits of the long-term assignment was that she made some very good friends and learned a lot about working across organizational lines. "It helped me to get the big picture," she explained. "It helped me to

understand why things are being done the way they are being done.

"I really encourage people to go on these types of tours," Bailey added. "All in all, I had a wonderful time. Not that there weren't awful days — there were long days, frustrating days and days when I felt clueless on how to get around the Pentagon — but for the most part, I really enjoyed it. I learned a lot. I felt challenged. And I felt very supported by the people I worked with and the people I worked for. It was a really good place to take a tour."

Of course, the fact that her husband, Bill Bailey, received a concurrent tour with her in the Advanced Research Projects Agency helped make the temporary move a lot easier, she admitted.

Michelle is currently working in the Pacific Ranges Competency, looking at modeling and simulation and internetting, to see how NAWCWPNS can better use them to support test and evaluation operations. "It's serendipitous because, while in Washington, I was in the science and technology area, and N091 also handles test and evaluation, so I met many of the

players that I now deal with," she said.

Bailey's husband is back with the people he worked with before the Washington, D.C. tour in the Technology Advancement Group.

Bailey started her China Lake career as a clerk-typist in 1974. Since then she has received an associated arts degree from Cerro Coso Community College, a bachelor's of science degree in computer science from the Naval Postgraduate School and a master's of science degree in computer science from Cal State Chico, and in 1992 she was selected for the Senior Executive Management Development Program. In addition to the Navy Meritorious Civilian Service Award, Bailey has received the NWC Technical Director's Award (1989) and the OPM Award for Outstanding Personal Development (1993).

Upon her return to China Lake, Sterling Haaland, then deputy commander for Research and Development, announced Bailey's achievements to those attending the China Lake site meeting held Sept. 19 and presented her with his own special recognition, the "Flying Pig" certificate.

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Bailey learns about the 'big picture' in her long-term assignment

By Peggy Shoaf
Staff Writer

Imagine your first job while on temporary duty in Washington, D.C., is to write a new science and technology (S&T) requirements guidance document, despite the fact that the whole process of establishing future S&T requirements was (and is) in a state of flux. After being given very general guidelines, plus the fact it must cover the entire Navy and that it is needed in four months or less, you're told to go do it.

That's just what happened to Michelle Bailey when she accepted a long-term assignment working with the director, Science and Technology Program Development (N911D) in the Office of the Chief of Naval Operations, Director, Test and Evaluation and Technology Requirements (N091), at the Pentagon from Sept. 7, 1993 through Aug. 26, 1994.

While there was a similar document already written, a Science & Technology Planning Guidance, Bailey said it needed to be restructured, more focused on requirements and to have "more meat" put into it. Since so much changed, it was renamed the Science and Technology Requirements Guidance.

"The first thing I did was go around to the customers of this other document,

people who were on the distribution list last year," Bailey said. "I didn't visit all of them, just a smattering of them, and found out what they liked, what they didn't like and what they would like to see in a document like this. Concurrently, RAdm. William P. Houley (N091) had started a process called the Science and Technology Round Tables. The purpose of these round tables was to identify S&T requirements. So I was able to link into that process, influence it somewhat to get what I needed for the guide and provide the results in a useful, complete document."

In addition to working on the new guidance, Bailey said she was also responsible for organizing the 6.3 and 6.4 non-acquisition program reviews — programs which do not result in a direct product, but yield standards, study issues and so forth. "My responsibility was to organize these reviews, establish review criteria and summarize and report out the results to program sponsors," she said.

During the reviews, Bailey explained, the program managers would brief the review committee members on status, funding, problems and plans for their programs. The committee members then provided comments on how they perceived the programs were going — both



TID Photo

CONGRATULATIONS are given to Michelle Bailey by Sterling Haaland, then deputy commander for R&D, for her successful efforts at the Pentagon during a long-term assignment.

positive and negative — in the areas of the review criteria. Bailey reviewed and summarized the comments and prepared briefs to the sponsors on the results. The program sponsors were universally

pleased with the objectivity of the process and the relevance of the summaries.

Another responsibility was to help handle the numerous requests and fire drills that happened every week. "We

Luxton sees leading a program like conducting orchestra

His 'music' results in RAdm. Dana B. McKinney presenting him with a Navy Meritorious Civilian Service Award

By Peggy Shoaf
Staff Writer

Being a program leader is like conducting an orchestra, said Larry L. Luxton, head of the Naval Air Warfare Center Weapons Division's ARM Weapons Office for the past seven years. "I'm standing there with a baton and the players are making the music. A program is no better than the music the players make."

But according to RAdm. Dana B. McKinney, NAWCWPNS commander, the "music" Luxton has been making with the High-speed Anti-Radiation Missile (HARM) Program has been superb. The high quality of "music" resulted in Luxton receiving the Navy Meritorious Civilian Service Award from McKinney at a surprise ceremony in the Thompson Lab conference room on Sept. 19.

"Your technical expertise, leadership and personal commitment to excellence were essential elements to the success of the (HARM) Program," reads the citation accompanying the award. "The program provides an integral part of the operational arsenals of the Navy fleet, the U.S. Air Force and overseas allies."

Luxton noted he became associated with HARM in the early 70s, when the missile was in the early stages of devel-

opment. At that time, his responsibilities covered full systems avionics. When that was eventually cancelled due to budgetary constraints, Luxton moved over into the electronic warfare world, where he stayed until September 1987, when he came back to HARM as the program manager.

Luxton said that the HARM is a defense suppression weapon. "HARM is an anti-radiation missile," he explained. "The idea behind it is if a radar-directed weapon is firing a gun or missiles at an airplane, the HARM guides back to the source of that radiation, destroying the source. If the radar is gone, the enemy can't direct their weapons anymore. The HARM protects the pilots coming in with other types of weapons, such as bombs, to destroy specific targets."

The HARM Program is a multi-site endeavor with the funds delegated by China Lake. The Point Mugu site of the NAWCWPNS provides logistics' support equipment and handles the HARM Production Reliability Assessment Program, while the Naval Warfare Analysis Center at Corona provides the production test set certification. The Naval surface Warfare Center, Indian Head, Md., handles the rocket motor aspects and its detachment at Yorktown, Va., is responsible for the warhead components. And Luxton is responsible for bringing all the

"sections" together to produce the finished piece — the HARM.

"It's almost a cradle-to-grave product at NAWCWPNS," Luxton said. "We are responsible for technical management,

systems engineering, systems integration (which is really completed), systems testing and evaluation, systems software

Please see **LUXTON**, next page

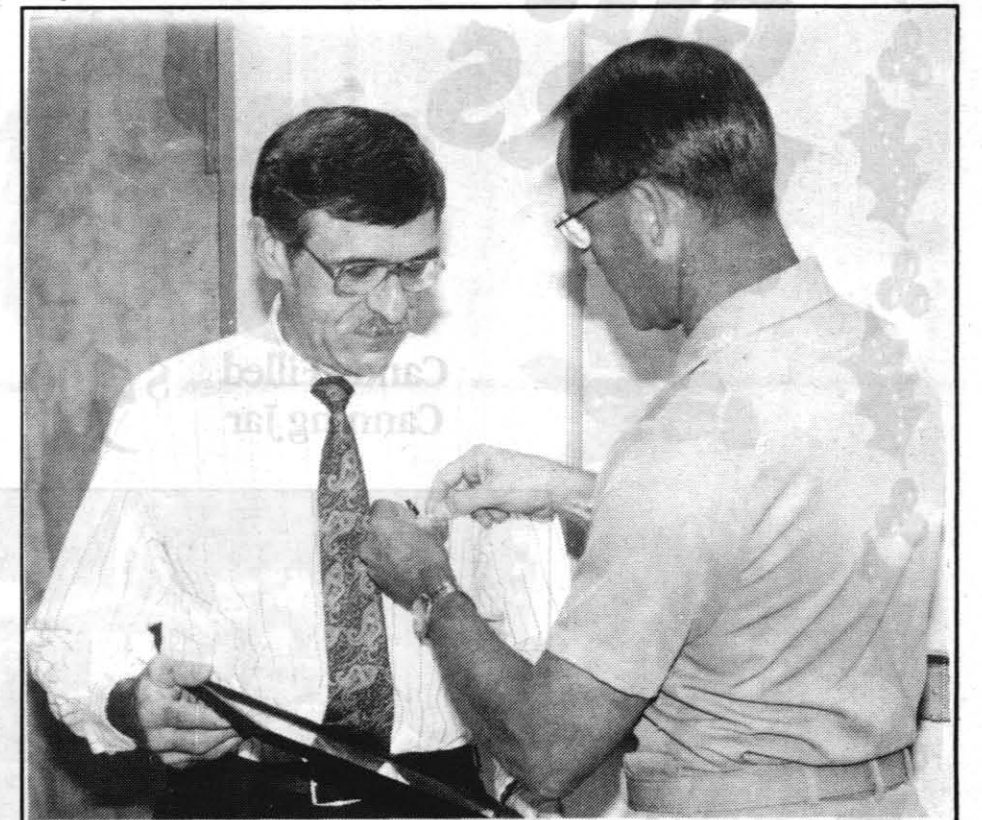


Photo by Margie Hammett

PINNING the Meritorious Civilian Service Award on Larry Luxton is RAdm. Dana B. McKinney, NAWCWPNS commander.

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LUXTON from Page 7

HARM is one of the trial programs for the cradle-to-grave concept

support, mission planning, fleet training, production support, configuration management, integrated logistics support, support equipment, participating field activity coordination and foreign military sales support."

Luxton went on to explain that HARM is one of the trial programs started under VAdm. William Bowes, Commander, Naval Air Systems Command, as an experiment of the cradle-to-grave concept, the concept being adopted under the new competency aligned organization. "With these experiments, Admiral Bowes wanted to see what the problems were going to be using a cradle-to-grave concept, how it was going to work and so forth," Luxton explained.

Luxton noted that his group is currently hard at work on foreign military sales support. The Germans have just completed their integration of the HARM into their defense package, and Luxton's personnel are now working with the Italians. "If all goes well, they (the Italians) should be here in the June, July 1996 time frame for six months or so," he stated. A similar sale to South Korea is also in the works.

While talking about the foreign market sales, Luxton explained that the United States never sells the version it is using. It is always one version (or more) less than what is being deployed. "For example, Block II is all that can be sold now," he explained, "while we are deploying Block IV to the fleet."

Luxton began his federal career at Naval Surface Warfare Center, White Oak, Md., during the summer of his junior/senior year of college in 1962. Luxton has a bachelor's of science degree in electrical engineering from South Dakota State University and a master's of science degree from Colorado State University. He joined the Corona team (Naval Ordnance Laboratory) in 1966 and moved to China Lake in 1971, when the Corona laboratory was closed. During his 28 years of federal service, he has received two significant awards other than the Navy Meritorious — the Michelson Laboratory Award in 1981 and the L.T.E. Thompson Award in 1991.

While HARM was first deployed in 1984, Luxton feels it will be in the fleet's inventory for another 10 to 15 years, with maybe two or three more updates. "But that is solely dependent upon the budget and other things," Luxton stressed. "Who knows, maybe one of these days we will be working on the son (or daughter) of HARM."

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TEAM and national labor unions form partnership

On Oct. 1, 1993, President Bill Clinton signed Executive Order 12871, which officially formed the National Partnership Council and called for the creation of labor-management partnerships throughout the federal government. Six months after the order was signed, VAdm. William C. Bowes, commander, Naval Air Systems Command, met with the Naval Aviation Systems Team's national labor representatives to discuss the possibility of forming a labor-management partnership.

Since that time, senior leaders from the TEAM and the national labor unions have initiated the Labor-Management Partnership Team Vision (LMPT). To date, the Naval Aviation Systems Team is the Navy's first and only command level organization to develop a national partnership.

The LMPT was chartered to: 1) work together and provide positive leadership that directly supports the Labor-Management Partnership Team Vision; 2) approach problem prevention and solution in a seamless manner; 3) enhance the productivity and quality of work life of our employees; 4) communicate to the TEAM that cooperation between labor and management is necessary to best support our employees and customers; 5) monitor the status of local partnerships and facilitate their success; 6) support the successful transition to a re-engineered organization and the resolution of labor-management issues that transcend sites; 7) serve as an example for labor management partnerships within the federal government; and 8) show,

through measures, that the partnership has a positive, tangible impact upon customer satisfaction."

The following unions are participating members of the LMPT: National Association of Government Inspectors and Quality Assurance Personnel; National Association of Government Employees; Methods and Standards Association; Association of Machinists and Aerospace Workers; International Brotherhood of Police Officers; Aeronautical Production Controllers Association; National Federation of Federal Employees; International Federation of Professional and Technical Engineers; and the American Federation of Government Employees.

The LMPT's fourth meeting was held in Pensacola, Fla., on Oct. 17 and 18, to finalize the partnership agreement that will formally unite these groups and address the status of local labor-management partnerships. Capt. Bruce Pieper, the TEAM organizational transition executive, was also present during the afternoon session to discuss and solicit feedback on competency aligned organization integrated program team (CAO/IPT) implementation. Key issues of interest to the union representatives were work force training, the teaming process and the CAO/IPT implementation time frame.

The meeting also offered Pensacola's local union representatives the first opportunity to participate in a forum hosted by their national representatives and by the TEAM. The meeting location also provided the group with the

chance to tour the Pensacola Naval Air Station and to meet with Naval Aviation Depot Pensacola employees.

Representatives from TEAM senior management included: RAdm. Wayne Smith, corporate competency leader for AIR-6.0 (Industrial); RAdm. William Tinston, corporate competency leader for AIR-3.0 (Logistics); Lawrence Milan, deputy corporate competency leader for AIR-3.0 (Logistics); Ken Miller, corporate competency leader for AIR-7.0 (Corporate Operations) and William Wagoner, head, Human Resources Competency (AIR-7.3). The following national union representatives were also present: Dave Rodriguez, American Federation of Government Employees; Tom Clarkson, Methods & Standards Association; Earl Bryers, National Association of Government Inspectors & Quality Assurance Personnel; Willie Carter, National Association of Government Employees; Coet Combs, Association of Machinists & Aerospace Workers; Jim Conley, International Brotherhood of Police Officers; Phil Fansher, Aeronautical Production Controllers Association; Janet Thompson, National Federation of Federal Employees; and Nancy Gray from the International Federation of Professional and Technical Engineers.

The point of contact on the TEAM's labor-management partnership activities is Philip deManais, AIR-7111D, at 703/604-2852, ext. 4625. LMPT representatives are expected to sign the formal partnership agreement sometime this month in Washington, D.C.

Goody's Barbecue leaves China Lake and is replaced by an improved Plaza Snack Bar

Out with the new and in with the old — well, at least a semblance of the old. Goody's Barbecue, located in the Benington Plaza, has departed the Naval Air Weapons Station China Lake and a new and improved Plaza Snack Bar is already in business.

In addition to renovating the facility, the Plaza Snack Bar is also changing its lunch menu, while the breakfast menu will remain the same. Instead of its traditional hamburgers, the Plaza Snack Bar is now offering hot and cold submarine sandwiches for lunch. In addition to

the submarines, patrons can purchase salads, french fries, cole slaw, chips and candy.

The Plaza Snack Bar is open from 5:30 a.m. to 3 p.m. Monday through non-flex Friday and from 7 a.m. to 1 p.m. on flex Friday.

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Photo by Margie Hammett

NICE KITTY—Firefighter Gregg Webb confronts Sassy high in a tree in the yard of Cdr. John and Terri Langford, where an engine and crew were dispatched a couple of weeks ago to perform the traditional rescue. Sassy had been up the tree over night and apparently wasn't going to come down on her own. J.D., the Langford's son and Sassy's master, was happy to have her down, and she was happy to get to the cat chow. Cdr. Langford is the NAWCWPNS commander's executive assistant.

EDITOR'S NOTE from Page 2

aren't going to change our distribution on the opinion of one. Our "policy" is not just to send a bunch of papers to each code. We send the number the code requests.

Knowing there would be a potential for problems with the reorganization, we sent out a form more than a month ago, so codes could let us know how many copies they would now need. Many were completed and returned, but quite a few were not.

Because of the potential for duplication, with more than one code claiming responsibility for a given group of people, we have scrapped the old distribution list and are only sending papers to those codes that completed and returned the form.

We have continued our normal press run for the past two issues with the

undeliverable overage coming to our office in the hope that those who missed their papers would come and pick them up for their codes and give us their new address. With this issue we will only print enough to cover the addresses we have. For those newly created codes that someone may have forgotten about, or old reorganized and renumbered codes that haven't told us how many they need, there simply won't be a base newspaper until someone takes the responsibility to call us.

If anyone knows Mr. Mich Lab Employee, please ask him to have his branch, division, department or competency secretary, or anyone in authority in his area, get us the proper numbers, and we'll correct our list. There's nothing we hate more than "tremendous" paper waste.

WACOM donates thrift shop proceeds to local charities

Proceeds of \$14,376.59 from the WACOM Thrift Shop on the Naval Air Weapons Station China Lake were distributed to the Navy Marine Corps Relief Society, Adult Day Care Center, Salvation Army, United Way and the Women's Center at the WACOM meeting Nov. 8. The donations come from money earned at the shop between April and November.

The thrift shop is sponsored by WACOM and is staffed completely by volunteer help. Proceeds from the shop are returned to the community twice a year. A small amount is retained by WACOM for operating expenses.

The WACOM Thrift Shop has been in existence in the Indian Wells Valley since 1953 as a result of the efforts of the wife of Capt. P.D. Stroop, then commander of the Naval Ordnance Test Station, China Lake. Mrs. Stroop recognized a need for a thrift shop in the local area that could serve both military and civilian families.

Service to the community is two-fold. It provides residents with low cost, usable clothing and household items, and its profits go to support the Ridgecrest area. All items sold in the thrift shop are donated. They are gathered in drop boxes on the porch of The Thrift Shop located between Blandy Avenue and King Street at 1809 Lauritsen Ave.

The thrift shop, which is under the leadership of Fran Fletcher, is open Monday through Friday from 8:30 a.m. to noon, except for major holidays.



Photo by Margie Hammett

ACCEPTING money from the proceeds from the WACOM Thrift Shop are (l to r) Lt. William Miller, representing the Navy Marine Corps Relief Society; Beth Quigley, representing the Adult Day Care Center; Susan Haughtelin, representing United Way; Sandra McCain, representing the Salvation Army; and Carol Beecroft, representing the Women's Shelter. Representing the Naval Air Weapons Station China Lake is Cdr. W. G. Howard, NAVS XO.

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From the Top

Achieving our vision — smaller, stronger, more responsive

By VAdm. William Bowes
NAVAIR Commander



During the week of Oct. 17, 90 senior leaders representing each of the TEAM's organizational elements, program teams and competencies met to exchange information, review progress and to prioritize the issues needing attention in the coming year. Our objective was to come out of this conference with a consistent understanding of our vision and an agreement on the plan and near-term actions required to achieve it.

It is my obligation and priority to keep you informed. In the paragraphs that follow, I shall provide you insight into the key topics discussed at the conference and will identify the specific actions we will be assigning for implementation in the near term.

We were privileged to gain the perspectives of several distinguished guests, including the Honorable Nora Slatkin, ASN (RD&A), who spoke on acquisition reform and affordability; and VAdm. Lopez (N-8) and RAdm. Bennitt (N-88), who focused on improving working relationships and the Navy's plans for the future. Their perspectives were applied and considered throughout the conference.

Progress during FY 94 was most impressive in every sector of our business. For the first time we have excellent visibility of our total corporate capability and have begun to establish working relationships among our pro-

fessional communities across sites. In addition, we selected key management positions and aligned each of our organizational elements to a common competency framework.

While much effort was devoted to restructuring ourselves for the future, our TEAM focused on our customers and the delivery of products and services that met or exceeded expectations. The TEAM delivered 177 new aircraft (F/A-18 C/D, SH and HH-60, SH-2AG, AV-8B, T-45, C-130, C-20) and 3,300 missiles to the fleet, along with thousands of components, trainers, support equipment and aviator equipment; overhauled or modified 293 aircraft and 1,109 engines; and reduced costs and improved readiness through effective supply support. We issued 322 safety bulletins, contributing significantly to the safest year ever in naval aviation. Our development programs (F/A-18-E/F, JSPW, V-022) set new standards for the effective use of integrated program teams (IPTs), partnering with industry and keeping programs on cost, schedule and performance. Significant progress was made in transferring workload from our closing NADEPs — 6,470 components have successfully completed transition without adverse impact to fleet support. Our S&T efforts continued to find technologies to keep our Navy technologically on top, yet affordable in the future.

Our list of accomplishments, from new products to fleet services, and support to other services, agencies and industry is far too lengthy to summarize in this article. FY 94 was a great year, and you did much to keep our Navy ready, responsive and affordable.

In addition to winning the coveted Presidential Award for Quality for the second time, and the CNO and SEC-

NAV safety awards, our world-class achievements resulted in many awards for quality, technology transfer, safety and environmental protection.

As the conference continued, we moved through an extremely comprehensive agenda, bringing to the table a full range of perspectives on many challenging issues. On IPTs, we discussed keeping the flow of work and decision-making within the IPT, training and certifying our team members, encouraging more full-time assignments to teams, allocating resources to ensure full support, increasing collocation of key team members and sharing best practices across programs.

We also reviewed the progress made in each of our corporate strategies (People, Processes, Partnerships, Product-focused Life Cycle Management and Competency Alignment) with a view toward identifying and assigning actions required for each area.

We engaged in a substantial discussion of the roles and relationships between competency leaders, program leaders and organizational element leaders (e.g., site COs) at each of our sites, and agreed that our COs will continue to hold the ultimate accountability for all site activities until ownership of competency activities transfers to the competencies in 1997. COs shall always remain accountable for the safety, environmental compliance and the resolution of conflicts at their respective sites.

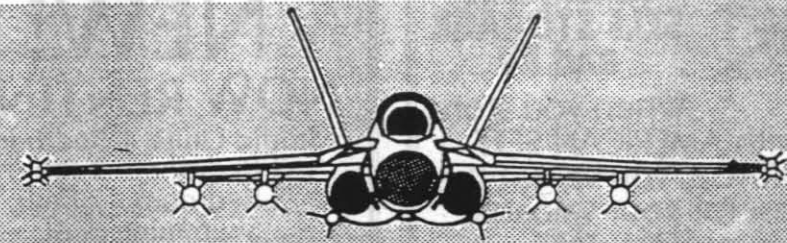
We also spent considerable time on the issue of team assignments. We reaffirmed that the role of the competency is to develop and assign talent to meet the requirements of program, enterprise and externally-directed teams. We agreed that not everyone will be actively assigned to study and refine business or technical

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new technologies. Chmelir was able to identify many such issues. These efforts along with the others detailed earlier led to his receiving the Navy Superior Civilian Service upon completion of his NSAP tour.

"Mr. Chmelir's uncommonly valuable and perceptive advice in the identification of technical problems and assessment of proposed solutions directly affected operational readiness of the Atlantic Fleet through improvements in weapons, platforms and sensors integration," wrote VAdm. Richard C. Allen, who succeeded VAdm. Less. "His invaluable insight into the process of defining naval aviation requirements has resulted in a new focus on fleet combat capability optimization at the force level, instead of individual platforms." The citation went on to laud Chmelir's contributions to strike capabilities for the F-14; beyond-visual-range target recognition capabilities for fighter aircraft; the integrated diagnostic system for helicopters; use of the Global Positioning System for improving weapon accuracy; laser eye protection compatibility with night vision devices; and image fusion for night and adverse weather imaging improvements.

In the Navy for 10 years and having served as a radar intercept officer flying A-4s and F-14s, Chmelir said he had no desire to go to sea as an NSAP advisor. "It was a 'been there, done that' sort of thing for me, and it wouldn't have given me any additional insight into the assignment," he said. "Plus, if I had taken an at-sea tour, it would have meant someone else couldn't. So I spent my tour ashore in Norfolk, where the staff is located."

After leaving the service, Chmelir came to work at China Lake in 1983 in the Aircraft Avionics Integration Branch working on the HARM program. He transferred to the F/A-18 Program briefly, working in systems engineering, before becoming the deputy program manager for weapons integration in the A-12 Program for three years just prior to his NSAP tour. Now he's working for the Joint Advanced Strike Technology Program as the systems engineer for the NAWCW-PNS integrated project team.

But he hasn't broken his NSAP ties. Recently promoted to captain in the Naval Reserve, Chmelir is commanding officer of an Office of Naval Research Science and Technology Unit in Santa Ana, Calif., whose primary responsibility is liaison and support of NSAP.

Safety Sense

By Dena Christison,
Safety Office (824E00D)

Back supports and back belts at China Lake

Back injuries are the leading cause of disabling work injuries in most organizations. Because of this, there has been an increasing trend toward the implementation of various back injury prevention interventions. One program intervention that is becoming a popular prevention strategy in some organizations is the purchase and use of back supports/back belts for employees who must routinely practice manual material handling. We have received many questions about the use of back supports at China Lake. Below is some general information that was received from NAVAIRSYSCOM Headquarters in regards to the use of back supports on-Station.

In general, the use of back supports, back belts, abdominal belts or whatever you wish to call these devices is not supported by the Naval Air Systems Command. There is no Navy or Naval Medical Command policy or other documentation supporting the use of these devices as back injury prevention aides. There have been no published studies within or outside of the DoD that substantiates the effectiveness of these devices as of this date. The philosophic justification for the support is that it reduces spinal motion or provides a

reminder to use proper body mechanics while lifting or bending. While the proper use of a back support may serve to remind the user to use proper lifting techniques, it has been shown that in many cases workers still assume improper body posture during lifting while using these supports. By wearing these supports, the worker may also develop a false sense of security thinking he/she will be able to lift anything without getting hurt.

Braces, splints, back belts/supports and other similar devices are not considered personal protection equipment (PPE) under OSHA regulation.

Back supports fall in the category of braces/splints which are medical appliances. Such appliances are usually issued based on physician recommendations or medical prescription. If worn because of a medical condition, prescribed by a doctor, this is a different case and the physician's instructions should be followed. Whether or not prescribed, training must be provided to any user of these devices to educate him/her on the belts limitations, function, how to wear it properly and, most importantly, the basics of sound lifting techniques.

Please see SAFETY, Page 24

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CHMELIR from Page 1

"We were looking at developing a fairly inexpensive heads-up-display, similar to the more sophisticated ones in jet aircraft," he said. "After studying it for awhile, we realized a cheap HUD wouldn't satisfy the need and that a more robust display was needed. So we generated a mission needs statement for a potential future acquisition program for the device."

Another task was to develop a vibration monitoring diagnostic kit for propeller balancing in the E-2 Hawkeye and C-2 Greyhound aircraft. When rotary components get out of balance, the resulting vibration can cause failure of the machine or device containing the component. Such a failure could be catastrophic. So keeping the propellers balanced is a major safety concern.

The existing method for testing propeller balance was to take the aircraft out of service, bring it to a shore station and monitor it in on the ground, making adjustments until it was within tolerances.

"This method took space, time, a lot of manpower and was inherently unsafe to be carried out on a flight deck," Chmelir said. "We developed a monitoring unit that could be operated inside the aircraft that would make measurements during operational flights, making it much easier for mechanics to make the adjustments regularly. It has been accepted as an engineering change proposal for the E-2 and C-2."

He noted that this monitoring unit for the E-2 and C-2 propellers is only a small part of the larger issue of "health and monitoring of dynamic components." Various techniques, including the use of neural networks, have been used on both aviation and ship borne applications. Losses in fatal helicopter crashes directly attributed to failure of dynamic components and the progress of an ARPA/ONR-sponsored advanced technology demon-

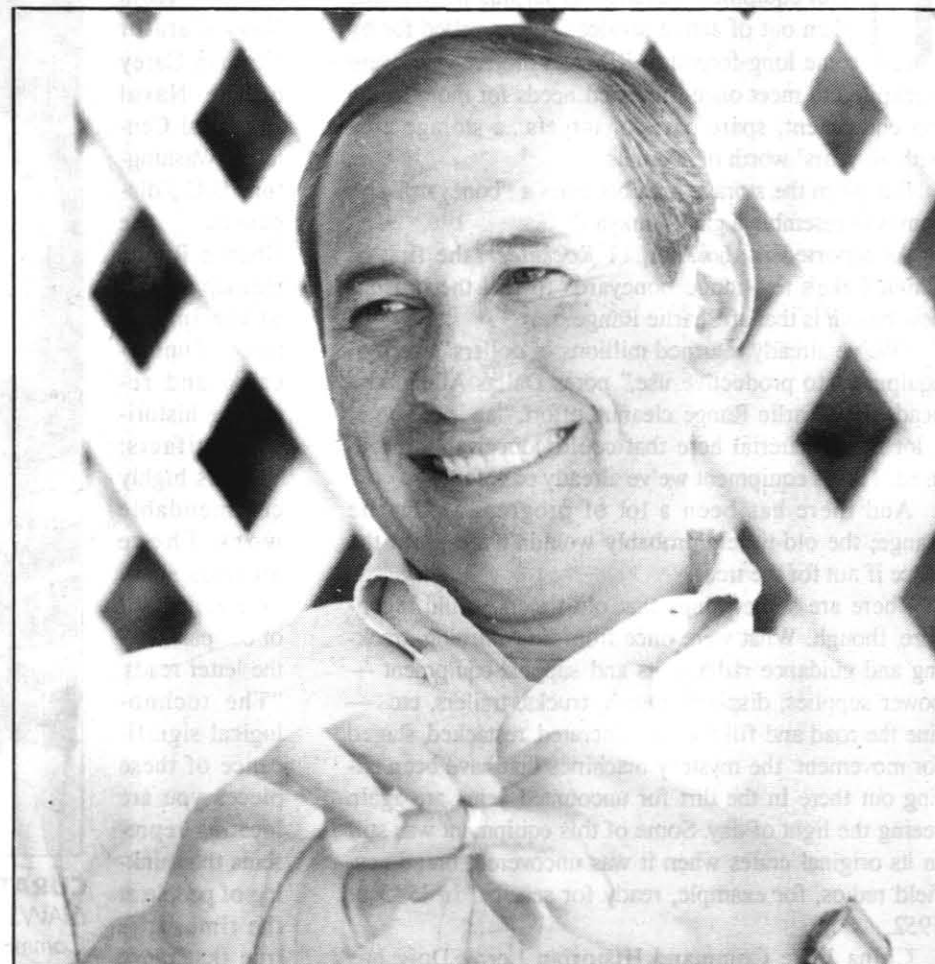
stration for an air vehicle diagnostic system, Chmelir explained, have resulted in the development of a joint AIRLANT and AIRPAC mission need statement for an integrated diagnostic system for real time monitoring and assessment of helicopter components.

He also completed and transitioned to fleet use a Radar Altimeter Digital Display for the A-6 Intruder's bombardier/navigator's display console. This digital readout of the pilot's altimeter allows the B/N to keep his eyes on his head-down display, rather than having to look across the pilot to the altimeter on the cockpit instrument panel.

"The Naval Safety Center stated that this would help save aircraft and crews where high-speed low altitude ingress results in 'controlled flight into the terrain' accident," Chmelir said. In 1992, about \$6 million was authorized to retrofit the entire fleet of Intruders with the new B/N digital altimeter readout.

Chmelir explained that one of the roles of the NSAP advisors in each

command was to develop a command technology issues list. This involved identifying operational limitations that could be solved by the introduction of existing or



Pete Chmelir

processes, or to receive training in preparation for future assignments.

Our discussions also centered on ensuring a coordinated, unified approach to our phased transition across sites; developing a unified corporate business concept; and coming together rapidly with common standards for information management to ensure a seamless organization.

Building on these general discussions, we broke into several smaller working groups to isolate and prioritize the critical action items requiring near-term attention. We are now in the process of drawing together a representative mix of people from across the organization to work the following issues:

- Developing a promotion system which recognizes both team performance and professional growth;
- Ensuring and balancing our skills mix, and properly sizing our teams;
- Regenerating talent, recruiting new people and

ensuring affirmative employment;

- Providing the training people need to deliver high-quality, multidisciplinary support to teams;
- Increasing full-time, dedicated support to teams;
- Increasing the collocation of key members of program teams;
- Developing mechanisms to bring a range of perspectives and lessons learned to manage program risk;
- Integrating the IPT structure into the NADEPs;
- Assigning process owners to identify, document and manage top-level processes with quantifiable metrics;
- Automating process documentation and analysis through information technology;
- Integrating our abilities with the other Navy SYSCOM's sister services, government agencies and industry, while retaining our services, government agencies and industry, while retaining our distinctive capabilities;
- Identifying the roles of competency and program

leadership in resource allocation;

- Creating an adjudication process to resolve issues between competency, program and organizational element leaders at sites; and
- Defining the changing role of the site CO.

Having identified these important issues, we are now in a position to proceed through the second phase of our transition. In addition to the actions previously mentioned, we will establish cross-site operating linkages, and develop common financial, human resources, information management and personnel development processes. Early this month, we will conduct a follow-on data call to identify more clearly our concentration of available skills, and to enable our competencies to effect the proper distribution among program, enterprise and externally-directed teams.

We have made great progress in a unified direction, but not all at the same pace for various reasons. Our

Please see **FROM THE TOP**, Page 14

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94 Chevy 1/2 Ton 4x2 Extended Cab Pickup
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MSRP \$22,773
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4 Chevy 1/2 Ton 4x2 Fleetside Pickup
350 V-8, 4 spd. O.D. auto., AM/FM cass., Silverado, alum. wheels, A/C, tilt wheel & cruise control, pwr. windows & locks, bucket seats. Stk. #019-94 ID #141498



MSRP \$21,396
Bud Eye Disc. \$2600

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MSRP \$19,783
Bud Eye Disc. \$2000

Your Price \$17,783

94 Toyota Celica GTL/B
AC, alum. wheels, cruise, rear spoiler, 4 spd., auto., OD, 4 whl. disc brakes, dual air bags, tow, AM/FM cass. w/6 spkrs., pwr. windows & locks. Stk. #1075-94 ID #0011055



MSRP \$22,344
Bud Eye Disc. \$2349

Your Price \$19,995

94 Camry DX 4 Door
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MSRP \$19,540
Bud Eye Disc. \$2000

Your Price \$17,540

94 Toyota Camry LE Sedan
2 to choose from. Pwr. tilt & slide mnt. fr. mats, center arm rest, 4 spd. O.D. auto., dual air bags, AM/FM cass., 5 pk. CD changer, pwr. antenna, cruise control, tilt wheel, pwr. windows & locks. Stk. #1119-94 ID #257942 Stk. #1125-94 ID #259546



MSRP \$22,086
Bud Eye Disc. \$2500

Your Price \$19,586

94 Toyota Corolla Wagon
CFC free AC, DLX AM/FM cass., pwr. windows & locks, remote trunk release, floor mats, rear defogger, cruise, tilt wheel, 3.1 V-6, 4 spd. O.D. auto., alum. wheels, AM/FM cass., H.D. cooling. Stk. #553-94 ID #546635



MSRP \$16,535
Bud Eye Disc. \$1000

Your Price \$15,535

94 Geo Tracker 4x4 Wagon
5 spd., skid plates, tilt wheel, pwr. steering, Alloy whls., AM/FM cass. Stk. #166-94 ID #952583



MSRP \$15,086
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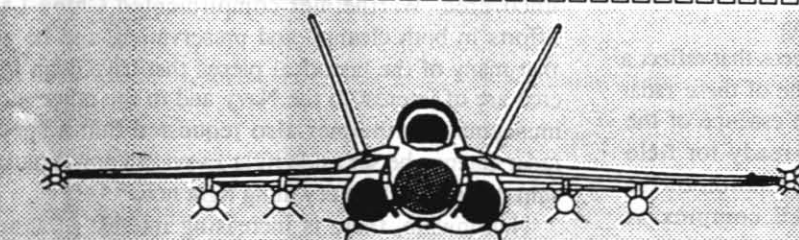
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SYSTEMS ENGINEERS from Page 1

offices, line management and the engineers themselves. The team also considered mentoring, formal and just-in-time training, job experience and self-study as ways for

system engineers to gain needed skills and knowledge.

"Developing System Engineers" also defines four levels of system engineering skills. In addition to excellent technical qualifications, the basic or "Level I" skills include developing budgets and schedules, writing and speaking effectively and working well as part of a technical team. Many of these skills, though, are rapidly becoming necessary for all engineers. Increasingly, engineers are required to communicate effectively and lead teams to accomplish a task.

Through the efforts of the recently formed Department Technical Quality Board (DTQB), the system engineering effort is expanding to encourage all technical personnel to take a "systems approach" to their work. Don Baer of the DTQB said, "Maybe only a dozen people identify themselves as 'system engineers.' We're generalizing the process to apply to all engineers."

The conditions that prompted the Process Improvement Team are not unique to China Lake. Michelle Bailey, a member of the team, presented a paper on the team's efforts, titled "System Engineering for All Engineers," at the National Council on Systems Engineering (NCOSE) conference in San Jose in August. NCOSE has members from government, industry and academia.

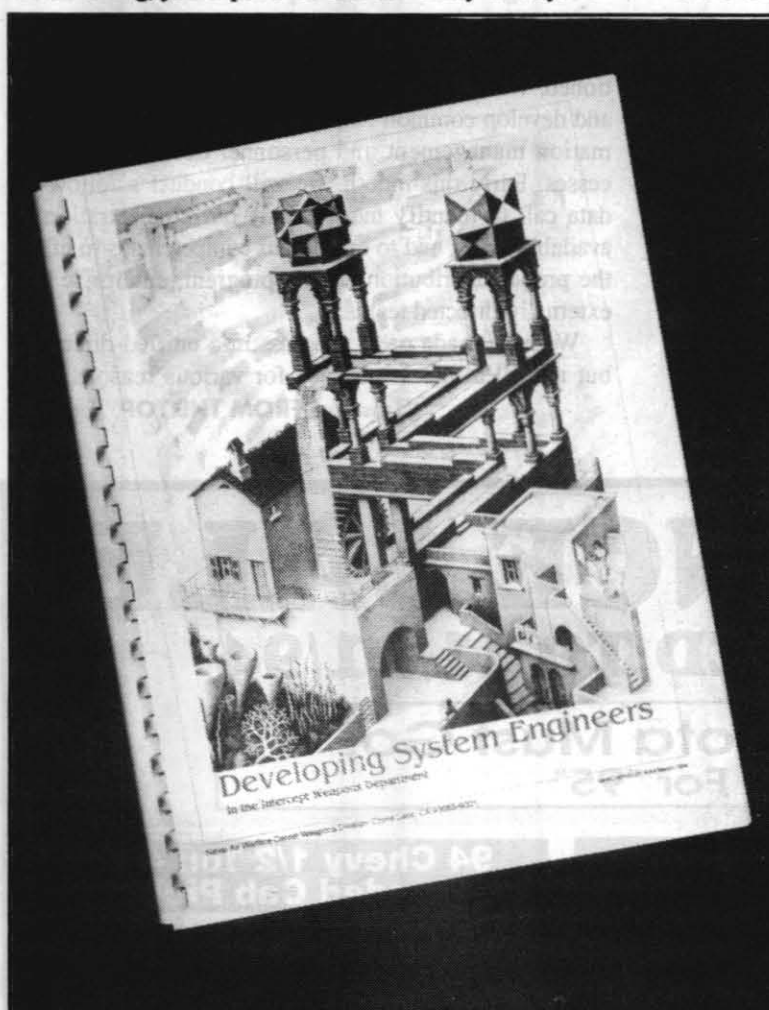
"Both government and industry are looking for additional qualified system

engineers," Bailey said. "What we're doing that's unique is asking all our engineers to have a system engineering approach. Like quality assurance, system engineering isn't something that can be painted on. It has to be part of every single step of the process. These days, system engineering is going to be part of every engineer's job, whether or not that person has the title of 'system engineer.'"

Bailey added that as a government agency, we won't necessarily be building the hardware in the future but will be overseeing development of entire projects. "That's where system engineering is most important, and where there is the potential to make the most costly mistakes."

Bob Olson, of the Systems Engineering Department in the Engineering Competency, said, "Developing System Engineers" takes the very sensible approach of both developing system engineers and ensuring that the rest of the technical team gains a systems perspective. It will be particularly critical in our competency aligned organization to have the broad-perspective system engineers who can ensure that the processes of each of the competencies are properly integrated within an interdisciplinary product development team. The process improvement team has done a great job of tackling this very difficult problem and documenting an initial plan of action."

Under the CAO, engineers from the Intercept Weapons Department are part of the Weapons/Targets Integration Division headed by Lee Gilbert and the Guidance and Control Systems Division headed by Karen Higgins. The DTQB is working to promote the system engineering development program within both organizations.



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Naval curator seeks artifacts from Charlie Range cleanup

Useful equipment acquired as surplus when it was taken out of active service... items called for by some long-forgotten RDT&E project...hardware stockpiled to meet once-projected needs for more tracking equipment, spare parts or targets...a storage area with 40 years' worth of accruals. . . .

But when the storage area becomes a "boneyard" and comes to resemble a giant junkyard . . .

As reported in the Aug. 11 *Rocketeer*, the first of China Lake's test-range boneyards to feel the brush of a new broom is that at Charlie Range.

"We've already returned millions of dollars' worth of equipment to productive use," notes Dallas Allen, who heads the Charlie Range cleanup effort, "and we've got a lot more material here that could conceivably be reused. This is equipment we've already paid for."

And there has been a lot of progress at Charlie Range; the old-timers probably wouldn't recognize the place if not for the trees.

There are some things that old-timers would recognize, though. What were once front-line warning, tracking and guidance radar units and support equipment — power supplies, displays, radios, trucks, trailers, etc. — line the road and fill the lot. Uncracked, restacked, staged for movement: the mystery machines that have been sitting out there in the dirt for uncounted years are again seeing the light of day. Some of this equipment was still in its original crates when it was uncovered; brand-new field radios, for example, ready for service...in 1945 or 1952.

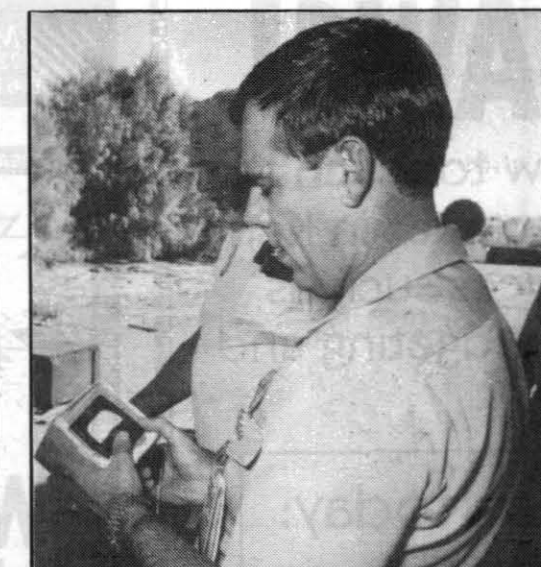
China Lake Command Historian Leroy Doig has been working with the Material and Resources Recovery Program to ensure that items of historical interest are preserved whenever possible. "They've uncovered equipment out there dating from World War II and Korea, along with '50s and '60s-era radar hardware," Doig said. "A lot of it has significance to the Station's programs. And most of this material is in amazingly good shape."

The Navy historical community has also taken an interest in China Lake's range-cleanup efforts. A recent

letter from Navy Curator Norman Carey of the Naval Historical Center in Washington, D.C., discussed the Charlie Range cleanup in light of the importance of uncovering and retaining historical artifacts: "This is highly commendable work. These artifacts serve as a reminder of our past..." the letter reads. "The technological significance of these pieces you are locating represents the thinking of people at the time. It is true that these items are now 'junk' or 'obsolete,' however they were highly advanced for their time. They need to be saved to show our decedents how we lived and the evolution of our thinking."

Of prime local importance are the pieces that reflect a combination of things, Doig said. "Some of these radar units, for example, reflect not only the essence of the Cold War — complete, portable units ready for field deployment far and wide — but the evolution of the China Lake RDT&E complex as well."

On a recent visit to China Lake, Mark Wertheimer of the Curator Branch of the Naval Historical Center, accompanied by Captain Stevenson and members of the China Lake



BRAND NEW 35-year-old guage is inspected by Capt. Stevenson (above), while (at left) the CO discusses sparkling World War II vintage searchlight mount with Mark Wertheimer and Dallas Allen.

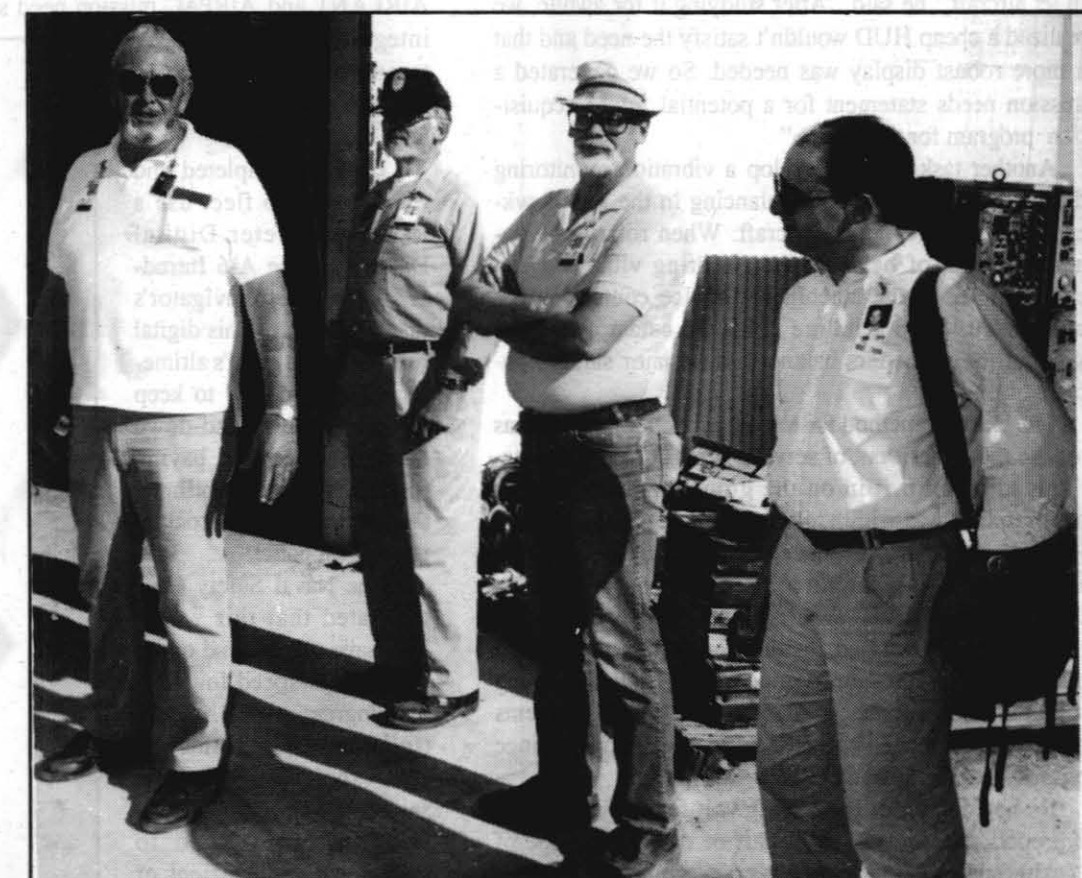
Museum Advisory Committee, visited Charlie Range to see the results of the cleanup effort and the artifacts uncovered. Wertheimer complimented China Lake's efforts in both cleanup and preservation, and he noted that many of the historical pieces that have been recovered are of interest to the Navy and to the other service museums. Wertheimer also requested that a specific radar antenna be set aside right away: "I know a museum ship that needs that very thing right now."

Nationwide, there is increasing interest in assuring appropriate stewardship of all historical documentation, material and structures, which is reflected in recent legislation mandating better care and accountability to the public for our historic and cultural resources. "There is renewed high-level interest in preserving the nation's heritage and in retaining and exploring the history and the lessons of the Cold War," said Wertheimer.

Wertheimer also noted, "TID and the Museum Foundation at China Lake have received favorable recognition in Washington for the recent efforts in preserving and expanding China Lake's historical and archival collections and toward establishing a China Lake museum."

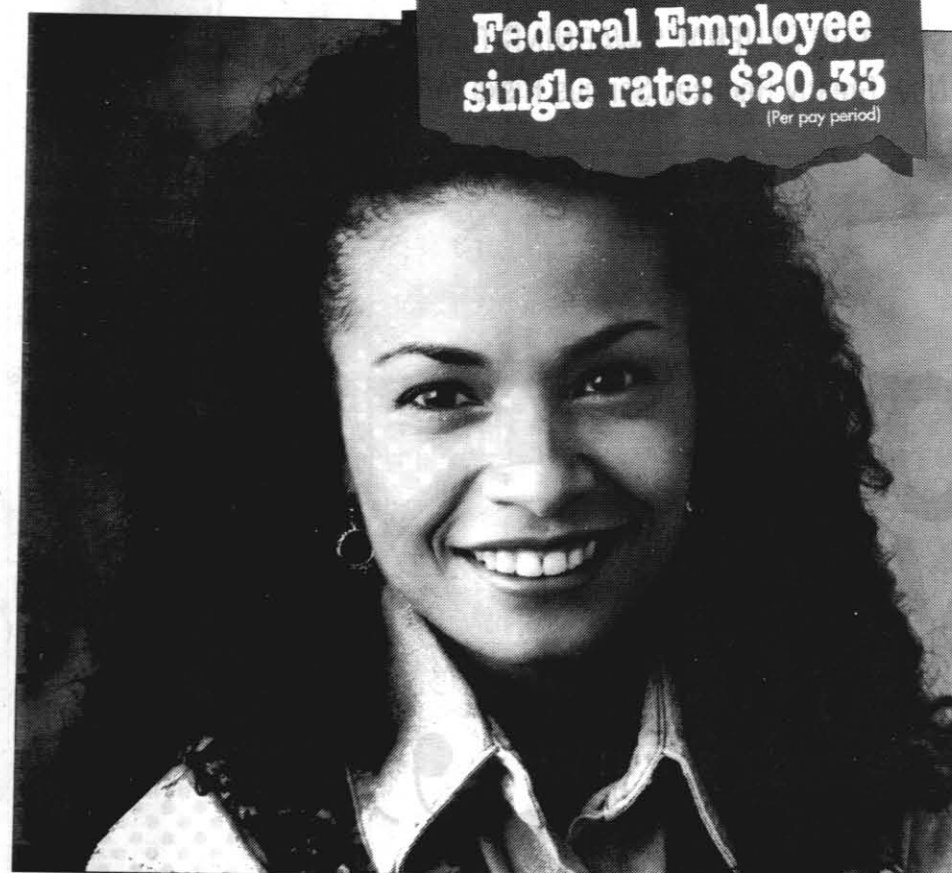
"The careful preservation of our heritage becomes more important as the post-Cold War military drawdown continues," Wertheimer said. "Realignments and closures can deprive the country of some of its history if not handled carefully and so can range-cleanups."

"There is also the issue of accountability to the taxpayers," Doig added, "This is what we've been doing with your money; this is the part we've played... this is why we hold a million acres of public land. That goes beyond being accountable to our sponsors and to our own people."



CURATOR'S REPRESENTATIVE Mark Wertheimer (right) was among a group that included NAVS CO Capt. Charles A. Stevenson and members of the China Lake Museum Advisory Committee on a tour of the Charlie Range boneyard hosted by Dallas Allen (left) and Tree Crabtree (second from right). Joe Farris (background) is a member of the cleanup crew.

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Keep warm and safe this winter

By Fire Inspector Verkuyll
NAWS Fire Division

Now that the weather is getting cooler we look forward to warming ourselves and sipping a warm beverage. The appliances that provide these conveniences are very helpful, but if used improperly, can lead to a fire or serious burn injury.

Portable heaters, coffee makers and cup warmers are a good example of some of the comforts we have at work and at home. Some precautions that should be taken before you use these appliances are as follows:

- Make sure the appliance has a testing laboratory label, such as UL (Underwriters Laboratory).

- Examine the appliance. Make sure the electrical cord is not frayed; the knobs are not cracked or broken; or there is no physical damage to the unit. If there is damage, have it repaired by someone who is certified to do the work.

- Keep at least a three-foot clearance

around a space heater, and do not use the heater to dry clothing or other items.

- Make sure the space heater has a fully operable tip-over switch. This can be checked when the heater is cool. Simply turn the unit on, gently turning it over until the unit turns off. If the tip-over switch does not come equipped with the switch, it cannot be used on Station.

- When using a coffee maker or cup warmer, do not stack anything around these units that could fall against them and ignite. Be sure that the cup you use to heat your beverage is compatible with the heating surface such as the heating unit that can be immersed in a cup to heat the liquid.

- Do not leave any heat generating appliance unattended, especially into a wall circuit. Also, keep the cord out of the walkway to prevent damage to the cord and to avoid a tripping hazard which could also knock over the appliance.

If you have any questions, please do not hesitate to call the Fire Prevention Branch at 939-2146.

FEHB Open Season is Nov. 14 through Dec. 12

Open Season for the Federal Employees Health Benefit Program (FEHB) began Nov. 14 and will continue until Dec. 12. During this time, eligible employees have an opportunity to change insurance plans or to enroll in a plan, if not currently enrolled.

Booklets and enrollment forms for the various plans are available from the Human Resources Department. Completed forms should be returned to the PMA team via guardmail to arrive no later than Dec. 12. All changes made at this time will be effective Jan. 8, 1995.

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Photo by Margie Hammett

PLAY BALL was more than just an ordinary softball phrase on Saturday, Nov. 5, when the International Brotherhood of Police Officers, Local 337, hosted its annual China Lake Police Officers Association's Softball Tournament. It was the cry that raised \$750 for the Women's Center High Desert Shelter. Offering the money to Carol Beecroft (second from left), executive director of the shelter, are (l to r) Al Dorfman, president of the local union; Lori Shaulik, grants, volunteer coordinator; and Terry Kahley, the union's treasurer.

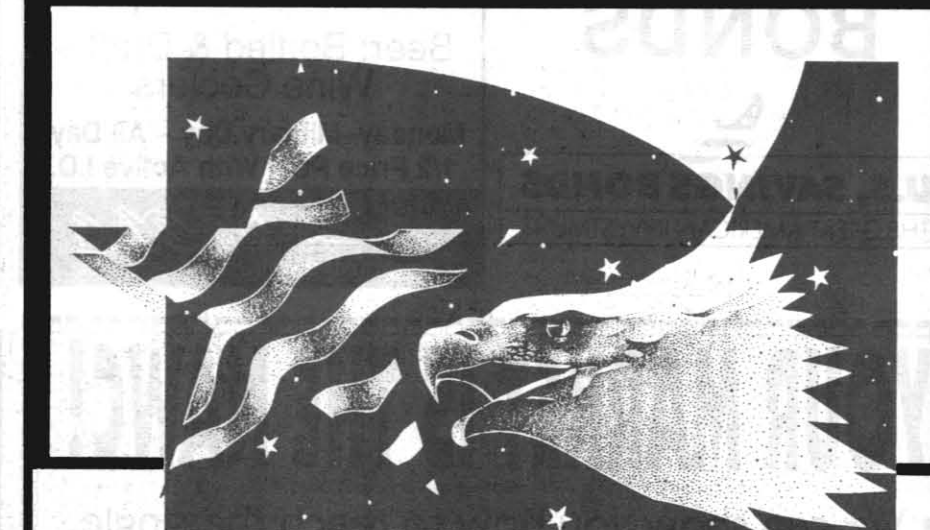
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FROM THE TOP from Page 11

newly established Organizational Transition Team will be the collaborative forum to drive a more consistent transition and to ensure the early identification and resolution of transition issues. Its membership is a identification and resolution of transition issues. Its membership is a representative cross-section of senior leadership, program leadership and the organizational element leaders.

As a result of this commander's conference, I can say with great confidence that we have a clearer understanding of our direction, and we are well on our way to operating in this new mode. Keeping our eyes on a common objective, we will build understanding, confidence and trust among individuals, programs, competencies and sites — and in our ability to satisfy our customers and deliver products as a unified TEAM. We are shaping ourselves for the exciting future that lies ahead; and together we can remain the benchmark for quality in the federal government.

HIV training sessions set

For those who still need to satisfy the HIV/AIDS Training requirement, there will be open sessions at the Training Center at 1 p.m. on Nov. 17, 22 and 29 and Dec. 1.

Space is limited (room capacity is for approximately 40 people). Training needs to be completed by Dec. 1.

Senator visits China Lake

During a whirlwind visit to the China Lake site of the Naval Air Warfare Center Weapons Division, U.S. Senator Barbara Boxer (D-Calif.) was deluged with information about China Lake and NAWCWPNS.

Following briefings from RAdm. Dana McKinney, NAWCWPNS commander; Sterling Haaland, leader for the Engineering Competency; and Bill Boatrigh of the Weapons/Targets Department, Sen. Boxer and her staff toured several China Lake facilities.

She was escorted on visits to the new Missile Engagement Simulation Arena, the Range Control Center, the Weapons Systems Support Activity, the F/A-18 Simulation Laboratory and the China Lake Weapons Exhibit Center.

Earlier in the day Sen. Boxer visited Groves Elementary School aboard the Naval Air Weapons Station, meeting with school administrators, teachers and students. She discussed the continued federal funding Congress approved for Sierra Sands School District and other education concerns.

"I think you are ahead of many facilities in thinking in new ways," she said after Adm. McKinney briefed her on the formation of the Weapons Division from formerly independent commands. She



Photo by Margie Hammett

BARBARA BOXER receives a briefing on the Missile Engagement Simulation Arena from Rick Lamp. Besides MESA, the senator visited Groves School, several VSSAs, the Range Control Center and the Weapons Exhibit Center.

also expressed satisfaction with the environmental protection efforts she saw aboard the Station.

The senator wrapped up her local visit with a windshield tour of the city led by Mayor Kevin Corlett and a trip to the Kerr-McGee Center in Ridgecrest. Local officials, including Michael Swigart, city community development director, and Curt Bryan, city council member,

talked about hopes for the city's future and positive relationship between the China Lake and Ridgecrest communities.

Senator Boxer said, "I'm using this recess period before the election to get out and visit as many military installations as I can in California to gain a full appreciation of their many contributions. I believe we must continue to have the most powerful military capability in the world."

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Two Bedroom duplex, one bath unit in quiet Somis neighborhood - \$800. Rnt includes cable, heat, electricity, water, trash - \$400 deposit. 386-4037.

Two Bedroom 1 bath, Surfside III. \$750 mo. Move-in \$750 w/ deposit. Available now. 987-7087.

HOMES FOR RENT

Three bedrm home, 2 bath w/ den, 2 car garage. Close to schools, shopping and both bases. \$950 mo. Move in \$950 w/ deposit. Leave message. 487-3741.

COMPUTER FOR SALE

Intel 486DX4 100MHz, 500MB HD, 3.5" Floppy, 1MBSVGA video card, 14" SVGA monitor, 4mb RAM, 256K Cache. Sacrifice at \$1370. 484-4015. Printer HP Deskjet 550C color inkjet with color smart driver, \$249; 16.7 million color abaton flatbed scanner with ADF asking \$299, both items in xclnt condition, PC only. 488-7359.

Tandy 386SX Laptop, 60mb, with mouse and accessories, windows and DOS software included. Worth \$1,700, asking \$1,200/obo. 986-1911.

IBM PC, 386 DX, 33MHz, 4mb, ram, dual hard drive 120 and 80mb, tape backup, VGA monitor, dot matrix, Panasonic printer, various software. \$1,000. 483-8802.

Performa 200, 4mb ram, 80mb hard drive, software utilities, keyboard and mouse, 2 yrs old. Perfect for small spaces/ students, \$625. Call after 5 p.m. 484-5071.

Intel 486 5x25 notebook computer. Like new in box. 4MB RAM, Modem pre-loaded with software, must see to appreciate, sacrifice \$1,000. 986-0925.

PETS FOR SALE

Birds - 1 cockatoo w/ cage; 1 macaw w/ cage \$1,200 each with extras. 986-0845.

Cat/kittens, need loving home, rescued from pound 1 yr old (Birman) female, kittens 12 wks old (3 blk, 1 gray) for more info call 987-7922. Dog bed, never used, removable, washable cover \$25. 388-3932.

MOBILE HOME TO RENT

Mobile home (motor), master bedrm, extra bed, kitchenette, dinette, T.V. etc. For details call 984-6037.

CAR TRUCKS FOR SALE
FOREIGN

'87 VW Scirocco 16V 5-spd, blk/blk int, am/fm cass; new tires; new trans, 1 owner, exlnt cond. \$4000/obo, Lv Msg. 983-7864.

'73 VW, needs new motor. \$500/obo. Leave message 488-4838.

'86 Honda Civic Crx, 5 spd., 80k miles, red/gray interior, am/fm stereo, tint, runs great and very reliable, \$2,000. 984-7680.

'88 Nissan Stanza, 4 dr. sedan, 85k, ac, am/fm, ps, pb, white color blue interior, exlnt condition. \$3,500/obo. 986-9830.

'84 Audi 5000s, 94k mi., gray needs some work \$1,800/obo, call after 4 p.m. 488-8905.

'87 Mazda truck B2200 p/u, a/l, new motor, clutch, brakes, navajo shell, bedliner, \$4,100. 383-6922.

'78 Mercedes 450SL, \$15,900, call after 6 p.m. 647-4408.

MOTORCYCLES FOR SALE

'81 Kawasaki KLT-200 at electric start \$350. 383-6809.

'83 Honda motor CM 450, 15k, black w/gold, \$600. 488-0734.

1980 Suzuki GS 450 20K, Great shape, excellent transportation, \$300/obow/faring 388-5241

TVs, STEREOs, & ELECTRONICS

Audio, JVC digifine pull-out car stereo, good condition, \$200/obo. Leave message 488-8006.

TRAILER/RV

'89 Alto 30 ft. has skirting awning etc., in senior park 3975 Telegraph Rd. #29 Ventura. \$7,950/obo. 650-9858.

SPORTING GOODS

Bicycle, 12 spd. \$175/obo; kelly backpack \$35. 389-1105. Surfboard, 6'8" x 19" x 2 1/2", new only used 2 times, paid \$375 asking \$325. Lv message 488-8006.

Bicycle, 10 spd. red, good brakes, tires good condition, \$100/obo. 985-4483.

Classifieds

CARS FOR SALE -
DOMESTIC

'92 Dodge Daytona, very nice car, well maintained a/c, cruise, auto, pwr locks, tint, pwr mirrors, electric blue, \$8,000. 986-4080.

'93 Dodge Caravan SE, exlnt condition, a/c, power windows, locks & brakes, am/fm cassette, tinted windows, 3.3L V6 engine, asking \$15,000. 484-3200.

71 Chevy Malibu, 2 dr. Hdtp, 67K orig mi; \$35k Porsche red paint job, auto, a/c, ps, V8, exlnt condition \$4,800/obo. 987-2442

'86 Mustang GT 5.0L, 5 speed, 76K low miles by original owner with records, new Pirelli, P225 60 unidirectional tires, Sony pull out am/fm cassette, car phone (+\$100). Asking \$4950, call 488-1647.

'92 Camaro, red, 5.0L, 35k orig mi, a/c, power windows, locks and brakes, 4 spd. auto, am/fm cassette stereo, \$11,500/obo. 483-1141.

'71 Toyota Corolla 2dr. 4 cyl, 4 speed. Needs minor work, good condition for older car. \$550/obo. 484-8169.

'91 Ford Explorer, leather interior, cd player, sunroof, 2 dr, great condition, asking \$13,400. 658-8652.

'84 Ford Mustang LX, blue, 65k mi., automatic transmission, air, am/fm, 6 cylinder, good condition, asking \$3,195. 985-8004.

'68 Camaro RS, 4 spd., built 350, 355 Posi traction, rally wheels, new paint job, deluxe int. Needs brakes. \$6,000/obo. 485-4103.

'93 Nissan Sentra, 2 dr. 5 spd. air, power, alarm. Must sell, take c'er payments or refinance loan. Call after 5 p.m. 482-3676.

'88' Mustang LX hatchback, immaculate condition, 4-cylinder, 5 spd. cd; chrome wheels, cruise control, power locks, steering, brakes. \$4,500. 482-6441.

'69' Classic Chevy El Camino SS396, auto, PS, PW, c/line, rims, runs great, includes extra parts \$4,500. 524-3660.

APPLIANCES

Kenmore electric dryer, exlnt condition, almond color, 2 yrs top of the line, asking \$130. 646-5319.

Maytag dryer, older model, electric, works great, asking \$35. 482-1931. Sears refrig. 17 cu. ft. frost free copperstone, very good condition. 483-9071.

Kenmore refrig. 22 w/water and ice dispensers \$550; gas dryer Kitchenaid, extra large \$200; Whirlpool washer extra large 1 yr old w/ extended warranty \$250; 382-0036.

Kenmore electric dryer, heavy duty, xlnt condition 1 yr. old / top of line \$200/obo. 388-8820.

Gas dryer general electric, top of line, good condition. \$150. 482-6704.

Refrigerator- 16 cu. ft. white with ice maker, like new \$200. 529-3754.

TO SHARE

Room for rent, N/Oxnard family home available now! employed, reliable person. \$350. Call evenings 988-6142.

LOST/FOUND

Prescription - sunglasses left in lobby Point Restaurant 11/3. 981-1750.

Still unclaimed - watch found at Point Mugu softball field, identity to claim. 529-3754.

Lost-Multi system VCR owner name & phone number, please call 986-2441.

MISCELLANEOUS

Pin ball, Pachinco vertical machine for sale, xlnt condition. 482-7946.

Wanted-Empty baby food jars w/lids. 659-5672.

Wanted-Football, basketball, volleyball and softball officials, call 488-5227.

Office furniture, desk computer stand, book case, and chairs, all exlnt. condition, reasonable prices. 482-0301.

Toys, little tikes, climb-in-slide, tree house, like new \$75. 986-3441. Super Nintendo, 21 games, 3 ctrls. \$250. Nicole 986-3368.

HOUSEHOLD

Electric dryer \$90 (good condition); baby playpen \$5; womens 3-speed bike \$15; free moving boxes. 986-4672.

Refrigerator \$150; large desk \$125; small desk \$100; dresser, mirror, 2 end tables (bedroom set) \$200; Kenmore washer \$150; dryer (electric) \$125; pls call evenings. 987-4489.

Kenmore dishwasher deluxe upper lower spray \$200; 23" cubic up-right freezer \$100/obo; Kimball organ needs work \$75/obo. 659-5672. Satellite dish, 7 ft., good condition, used only six months, \$1,000/obo. Leavemessage 488-4432.

Loveseat \$25; couch \$15; arm chair \$25; stroller \$15; wedding dress (never worn exlnt condition), call for more information 488-7770.

Antique wooden desk, cherry wood colored, very nice, great for office or study room, asking \$300/obo. 986-1911.

Bedroom furniture mix and match 7/ piece set, lighted shelves and plenty of drawer space. Make an offer. 658-9952.

Kenmore, washer/ dryer matching set \$250/obo; 2 futon chairs \$25; womens clothes all sizes. 445-9151.

Lawnmower McLane 3 h.p. front throw 5 blade with steel basket, cuts to 1/4" \$175. 499-2796.

Dining set solid glass tabletop w/ 4 wicker chairs \$60. 658-9952.

Kirby upright vacuum \$25; queen waterbed w/ mirror semi-waveless mattress \$50/obo; glass oval dining table w/ four wicker chairs \$75/obo. 382-1962.

Glass table-top and 4 chairs \$50/obo call after 5 p.m.. 488-8641.

Desk office type wood with wood grain, dark brown, good condition \$79. 987-4489

Zojirushi six cycle home bakery with memory timer \$85; air popper, coffee maker, iron, vegeslicer, hair dryer, lamps, \$5 each. 383-7108.

KNAS-TV Channel-8
Nov. 25 - Dec. 1

	A.M.	Midday	P.M.
Navy and Marine Corps News	6:00	12:00	6:00
Chosen Place	6:30	12:30	6:30
Old Salem	7:00	1:00	7:00
Second Chance	7:30	1:30	7:30
Newport Mansion	8:00	2:00	8:00
Navy Log	9:00	3:00	9:00
Responsibility	9:30	3:30	9:30

KNAS-TV Channel-8
Dec. 2-8

	A.M.	Midday	P.M.
Navy and Marine Corps News	6:00	12:00	6:00
Those Who Dare	6:30	12:30	6:30
Sturbridge Village	7:00	1:00	7:00
Cowhand's Song	7:30	1:30	7:30
Time on River	8:00	2:00	8:00
Navy Log	9:00	3:00	9:00
Nicholas	9:30	3:30	9:30

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THE MISSILE

Thursday, November 17, 1994

Naval Air Weapons Station, Point Mugu, Calif. 93042-5001

Volume 4 Number 86



(Photo by Vance Vasquez)

Piloting Vandy-1 (aircraft call sign), a Grumman F-14D "Super Tomcat" from Edwards AFB, Calif., was Capt. Daniel "Bad Bob" McCort, Commanding Officer, VX-9 DET Point Mugu, and Lt. Cmdr. Fred "Snake" Glasgow as Radar Intercept Officer (RIO). Also accompanying Vandy-1 on this first flight was Vandy-32 an F-14A "Tomcat" piloted by Lt. Kevin "Max" Duggan and Lt. Joseph "Ducky" D'Acquisio as RIO during their flight to Naval Air Weapons Station Point Mugu on Sept. 17.

A proud tradition returns as Vandy-1 soars again

By Vance Vasquez
Missile staff writer

The Evaluators of Air Test and Evaluation Squadron Nine (VX-9) DET Point Mugu welcomed back Vandy-1 (aircraft call sign) on Sept 17. The Grumman F-14D "Super Tomcat" painted in glossy black paint scheme returned to Naval Air Weapons Station (NAWS) Point Mugu after a two year absence. The previous Vandy-1, a VX-4 F-14A "Tomcat," was sent for rework and later assigned to a Navy fighter squadron in 1992.

As word spread throughout the squadron of Vandy-1's

'Tridents' support UNITAS exercise in South America

By Lt. Joe Lumarda
VP-65 public affairs

From the activities of drug lords to the murder of soccer stars, it seems that the general public only receives the worst news of our relationship with South American countries.

Add to that the current Tom Clancy/ Harrison Ford movie and all appears on a downward spiral. The good things about the relationship are often overlooked and under reported such as UNITAS.

Patrol Squadron Six Five (VP-65) known as the "Tridents" participated in UNITAS 35-94, an annual exercise involving U.S. Navy forces and several South American navies. The exercise was developed 35 years ago prima-

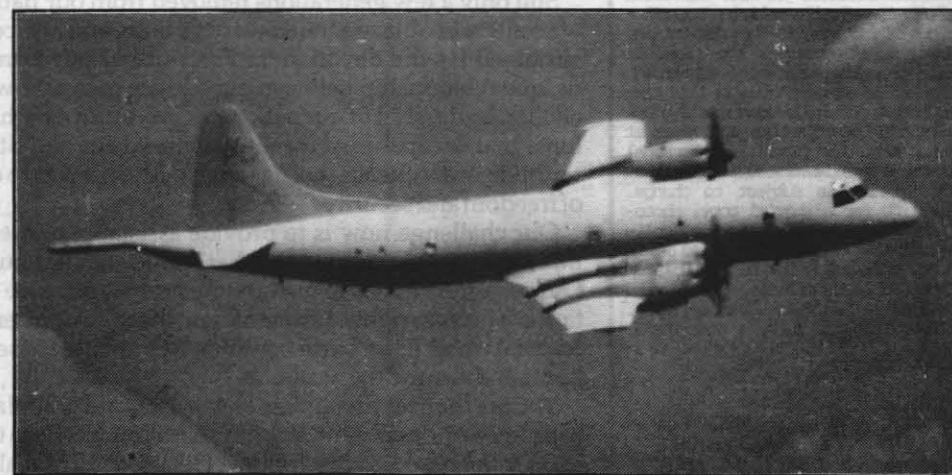
rily to foster goodwill between the United States and South America. It also allows the U.S. forces the opportunity to participate in joint military exercises with our neighbors to the South.

UNITAS begins annually in July and ends in November. This year VP-65 was tasked to provide maritime patrol support for Phase One operating (Conf'd on page 3)



(Photo by Vance Vasquez)

Thumbs-up from Capt. Daniel "Bad Bob" McCort, Commanding Officer, VX-9 DET Point Mugu (left) and Lt. Cmdr. Fred "Snake" Glasgow (right) after returning Vandy-1 to NAWS Point Mugu.



(Photo by AEI Gytum Snell)

A VP-65 P-3C "Orion" flies over the Amazon River in Brazil during the UNITAS exercise.

(Conf'd on page 3)

Viewpoint

Commander's desktop



by Rear Adm. Dana B. McKinney
Commander, Naval Air Warfare Center
Weapons Division, Point Mugu



The Commander's Desktop is a forum for NAWCWPNS employees to use who have questions of broad NAWCWPNS-wide interest. Questions may be accepted through "CO's Desktop," Code 750000E, Point Mugu or Code 750000D, China Lake.

Q: About two years ago many of the civil service GS jobs at Point Mugu were converted to the DEMO program. These individuals received a small pay increase or bonus when they converted. In addition, these individuals have an opportunity once a year to receive a pay increase based on performance. For those who are still on the GS pay scale, particularly in the two and three year steps, this seems very unfair. No matter how hard we work, we cannot keep up pay wise with some of the people with whom we work side by side. In my case, I am in a three year cycle. I have not seen a penny increase in my pay in over a year and a half and can only hope Congress will allow us a cost of living increase this year. On the other hand, someone I work with under the DEMO program has received two pay raises in addition to the conversion bonus during the same time.

Now that we are fully integrated with China Lake, I work with people in my same career field who are in the DEMO program. Intentionally or not, management has created two classes of workers with different job opportunities. Those of us still on the GS pay plan feel left out in the cold. Every time we ask about opportunities for us we are told it is the Union's problem. Regardless of the source of the problem, it is management's responsibility to create a level playing field for all employees. If you can't convert the rest of us, you should bring all personnel back to the same GS pay scale.

A: The Federal Labor-Management Relations Statute and the Demonstration Project Statute require federal agencies to provide unions advance notice and an opportunity to bargain before imple-

menting demonstration projects that affect employees in a bargaining unit.

As required by law, we gave to NAGE Local R12-33, the exclusive representative at Point Mugu for all non-supervisory clerical, technician, administrative and technical specialist personnel, a written proposal to enter these positions into DEMO during the last quarter of 1993 which was declined.

It was not our intent to create "two classes of workers with different job opportunities" when we converted the non-bargaining unit employees to DEMO. We believe the DEMO system is more advantageous to both employees and management, or we would not have elected to use the system when China Lake and Point Mugu were consolidated. A significant number of agencies, under the umbrella of Vice President Gore's National Performance Review and Reinvention of Government initiatives, are using our DEMO as a model to develop new personnel systems for their agencies. Removing all non-bargaining unit employees from the DEMO system would penalize the DEMO employees and destroy the model for the rest of government.

Your letter indicates strong interest in the DEMO personnel system. We suggest you contact your CAO representative, or the union office directly, ext. 1374, and give them your perspective on this matter. Your union reps represent your collective views to us and we're sure they are interested in hearing from their members.

Giving thanks: A message from President Bill Clinton

It is our great fortune to live in a country full of promise and prosperity — a country that guarantees freedom for all of its people. Throughout our history, we have set aside a day to celebrate the many blessings we enjoy as individuals and as citizens of the United States.

I am honored on this Thanksgiving Day to salute the many women and men in uniform whose honorable service to our country enables us to protect these precious liberties.

Still only a few generations removed from our nation's founders, we continue to blaze a trail toward stability and justice. This legacy is sustained by the devotion and sacrifice of our armed forces. The unique relationship between our service men and women and the civilian leadership of our nation has produced a highly professional force that is capable of meeting the needs of our citizens. It is this tradition of excellence that has enabled Americans to enjoy 218 years of freedom and security.

Our challenge now is to provide assistance and encouragement that are equitable and just and that seek to alleviate human suffering. Our responsibility is to nurture the process of peace and the acceptance of human rights. I am confident that the members of the United States Armed Forces will continue to promote these ideals both at home and around the world.

You are the great defenders of America, and your daily efforts help to promote the peace and stability that allow freedom to flourish.

On this Thanksgiving holiday, Hillary and I join all Americans in giving thanks to the men and women of the United States Armed Forces who make the freedoms of our nation possible.

Best wishes for a wonderful Thanksgiving.



•Commander•
Rear Adm. Dana B. McKinney
•Commanding Officer•
Capt. Selwyn S. Laughter

•Missile Staff•
Public Affairs Officer
Alan Alpers

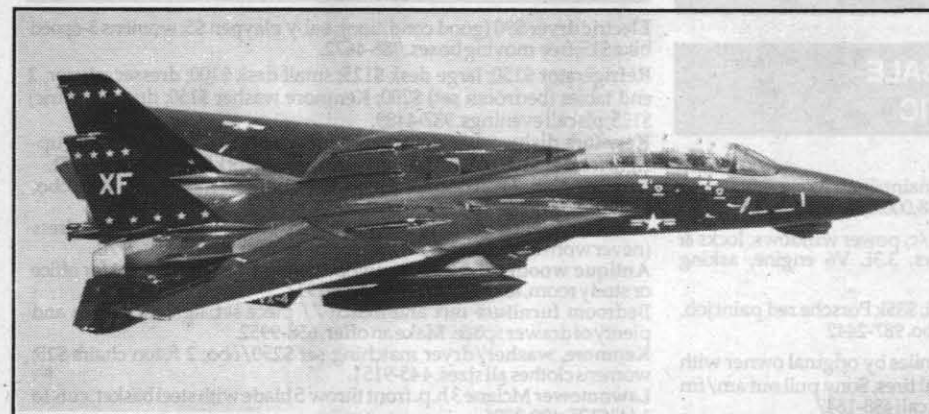
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THE MISSILE
IS PRINTED ON
RECYCLED PAPER

A proud tradition returns... (Cont'd from page 1)



(Photo by Vance Vasquez)
Capt. Daniel "Bad Bob" McCort, Commanding Officer, VX-9 DET Point Mugu, and Lt. Cmdr. Fred "Snake" Glasgow as Radar Intercept Officer during a fly-by on Runway-27 as Capt. McCort displayed Vandy-1 to the Evaluators on Sept. 17.

control personnel who removed the old gray tactical paint and prepared the aircraft for its new coat of glossy black paint. Squadron markings on Vandy-1 include a blue band with four white stars outlined in red and squadron tailcode 'XF' painted in white on the tail.

During the VX-4 disestablishment and VX-9 DET Point Mugu establishment ceremony held at Point Mugu Sept. 30, Vandy-1 was officially displayed to the public for the first time. Also, Vandy-1 was on static display at the 1994 Point Mugu Air Show, Oct 1 and 2 as many specta-



(Photo by Vance Vasquez)
This view of Vandy-1 was taken from a maintenance stand using a wide angle lens.

tors flocked to see this unique F-14D.

No doubt Vandy-1 will be a very popular aircraft in

future Point Mugu Air Shows as this new F-14D will take its place in the tradition of Vandy-1.

Tridents support UNITAS exercise... (Cont'd from page 1)

from Barcelona, Venezuela. The two plane, two crew detachment departed Naval Air Weapons Station Point Mugu for Venezuela, via NAS Roosevelt Roads, and then on to Barcelona. Their activities covered 12 days.

Representing the VP-65 squadron was Crew Ten, led by Commanding Officer Cmdr. James Lind and Cmdr. Jester Seto. Crew Two was led by Executive Officer Cmdr. Rick Hayes,

Cmdr. Mick Kohler and Lt. Cmdr. Andy Wilson. The Officer-In-Charge of the detachment was Lt. Cmdr. Ray Aquilar. He noted that, "A total team effort allowed VP-65 to complete 100 percent of its assigned missions with a total of nine sorties. A successful detachment would not have been possible without the support of a fine maintenance crew led by ADC Robert Albers and AT1 Vicente Carrasco," Aquilar

said. Rear Adm. Wirt R. Fladd, Commander, Southern Atlantic Forces, was responsible for this year's exercise. He and his staff acknowledged that they were impressed by the professionalism and tactical prowess of the two crews. VP-65 set a high standard for the other patrol squadron detachments and demonstrated another aspect of Reserve contributory support to the fleet.

FEHB open season is here

Open Season for the Federal Employees Health Benefit Program (FEHB) will be Nov. 14 through Dec. 12. During this time, all eligible employees will have an opportunity to change insurance plans or enroll in a plan, if not currently enrolled.

FEHB Comparison Guides are available to all employees. These guides contain plan comparison charts, premium amounts, coverage and deductibles for the various plans.

A supply of enrollment forms will be available at various locations within each Competency. Employees may also call their PMA team for information, and to obtain an enrollment form. Completed forms should be returned to the PMA team via guardmail to arrive no later than Dec. 12.

NAWCWPNS Hotline
989-7682 24-hours

Holiday donations needed by Family Service Center

Last year the generosity of the military and civilian personnel at Point Mugu enabled the Family Service Center to provide more than 220 military families with Holiday Baskets.

The Family Service Center is again coordinating the Holiday program in an effort to extend help to

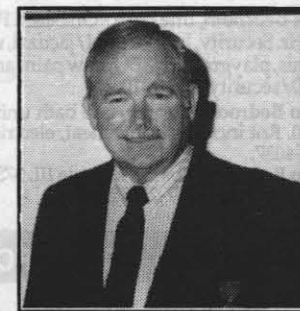
Navy Meritorious Civilian Service Award presented

Robert Philips was presented a Navy Meritorious Civilian Service Award recently for his professional accomplishments in support of Range telemetry data processing. Since 1984, he has been actively involved in the planning, implementation, and testing of all telemetry data for Sea Range supported projects.

The nomination letter stated that Philips planned, implemented and supervised the development of the complex software and hardware subsystems needed to bring the Telemetry Processing System on-line and to interface its output data with Sea Range central-site computers and other Sea Range systems.

He lead a team in developing hardware maintenance practices, techniques and procedures to efficiently utilize hardware resources, thus permitting the intensive level of software development required to make the system operational. This new system provided the urgently needed processing and display of real-time telemetry data. Removal of three old telemetry data systems eliminated high maintenance costs associated with those obsolete technologies.

Philips' technical expertise, dedication, professionalism and hard work resulted in bringing on-line the modern Telemetry Processing System.



Robert Philips

In the citation signed by Rear Adm. Dana B. McKinney, Naval Air Warfare Center Weapons Division, Commander, read: "His professional, exemplary attitude of ensuring that the Range Customer always gets the best support and finest product; is an example for all of us to follow."

Join the Great American Smokeout

The Great American Smokeout is today, Nov. 17. The Naval Medical Clinic at CBC Port Hueneme and the Branch Medical Clinic at Point Mugu are joining forces with the American Cancer Society for a special operation, according to Lt. Judith Umansky, of the Naval Medical Clinic at Port Hueneme. "We're taking part in Operation Great American Smokeout, and for one day we'd like to keep smoking and chewing—offbase."

For the 18th year, the Great American Smokeout is giving smokers and chewers a reason to quit for the day, and prove to themselves they can quit. The cancer society hopes many will then stop for good.

On this day both clinics are sponsoring "Smokeout" booths to help keep smokers' and chewers' minds off their habit for 24-hours. The booths will be located at the Navy Exchange on both bases from 10 a.m. to 4 p.m. The Port Hueneme center is also holding a Port Hueneme Health Fair from 10 a.m. to 2 p.m. at their Community Center.

The rate of smoking in the Armed Forces has decreased over the years, but it is still higher than the general population. Chewers on the other hand, have increased. In the late 1980's, 29 percent of the public and 41 percent of military personnel smoked.

Lt Umansky continues, "We see the Great American Smokeout as a positive way to increase awareness of the tobacco problem, and we are supporting it all the way. We run a very successful program at Port Hueneme, it's free and it's open to all military, family members and civilians.

For more information about the Smokeout or tips on quitting, contact the medical clinics. At Point Mugu call HN Michael Delucci, ext 8817; or at CBC call Lt. Umansky at 982-6445.

those in need. Commands, departments and individuals are welcome to make donations, either monetary or dry/canned goods to the Family Service Center. Any surplus food donations help to stock an ongoing year-round emergency Food Locker available to

military families through the Navy Marine Corps Relief Society.

Bring donations to the Family Service Center, Bldg. 124 behind the Chapel complex, or for information call the center at 989-8146. Please make checks payable to All Chiefs Association.

Feeding the hungry

The base chaplains want to announce that Protestant and Catholic communities are sponsoring "Feeding the Hungry" on this occasion.

They will be serving a Thanksgiving meal at the Ventura Rescue Mission, Nov. 23 from 9 a.m. to 3 p.m.

Food items such as ham, turkey, coffee, canned food and used clothing will be needed. The Point Mugu Chapel of Faith will have a collection box available for the donations.

If anyone is interested in finding out more about this program, contact the Chaplain's office at 989-7967.

Food distributed

The Oxnard American Indian volunteers will distribute surplus food to active duty families stationed at the Naval Construction Battalion Station, Naval Air Weapons Station and tenant commands on Nov. 19 from 9 a.m. to 2 p.m. The distribution location is inside Bldg. 19.

Food will be distributed only to active duty personnel E-6 and below or their spouse. E-7 with two or more dependents may qualify. An income guideline statement will be available at the distribution site. Only one issue to a family, even if both family members are active duty, regardless of family size.

position is located in the Advanced Systems Development Office of the Intercept Weapons Department. The secretary will provide secretarial and administrative support to the Project Manager and staff. Knowledge of NAWC policies and procedures, plus working skill on the Macintosh computer is highly desirable. **Quality-Ranking Factor(s):** Ability to prioritize workload, and ability to communicate and work effectively under pressure and with all levels of personnel; ability to obtain and maintain a Top Secret clearance based on a special security background investigation. Any applicant tentatively selected for this position will be required to submit to urinalysis testing for illegal use of drugs prior to a final selection. Promotion potential to DG-3, but not guaranteed. Previous applicants need not reapply. **Notes 1 and 3 apply.**

No. 472-003-GB5, Supervisory Interdisciplinary (Electronics Engineer/General Engineer/ Mechanical Engineer/Aerospace Engineer/Physicist/Mathematician), DP-855/801/830/861/1310/1520-3, Code 472110D—Area of Consideration: NAWCWPNS. **Opening Date:** 11-17-94. **Closing Date:** 12-1-94. **Selecting Official:** Mike Stringham. **HRD Contact:** Susan Bethke, 939-2676. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** The incumbent manages and provides technical direction for the design, analysis, and testing of guidance subsystems for use in antiair missiles. The branch provides analysis, design, fabrication, assembly, and testing of electro-optical seekers for NAWCWPNS. **Quality-Ranking Factor(s):** Ability to supervise an interdisciplinary professional work force and coordinate/negotiate with Center, Navy, DOD, and contractor organizations in defining technical and management objects and controlling/reporting processes; demonstrated understanding of the electro-optical seeker design discipline which includes design, analysis, and test and evaluation of electro-optics guidance systems; and the ability and willingness to support NAWC EEO policies and goals. **Notes 1, 2, 3, and 4 apply.**

No. 731-000F-003MG4, Safety & Occupational Health Specialist, GS-018-77/11, Code 52WC00F, Safety & Occupational Health Office—Area of Consideration: NAWCWPNS. **Opening Date:** 11-17-94. **Closing Date:** 12-1-94. **Selecting Official:** Jim Walsh, (505) 678-1065. **HRD Contact:** Marge Guerrero, (505) 678-3406. **Permanent Change of Station Authorized:** No. **Summary of Duties:** Incumbent plans, organizes, implements, and monitors the activities of assigned operational safety programs in support of organizational elements and tenant activities. Investigates, inspects, and performs surveys of existing operations to locate and identify particular safety hazards and recommend to proper officials the appropriate controls and procedures to eliminate or minimize hazardous conditions or situations affecting personnel, equipment, and facilities. Manages licensing, hazardous material control, deficiency abatement, and various medical surveillance programs. Provides on-site safety support for various missile preparation, launch, flight, and recovery test programs. **Quality-Ranking Factors:** Knowledge of safety and occupational health regulations, standards, specifications, and techniques applicable to industrial operations, high explosives, propellants, fuses, primers, and pyrotechnics. Analytical ability to perform preoperational procedures, reviews, and investigation of mishaps. Knowledge of practices, standards, methods, and techniques, equipment, materials, activities, and supporting utility systems applied in the erection or modification of facilities to develop and implement protection features and practices to control on-site hazards. Incumbent must be able to obtain and maintain a Secret clearance. **Note 1 applies.**

No. 731000F-002MG4, Resources Assistant (Office Automation), GS-303-05, Code 52W510F, Weapons Test Section, Surface Weapons System Test Branch—Area of Consideration: NAWCWPNS. **Opening Date:**

11-17-94. **Closing Date:** 12-1-94. **Selecting Official:** Dave Morris, (505) 678-1295. **HRD Contact:** Marge Guerrero, (505) 678-3406. **Permanent Change of Station Authorized:** No. **Summary of Duties:** Incumbent provides administrative support which includes maintaining a bookkeeping system to track financial transactions on a daily basis, establishing and maintaining classified and unclassified files, typing of a technical nature, and reviewing correspondence for procedural and grammatical accuracy. Incumbent coordinates with other organizations on information regarding roadblocks and evacuated and undercover missions. **Quality-Ranking Factors:** Ability to plan and organize a variety of office functions; ability to maintain a standardized bookkeeping system; ability to communicate both orally and in writing. Incumbent must be able to obtain and maintain a Secret clearance.

NATIONWIDE/DOD APPOINTABLE EMPLOYEES

No. 56E-006-4-BD-2 (3) Electronics Mechanic, WG-2604-10/11, Test Wing Pacific Point Mugu Weapons Test Squadron Aircraft Maintenance, Aircraft Target Maintenance, Code 562200E—Area of Consideration: DOD Appointable Employees Nationwide. **Opening Date:** 11-17-94. **Closing Date:** 12-19-94. **Selecting Official:** E. W. Bibb. **HRD Contact:** Julie Simental, (805) 989-3306. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Performs organizational and limited intermediate-level maintenance of complex QF-4 aircraft targets and related systems. Performs removal/installation, disassembly/assembly, modification, troubleshooting, test, and repair of all electrical/electronic equipment/systems used in aircraft targets. This includes communications, navigation, radar altimeter, autopilots, drone command control, augmentation devices, and experimental systems as required. **Screen-Out Element:** Ability to do the work of the position without more than normal supervision. **Quality-Ranking Factor:** Knowledge of organizational intermediate-level aircraft target maintenance pertaining to the aircraft electrical/avionics systems.

No. 56E-001-4-BD-1, (5) Aircraft Mechanic, WG-8852-10/11, Test Wing Pacific Point Mugu Weapons Test Squadron Aircraft Maintenance, Aircraft Target Maintenance, Code 562200E—Area of Consideration: DOD Appointable Employees Nationwide. **Opening Date:** 11-17-94. **Closing Date:** 12-19-94. **Selecting Official:** E. W. Bibb. **HRD Contact:** Julie Simental, (805) 989-3306 (DSN 351-3306). **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent performs organization-level maintenance, modification, and repair of complex aircraft target systems. Performs inspection, removal, installation, disassembly/assembly, and repair as well as operational and functional testing of aircraft target drone ordnance, propulsion, egress and environmental systems, with primary emphasis in the area of pneumatics, jet hydraulics, and structural systems. Performs preflights, postflights, and daily turn-around inspections; provides launch, recovery, service, and ground-handling for target aircraft. **Screen-Out Element(s):** Ability to do the work of the position without more than normal supervision. **Quality-Ranking Factor:** Knowledge of organization/limited intermediate-level aircraft target maintenance.

NATIONWIDE/CURRENT APPOINTABLE DOD EMPLOYEES

No. 836042AR4, (1) Publicity Assistant, GS-303-5/67, Naval Air Weapons Station, Morale, Welfare, and Recreation Department, Administration, Code 836000E—Area of Consideration: Current Appointable DOD Employees Nationwide. **Opening Date:** 11-17-

94. **Closing Date:** 12-15-94. **Selecting Official:** John Gerard, (805) 989-7509. **HRD Contact:** Adela Ramirez, (805) 989-3229. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent provides short- and long-term detailed publicity and marketing planning and implementation of special events programs. Coordinates with MWR managers program efforts for special events at various facilities to maximize participation and attendance by base personnel and all other authorized patrons. Ensures adequate and effective pre-event coverage for all activities. Develops promotional material to include news release articles for the base newspaper, television spot announcements, photography, flyers, posters, banners, and marquees. Plans, develops, and directs the marketing program for corporate support for the annual Point Mugu Air Show. Uses computer for word processing and computer-generated graphics to produce camera-ready copy. Develops, prepares, maintains and updates finished audio-visual presentation packages to serve a total marketing program. **Quality-Ranking Factors:** Ability to plan, develop, and administer a comprehensive marketing and public relations program on an ongoing basis for a large, diverse recreational organization.

NATIONWIDE/CURRENT PERMANENT DOD EMPLOYEES

No. 833-040-MG4, (1) Electric Power Controller, WG-5407-11, Naval Air Weapons Station, Public Works Department, Maintenance Division, San Nicolas Island, Code 833711E—Area of Consideration: Current Permanent DOD Employees Nationwide. **Opening Date:** 11-17-94. **Closing Date:** 12-15-94. **Selecting Official:** Rudolph Alcantar, (805) 989-7081. **HRD Contact:** Mary Lou Gutierrez, (805) 989-3230. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent oversees transfer of diesel fuel oil, operates pumps and valves to control transfer to day tanks via centrifuge and strainer system to prevent introduction of impurities. Controls operation independently or in combination, 1 each, 1000kW; 2 each, 500 kW; or 2 each, 750 kW, and 2 each, 230 kW; 1 each, 150 kW diesel-driven generators. Checks temperature of bearings by feel and visual inspection. Takes combustion readings to determine internal-engine operating conditions. Adjusts and controls engine speeds, checks plant-related equipment for handling and purification of diesel fuel checks and lubricating oils, including fuel injection pumps, filters, etc. Inspects operation of engine cooling system, which includes heat exchangers. Maintains engine temperatures within prescribed range. Conducts visual analysis of exhaust gas and helps make adjustments to maintain efficient combustion. **Screen-Out Element:** Ability to do the work of the position without more than normal supervision. **Quality-Ranking Factor(s):** Working knowledge of the operation of diesel engines, power plant equipment, and machinery (i.e., lubricating and fuel oil systems, AC and DC generators, metering and control devices, and switchboard operation and practices).

***No. P07-029-MG4, (1) Industrial Hygienist, GS-690-11, Naval Air Weapons Station, Occupational Safety and Health Office, P0713—Area of Consideration:** Current Permanent DOD Employees Nationwide. **Opening Date:** 7-28-94. **Closing Date:** 12-15-94. **Selecting Official:** Martin Himmelstein, (805) 989-7867. **HRD Contact:** Marcela Zaragoza, (805) 989-3235. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent manages and directs the Asbestos Laboratory operations to identify and count asbestos fibers. The incumbent works closely with the Public Works SMART Team scheduling asbestos rep-outs and removal actions, then reading and analyzing clearance samples with a phase-contrast microscope. The incumbent

also reviews contractor-hired industrial hygienist's qualifications, making recommendations as to their suitability. Performs professional and scientific work in industrial hygiene, identifying and evaluating conditions affecting the health of the workforce. Consults as necessary with Naval Medical Clinic occupational health professionals on the identification, evaluation, and control of exposures to toxic materials or harmful physical agents. Incumbent reviews plans for new facilities and new procedures during the development phase to ensure that adequate measures for the prevention of occupational health hazardous and diseases have been incorporated, including attending ROICC-precon briefings. Incumbent provides primary directors of Hazard-Specific (Hazardous Materials) Training to NAWS/NAWC supervisors and prepares briefings for NAWC Safety Policy Board. Incumbent may serve as Assistant Radiation Safety Officer. **Quality-Ranking Factor:** Knowledge of industrial hygiene concepts, principles, and practices applicable to conduct a wide range of operations and processes in occupational health areas.

*Note: Readvertised to extend closing date. Previous applicants need not reapply.

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.

REASSIGNMENT COLUMN

No. 52-004-94RR, Interdisciplinary (Electronics Engineer/Computer Scientist/Physicist/Mathematician), DP-855/1550/1310/1520, 2/3, Multiple Vacancies, Code 525410D/525700D, Systems Development Section, Land Range Real-Time Data Branch and the EC Range Software Branch, Data Processing and Displays Division, Pacific Ranges and Facilities Department—Area of Consideration: NAWCWPNS. **Opening Date:** 11-17-94. **Closing Date:** 12-1-94. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** These sections are responsible for providing software support for existing Telemetry Data Processing and Display Systems. The incumbent's responsibilities will include the following: developing, maintaining, and using software applications in a UNIX environment hosted on Silicon Graphic Workstations, set-up and maintenance of Telemetry Databases and Displays for real-time range applications, and interfacing with range customers in support of their unique requirements. Duties may also include software support on existing VAX VMS computer systems. Experience in C and UNIX, FORTRAN, and VMS is highly desirable. The incumbent must be able to obtain and maintain a Top Secret clearance. To apply, send an updated SF-171 to Jerry Taylor or Dan Harris, Code 525400D.



NAVAL AIR WARFARE CENTER WEAPONS DIVISION ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

GENERIC PRINTER CONTRACT

The Acquisition Support Branch, C6331 (721200D), has a Center-wide (China Lake and Point Mugu) contract for remedial and preventive maintenance and installation of generic printers and accessories. This contract is a time-and-materials contract. It is **not a mandatory contract**, but has been initiated to provide primary or alternative service support.

Contractor: MFS Inc.
Contract Number: N68936-94-D-0231
Current Period of Performance: 1 December 1994 through 30 November 1997

Cost: \$27.45 per hour plus parts/material with a 1-hour minimum and a 10% uplift for material handling

A contract administration surcharge of 8% will be added.

If you want service on this contract, contact the Trouble Desk at (619) 499-5181 with the following information: (1) model number, (2) serial number, (3) bar code, (4) a brief description of the problem, (5) contact/requestor, (6) phone number, (7) job order number, and (8) location of equipment and code.

Direct questions or problems to Martha Faron, C6331 (721200D), at 939-3395.

HEWLETT PACKARD CONTRACT

The Acquisition Support Branch, C6331 (721200D), has a Center-wide (China Lake and Point Mugu) contract for remedial and preventive maintenance of Hewlett Packard Federal Information Processing (FIP) hardware and attached peripherals (can be third party). This contract is a time-and-materials contract. It is **not a mandatory contract**, but has been initiated to provide primary or alternative service support.

Contractor: Telos Field Engineering
Contract Number: N68936-93-D-0109
Current Period of Performance: 1 June 1994 through 31 May 1995

Cost: \$41 per hour plus parts/material with a 2-hour minimum

A contract administration surcharge of 6.5% will be added.

You can request an estimate before work is done—the 2-hour minimum will apply. Customers may request field modifications sponsored by the OEM.

If you want service on this contract, you must contact the Trouble Desk at (619) 499-5181 with the following information: (1) model number, (2) serial number, (3) bar code, (4) a brief description of the problem, (5) contact/requestor, (6) phone number, (7) job order number, and (8) location of equipment and code.

Direct questions or problems to Martha Faron C6331 (721200D) at 939-3395.

DRUG TESTING OF APPLICANTS FOR TOP SECRET CLEARANCE

The Navy Drug-Free Workplace Program requires that all civilian employees successfully pass a urinalysis test for the use of illicit drugs prior to being granted access to Top Secret (TS) information.

The Personnel Security offices at Point Mugu and China Lake will notify the Drug

Program Coordinator of the name, code, and Social Security number of applicants for TS clearances. The Drug Program Coordinator will contact the applicant directly to make arrangements for testing. The urine sample collected from the applicant will be tested for the presence of five types of drugs (marijuana, PCP, amphetamines/methamphetamines, cocaine, and opiates). The test results will be provided to the individual who provided the sample and the Personnel Security Office. In the event of a confirmed positive test result, management personnel who need this information in order to take administrative/disciplinary action will be advised of the test results.

NAWCWPNS/NAWS DIRECTIVES SIGNED SINCE 1 JUNE 1994

At China Lake NAWCWPNS/NAWS directives signed since 1 June 1994 were put on the server and were not distributed as usual. At Point Mugu those directives signed since the end of September were put on their server and were not distributed. The following is a list of directives signed since 1 June at China Lake and 26 September at Point Mugu

NAWCWPNSINST 1611.1A of 16 Sep 94
NAWCWPNSINST 4200.2 of 29 Jun 94
NAWCWPNSINST 4380.1 of 3 Oct 94
NAWCWPNSNOTE 4650 of 15 Sep 94
NAWCWPNSNOTE 5215 of 19 Sep 94
NAWCWPNSINST 5402.1A of 3 Oct 94
NAWCWPNSINST 5605.1A of 19 Sep 94
NAWCWPNSINST 5910.1 of 15 Jun 94
NAWSCLINST 1616.1 of 9 Jun 94
NAWSCLNOTE 5060 of 15 Sep 94
NAWSCLNOTE 5060 of 4 Oct 94
NAWSCLINST 5350.2 of 27 Jul 94
NAWSCLINST 5370.1 of 9 Jun 94
NAWSCLINST 8027.1 of 27 Jun 94
NAWSCLINST 8300.1 of 15 Sep 94
NAWSPLMINST 5720.2 of 26 Sep 94

NAWCWPNS/NAWS DIRECTIVES AVAILABLE ELECTRONICALLY

Directives issued by NAWCWPNS and NAWS China Lake and Point Mugu are available electronically. There is a Macintosh server for directives at China Lake and a PC server for directives at Point Mugu. The servers can be accessed as follows:

China Lake

Under the Apple menu, select **Chooser**. In the upper left portion of the Chooser window select the AppleShare icon. In the lower left portion of the Chooser window select **CL ADMIN** zone (zones are listed in alphabetical order). In the upper right portion of the Chooser window select the **Admin Support** server, select **"OK"**. In the next window connect as a **Guest**, select **"OK"**. In the next widow Admin Support server is highlighted, select **"OK"**. The Admin Support icon will appear on your desktop. Close the Chooser window. Open Admin Support. Open Instruction/ Notices folder. Open the appropriate folder (e.g., NAWCWPNS, NAWS CL, etc.); the directives are listed numerically. Open the folder containing the directive you selected.

MANDATORY CAO OVERVIEW BRIEF MAKE-UP SESSIONS

Additional make-up sessions are scheduled to brief the large number of employees who were unable or did not attend the mandatory CAO Overview briefs. It is critical to the success of our CAO implementation that employees understand the who, what, where, and why of the CAO concept.

Managers and supervisors should ensure that all of their employees, both military and civilian, attend. In addition, employees should be prepared to show their badges for the purpose of registration.

The additional make-up sessions are as follows:

Point Mugu

Tuesday, 22 November	1300-1500	Station Theater
Wednesday, 30 November	0800-1000	Station Theater

China Lake

Tuesday, 22 November	0930-1130	Station Theater
Tuesday, 29 November	1300-1500	Station Theater
Wednesday, 30 November	0930-1130	Station Theater

CHANGE MANAGEMENT

"Change Management," a mandatory CAO 8-hour training session for supervisors and managers, has been scheduled.

To attend one of the training sessions, submit an On-Board Training Request or for reservations call, Sue Murray, China Lake, 939-2349 (DSN 437-2349) or Sandy Brigham, Point Mugu, 989-3996 (DSN 351-3996).

Point Mugu

21 November	0800-1600	Bldg. 5-1 Auditorium
22 November	0800-1600	Bldg. 5-1 Auditorium
23 November	0800-1600	Bldg. 5-1 Auditorium
28 November	0800-1600	Bldg. 5-1 Auditorium
29 November	0800-1600	Bldg. 5-1 Auditorium
30 November	0800-1600	Bldg. 5-1 Auditorium
1 December	0800-1600	Bldg. 5-1 Auditorium
5 December	0800-1600	Bldg. 5-1 Auditorium
9 December	0800-1600	Bldg. 5-1 Auditorium
13 December	0800-1600	Bldg. 5-1 Auditorium
14 December	0800-1600	Bldg. 5-1 Auditorium

China Lake

28 November	0800-1600	Training Center, Room 205
29 November	0800-1600	Training Center, Room 205
30 November	0800-1600	Training Center, Room 205
1 December	0800-1600	Training Center, Room 205
5 December	0800-1600	Training Center, Room 107
6 December	0800-1600	Training Center, Room 107
7 December	0800-1600	Training Center, Room 107
8 December	0800-1600	Training Center, Room 107

(Directives are locked. Guests can open, read, and print, but cannot change the document.) After you have read or printed the directive you need, close all folders and drag the Admin Support server icon to your trash. If you do not do this, you deny access to other users.

For additional information, call the Office Systems Branch at (619) 939-2455.

Point Mugu

At the network prompt (F:\LOGIN), type the command **"LOGIN FS0024A\GUEST"**. This will put you at the drive letter "F:\b". Directives are located in the **"COMMON\NAWCWPNS\INSTS"** sub-directory. Type **CD\COMMON\NAWCWPNS** or **(NAWS\PM or NAWSC\INSTS"**. (At this point you can type **"DIR"** for a directory listing. All directives are located in their own

subdirectory.) Type **"CD(space)(instruction no.)"** to get to the next level. Copy the file(s) you want to your hard drive or floppy disk. When you have finished, log off the server. At the **"F:\COMMON\NAWCWPNS\INSTS>"** prompt, type **"LOGOUT"**. Access WordPerfect 5.1 or 6.0 and open the file as usual.

For additional information, call the Office Systems Branch at (805) 989-8811.

The directives are written in Word 5.0. This software package is compatible with both Macintosh and IBM PC compatibles. Macintosh WordPerfect 3.0 will also translate and open these documents. At Point Mugu the directives were converted to DOS Word Perfect 5.1

All directives are filed by the Standard Subject Identification Code (SSIC) number.

If you are not sure of the directive number, an index of instructions is available. At China Lake the index is located in the Instructions/Notices folder. This FileMaker Pro document enables users to search by subject to find the appropriate instruction number. At Point Mugu the indexes are in DOS WordPerfect 5.1. There is a separate index for NAWCWPNS, NAWS PM, and NAWS CL instructions.

If organizations are not able to access either server, call us and we will continue to provide distribution of directives. Directives are also available from the Office Systems Branch (mailroom) located at China Lake in Building 00001, Room 101, 939-3546, and from the Office Systems Branch at Point Mugu in Building 36, Room 1058, 989-8811.

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 anyone who needs 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 **30 November** at Bldg. 02466, Room 20001B, from 0900 to 1100. At Point Mugu, assistance will be available on **23 and 30 November** at Bldg. 340A, Mini-Conference Room from 0900 to 1100. Additional dates will be announced at a later time. For more information, contact Bonnie Jones at 939-1557.

TEMPORARY CHANGE OF HOURS FOR POINT MUGU TECHNICAL LIBRARY

The Point Mugu Technical Library will be temporarily operating under new hours. We apologize for any inconvenience to our patrons; however, China Lake Technical

Library Personnel (or staff) will be available during the hours that the Point Mugu Technical Library is closed to take care of any immediate needs or answer questions at (619) 939-3389/3380 (DSN 437-3389/3380).

Monday through Thursday: 0800-1230 and 1330-1600
Fridays: 0800-1200

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 personal career counseling by

appointment. Center resources include periodicals, brochures, and books on many topics including career planning, job searching, and retirement. IBM compatible and Macintosh computers with laser jets and applicable software are available to help you write your resume or SF-171, determine your interests and values, or search available job listings via bulletin boards. The Point Mugu Center is open from 1000-1500 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 to 1630. Both locations are closed from 1130 to 1230. For more information, call 939-2264/2265.

CHINA LAKE GENERAL ANNOUNCEMENTS

USE NEW PRINTING REQUEST FOR FY 95

The new "Reprographics Request", DPS SD 5604/27A, for FY95, MUST be used for printing and reprographic work done through Defense Printing and delivered after the start of FY95. Destroy all copies of the 1994 request you have. The new form is available at Tel Mart.

HOUSE KEY FOUND

A house key (nongovernment) was found in the vicinity of the Technical Library on 7 November. If you think this could be your key, contact the Technical Library at 939-1017 or 939-3380.

IEEE "LIVE" VIDEOCONFERENCE ON MULTIMEDIA TECHNOLOGY

A live video conference presented by Matt Perez, Integrated Media Platform Director, Sunsoft, and Michael Deering, Distinguished Engineer, Sun Microsystems, will be held at China Lake in Mich Lab, Room 1000D and at the Training Center, Room 107 (room number subject to change) on **Wednesday, 30 November** from 0900 to 1200. For more information, contact Bob McGahern, IEEE Education Chairman, at (619) 939-1443 (work) or (619) 375-8935 (home) or Quickmail.

Note: Preregistration to Bob McGahern is requested.

Prerequisites: General knowledge of the current status and emerging trends regarding the Internet and computing.

Roughly 10 years after the term was first coined, multimedia is finally becoming widely available. Unfortunately, the term is being applied to a bewildering spectrum of products and technologies. While most of the attention has gone to wizzy desktop technology, less attention has been given to the content and infrastructure components necessary to make this technology a reality. Infrastructure is particularly important to make networked multimedia fly. The presenters of this program will explore the multimedia technologies available to developers and the trends for the future. You will see and hear the latest uses of multimedia for desktops, networks, and new developments, including virtual reality, now emerging as a tool for developers.

This IEEE "live" videoconference will

present an overview of current and future Computer Multimedia Technology and will be the last of this year's (five) broadcasts received by the NAWC Training Center and the China Lake Section of IEEE. As with all live IEEE videoconferences, there will be a question and answer period at the end of this program where viewers can phone in (or fax) questions to be answered "on the air."

TUITION SUPPORT POLICY FOR CERRO COSO

Civil service employees at China Lake taking courses at Cerro Coso and expecting to obtain tuition support must submit to Code 733000D prior to registration a DD Form 1556 (Off-Center Training Request) via competency channels. This form must be accompanied by a job order number supplied by their competency and an "objective" statement explaining how the course is job related. Employees MUST SIGN the appropriate statements on the back of copy 1 of the DD Form 1556, including the statement whereby they promise to reimburse the Government if a satisfactory grade (i.e., "C" or better) is not obtained.

Code 733000D will return the approved DD Form 1556 to you. You must turn it in to Cerro Coso when you register in order for NAWCWPNS to pay your tuition. If you register in person, turn in the approved form to the registrar. If you register by telephone, mail the approved form back with the bill you will receive.

Requests for tuition support (DD Form 1556) must be received by Code 733000D at least 3 days prior to the employee's registration at Cerro Coso. This will allow the request to be processed and returned to you in time for registration. The approved DD Form 1556 must be turned in to Cerro Coso when registering or returning bill received in order for NAWCWPNS to pay the tuition. EMPLOYEES WHO PAY TUITION WILL NOT BE REIMBURSED. If you have any questions, call Cecil Webb at 939-0878 (Code 733000D).

CSUB COUNSELORS ARE COMING

Academic counselors of California State University, Bakersfield will be at China Lake on **29 November** to advise current

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

VIDEO PROJECTS TOURS

If you are curious about how videos are made, are unsure how videos can benefit your job, or have any questions about industrial video production, the Video Projects Branch can help. We are now giving tours of the Branch's video facility. For questions about the tours, or to sign up for one, call Fran at 939-3697.

COMPOSITION SERVICES AVAILABLE

Keying, OCR scanning, document formatting and layout, and audio/video tape transcription are among the composition services available through the Publications/Graphics Branch, Code 474500D. For more information contact Ramona Bernard at 939-2016.

PHOTOGRAPHIC SCANNING AVAILABLE

The Publications/Graphics Branch, Code 474500D, now has the capability to provide color scanning of transparencies and opaque originals at a resolution of up to 4,000 dots per inch (dpi). Transparencies and opaque originals are saved in a Tag Image File Format (TIFF), which can then be imported into a photo-shop program for electronic placement into your documents and presentations. For more information contact Ellen Mahoney at 927-3902.

DATA GENERAL HARDWARE MAINTENANCE CONTRACT

The FIP Resources Branch (721200D) has a Center-wide contract for maintenance, repair, and preventive maintenance of Data General (DG) FIP hardware and attached peripherals at China Lake. This contract is not mandatory, but to provide primary or alternative service support.

Contractor: Telos Corporation at Edwards AFB

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 temporary 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 COMNAVIAIR. Appointable persons include those with reinstatement eligibility, those within reach on an OPM certificate, and those eligible for noncompetitive permanent appointment (e.g., VRA, handicapped).

NOTES

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

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

3. **Drug Testing Designated Position.** An applicant tentatively selected for this position will be required to submit to urinalysis for illegal use of drugs prior to a final selection. (Exception: If the position change is for 30 days or less or the applicant currently occupies a Department of Defense Testing Designated Position (TDP), no applicant test is authorized.) The selection is contingent upon a negative drug test result and thereafter, the selectee will be subject to drug testing on a random basis as the incumbent of a TDP. Further, all Department of Navy employees may be subject to drug testing under certain 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.

The Division is a multi-site organization with 415 employees that provides full-spectrum airframe, ordnance, and propulsion support to NAWCWPNS and to external customers. This position involves interaction with all levels of management and with off-site customers. Incumbent will perform the full range of secretarial and administrative support duties including answering and placing calls, making travel arrangements, planning for conferences, maintaining and coordination supervisor's calendar, reviewing incoming correspondence, composing correspondence and/or preparing nontechnical reports, and attending management meetings. Duties also include researching issues and providing summary information for management decisions, as well as providing training and guidance to clerical staff. **Quality-Ranking Factor:** Ability to work with all levels of personnel; ability to compose correspondence; and ability to arrange conferences. Incumbent must be proficient on the Macintosh computer using standard software applications. Must be able to maintain a Secret clearance.

Note 1 applies.

No. C82-001-JJ5, Supervisory Firefighter, DG-081-4, Code C824220D. Fire Station Captain, Fire Division, Safety and Physical Security Department. **Area of Consideration:** China Lake only. **Opening Date:** 11-17-94. **Closing Date:** 12-1-94. **HRD Contact:** Jean Johanboeke, 939-8135. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Supervises a large crew of firefighters, makes decisions under emergency conditions, and develops and provides training. **Quality-Ranking Factor(s):** (1) Technical: Knowledge of all phases of structural and aircraft firefighting including maintaining firefighting apparatus and equipment. (2) Supervisory: Ability to perform as first-line supervisor including ability to apply affirmative action principles, willingness to implement EEO practices, ability to motivate and influence others and ability to communicate orally and in writing. Position is at full performance level.

Notes 2 and 3 apply.

No. C61-002-SK4, Secretary, DG-318-2/3, Business Support Division, Comptroller Department, Code 764000D (C614)—**Area of Consideration:** China Lake only. **Opening Date:** 11-17-94. **Closing Date:** 11-24-94. **Selecting Official:** Mary Adams, 939-6566. **HRD Contact:** Nancy Robinson, 939-8106. **Summary Duties:** Incumbent provides secretarial support to the Division Head, Branch Heads, and other division personnel. Incumbent prepares, reviews, and edits standard correspondence, reports, and other documents

No. 82-002-JJ5 Police Officer, (Organizational Title: Field Training Officer) GS-083-6, Police (Physical Security) Division, Safety and Physical Security Department—**Area of Consideration:** China Lake only. **Opening Date:** 11-17-94. **Closing Date:** 12-1-94. **HRD Contact:** Jean Johanboeke, 939-8135. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** In addition to performing a full range of Police Officer duties, the incumbent will be responsible for development, implementation, monitoring, and assessment of new recruits. The incumbent will work one of three shifts. He/she will provide intense training on a one-to-one ratio. Incumbent must demonstrate diverse skills and in-depth knowledge of law enforcement and the ability to convey that knowledge. **Quality-Ranking Factor:** Knowledge of training and evaluation techniques, including ability to develop training plans. **This ad establishes a register from which Field Training Officer (FTO) positions will be filled on a temporary, not-to-exceed 1 year basis.** The selections may be made from this list, as necessary, through 1-1-96. Applicants who do not meet the statutory (time-in-level) requirements but will meet those requirements during the term of this list, may apply but will not be placed on the list until those requirements are met. Previous applicants must reapply. The selectee must be able to obtain and maintain a Secret clearance. **Note 3 applies.**

POINT MUGU SITE ONLY

No. 834043AR4, (2) Communication Center Assistant, GS-303-5/6/7, Naval Air Weapons Station, Security Department, Operations Division, Civilian/Military Police Branch, Code 834210E—**Area of Consideration:** Current Appointable NAWCWPNS employees at Point Mugu site. **Opening Date:** 11-17-94. **Closing Date:** 12-1-94. **Selecting Official:** Ed Laroche, (805) 989-7011. **HRD Contact:** Adela Ramirez, (805) 989-3229. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent operates and maintains police, fire, medical, and disaster network communication equipment. Interprets and implements station policies and regulations. Directs police patrol personnel and other response personnel. Directs communication efforts to maintain law and order, traffic control, and protection of personal and government property. Controls station security alarm systems. Controls access control systems, monitoring entry and exit points. Incumbent will be required to successfully complete an approved weapons training program and be armed with a law enforcement-issued weapon while on duty. **Quality-Ranking Factors:** Ability to operate and communicate clearly over telephone and net radio and operate related communication equipment, CCTV, and IDS systems.

ALL NAWCWPNS SITES

No. 4511-001-LC4, (1) Interdisciplinary, Computer Engineer/Electronics Engineer/Computer Scientist, DP-854/855/1550-03, Naval Air Warfare Center Weapons Division, Engineering Competency, Avionics Department, Avionics Systems Division, Systems Engineering Branch, Code 451110E—**Area of Consideration:** NAWCWPNS. **Opening Date:** 11-17-94. **Closing Date:** 12-1-94. **Selecting Official:** Gary Graton, (805) 989-9536. **HRD Contact:** Lillian R. Cabello, (805) 989-3347. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent formulates, analyzes, models, evaluates, advises, or performs design studies on the feasibility, suitability, adaptability, and/or operational utility of systems and system concepts. Performs state-of-the-art designs to take advantage of new concepts, techniques, or principles in the research, development, or test and evaluation of new and advanced systems. **Quality-Ranking Factor(s):** Experience developing real-time avionics systems to include

requirements definition/partition and hardware and software development from requirements. Experience in developing software for real-time avionics systems in ADA and CMS2 desirable.

No. 41-001-KN5, Supervisory Engineering Technician, DP-802-3, Code 418300D—**Area of Consideration:** NAWCWPNS. **Opening Date:** 11-17-94. **Closing Date:** 12-1-94. **Selecting Official:** R. A. Horton, (619) 939-3682. **HRD Contact:** Kym Noh, (619) 939-2032. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** Branch Head of the Systems Vulnerability Branch of the Survivability (Aircraft & Weapons) Division of the Systems Engineering Department. The Branch provides Integrated Program Teams, Externally Directed Teams, and Enterprise Teams with the people, processes, and facilities required to plan and implement analyses, engineering, and design validation to assess and reduce the physical vulnerability of aircraft and weapon systems to the terminal effects of successful engagements by defensive and offensive systems. This includes conventional ballistic and missile, chemical/biological/radiological, directed energy, and nuclear systems. **Quality-Ranking Factors:** Knowledge of combat survivability requirements and program management; knowledge of vulnerability enhancement technology development and evaluation against the above threats; knowledge of survivability research and development (R&D), specification verification analysis, planning, and execution of testing, associated with the congressionally mandated Live Fire Test Program; knowledge of joint programs and joint program management in the areas of vulnerability studies and analysis, joint R&D and joint test and evaluation, modeling and simulation, standardization and V&A; knowledge of affirmative action principles including willingness to implement EEO practices; ability to communicate effectively with upper echelons of Army, Navy, Air Force, and OSD; ability to perform as a first-line supervisor; ability to meet the mandatory DAWIA requirements for training, experience, and education for level III of the Program Management Acquisition Career Field within 18 months of entering position. Promotion potential to DP-4, but not guaranteed. Incumbent must be able to obtain and maintain a Top Secret clearance. Duty station is NAWCWPNS China Lake. **Notes 1, 2, 3, and 4 apply.**

No. 472-001-GB5, Supervisory Interdisciplinary (Electronics Engineer/Physicist/Mathematician), DP-855, 1310, 1520-3, Missile Systems Electronics Branch (C2956/472250D), Intercept Weapons Department—**Area of Consideration:** NAWCWPNS. **Opening Date:** 11-17-94. **Closing Date:** 12-1-94. **Selecting Official:** Jim McCaulester. **HRD Contact:** Susan Bethke, 939-2676. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** As Head, Missile Systems Electronics Branch, the incumbent's duties will include monitoring the technical tasks of the personnel being supervised, developing, and expanding the technology and product base of the branch, personnel management for the branch, and application of the NAWCWPNS Demonstration Project. The branch provides expertise in electronics, circuit analysis, software and hardware assembly to conduct design and advanced development, production support, product improvement and test and evaluation of missile guidance systems. **Quality-Ranking Factor(s):** Knowledge of electronics and missile guidance systems; knowledge of affirmative action principles including willingness to implement EEO practices; ability to perform as a first-line supervisory including ability to mentor employees and interface with and make presentations for NAWCWPNS management and sponsors. **Notes 1, 2, 3 and 4 apply.**

No. 472-002-GB5, Secretary (Typing), DG-318-2/3, (C2987/472G50D)—**Area of Consideration:** NAWCWPNS. **Opening Date:** 11-17-94. **Closing Date:** 12-1-94. **Selecting Official:** Al Borissenko. **HRD Contact:** Susan Bethke, 939-2676. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** This

POINT MUGU COURSES

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

SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

PROGRAM PLANNING & CONTROL (16 hrs.)

6-7 December; Tuesday and Wednesday, 0800-1600; Financial Plaza, Oxnard Hilton Hotel. By: Charles Frederickson, Consultant

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

Definition of the management process; formulation and application of the work breakdown structure; plan development and utilization; progress indicators and analyses, use of an automated program management system (Mark III) as a tool in planning and control.

Deadline: 29 November.

HUMAN FACTORS (8 hrs.)

8 December; Thursday, 0800-1600; Building 5-1, Lounge. By: Carol Burge and Judy Lind, C2152

REQUIRED FOR ENROLLEES IN THE TMC/TMDP OR SEC/SEDP PROGRAMS. Other scientists, engineers, and technicians involved in development, evaluation, or procurement of human-in-the-loop systems are welcome to attend on a

space-available basis.

This course includes information on human capabilities and limitations; the techniques used by human factors researchers and engineers to gather, evaluate, and apply data; and the design of human-computer interfaces. Human factors case studies of specific systems and accidents are used to illustrate the concepts discussed. How to ensure that human factors is included in the military system acquisition process is also covered, and examples of human factors sections for specifications, statements of work, and data requirements are provided.

Presentation Method: Illustrated lectures, discussion, and practical hands-on exercises.

OTHER TRAINING

FINANCIAL STRATEGIES FOR SUCCESSFUL RETIREMENT (1 hr.)

6, 7, and 8 December; Tuesday, Wednesday, and Thursday, 1130-1230; Building 5-1, Auditorium. By: Financial Focus

This 3-hour class (presented in three 1-hour sessions) should serve as a valuable overview of the complex process of retirement planning. Whether retirement is 2 months, 2 years, or 2 decades away, NOW is the time to start dealing with some

ALL NAWCWPNS SITES
TECHNOLOGY UPDATES

ELECTRONIC WARFARE: ESM/ELINT (3 hrs.)

30 November; Wednesday, 0830-1130; Building 5-1, Auditorium. By: Evolving Technology Institute (Stan Hall)

The "ESM/ELINT" seminar will provide an overview of the principles of electronic support measures (ESM) and electronic intelligence (ELINT) systems for the interception and analysis of radar signals for the purpose of determining both the tactical and strategic intention of hostile actions. The seminar covers ESM/ELINT signal detection and analysis, including the probability of intercept, direction finding, and passive target location, together with a description of the receiver characteristics that are required to give proper operation. Examples of trade studies showing the selection of the receiver type for selected operational needs will be provided. A brief review of the practical limits of parameter estimation and the effect on the ESM/ELINT system's ability to provide type classification and identification and passive location as the key to threat intention will conclude the session.

THREAT SIMULATION MODELING (2 hrs.)

30 November; Wednesday, 1300-1500; Building 5-1, Auditorium. By: Evolving Technology Institute (Stan Hall)

The "Threat Simulation Modeling" seminar provides an overview to the methodology by which the performance requirements of electronic warfare systems can be obtained. Topics reviewed in this session will be examples of approaches to estimate the pulse and emitter density from the definition of threat deployments. Approaches by which scenario analysis is accomplished, ranging from large-scale Monte Carlo techniques to computerized "back-of-the-envelope" approaches that can be accomplished by spreadsheet analysis with desktop computers, are also included.

of the important choices that can mean the difference between financial security and financial hardship during your retirement years. The class will focus on such issues as inflation, investment alternatives, risk management, health care, taxes, estate

planning, and more. There will also be a discussion of how to take advantage of the CSRS, FERS, and TSP retirement programs. It is never too early or too late to begin planning your retirement strategy.

ALL NAWCWPNS SITES

NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY94 SEMINARS

NAEI courses are designed for GM-13/Lieutenant Commanders (or equivalent) and above assigned to the Naval Air Systems Command. All Senior Executive Management Development Program (SEMDP) participants are required to attend certain classes and have priority for available billets. Program costs are funded by NAEI. Travel and per diem expenses of nominees are funded by their organizations. If the course is residential, lodging and meal costs are provided by NAEI. Nominations must be submitted on an NAEI form, which may be obtained from Lori Ryser, Program Coordinator, 733000D China Lake, (619) 939-2686 (DSN 437-2686).

Note: A DD-1556 is NOT required. Nominations must be submitted to China Lake prior to the NAWCWPNS deadline dates below.

COURSE TITLE	COURSE DATES	DEADLINE DATE TO P622
Contemporary Management Issues and Practices	6-17 Feb 95 14-25 Aug 95	26 Nov 94 10 Jun 95
Politics of National Security	13-17 Feb 95 28 Aug-1 Sep 95	26 Nov 94 14 Jun 95
Washington Arena	8-12 May 95 18-22 Sep 95	1 Mar 95 17 Jul 95
Capitol Hill Workshop	13-16 Mar 95 8-11 May 95 12-15 Jun 95	3 Jan 95 15 Mar 95 3 Apr 95

CIVILIAN PERSONNEL DIVISION NEWS

MERIT PROMOTIONS

CHINA LAKE SITE ONLY

No. 4J-001-BP5, Secretary (Typing), DG-318-3/4, Concepts Analysis-Evaluation and Planning Department (CAEP), Code 4J0000D—Area of Consideration: China Lake only. Opening date: 11-17-94. Closing Date: 12-1-94. Selecting Official: Linda Andrews, 927-3272. HRD Contact: Shirley Hauser, 939-2032. Permanent Change of Duty Station Authorized: No. Summary of Duties: Provides secretarial and administrative support to the Head of the CAEP Department. Quality-Ranking Factors: Perform receptionist and telephone duties; manage Department Head's calendar and set up conferences; review and

distribute incoming mail and review outgoing correspondence; compose correspondence and/or nontechnical reports; must possess good communication and problem-solving skills in order to provide guidance and direction to department clerical personnel; and work effectively with all levels of personnel. Incumbent must be able to obtain and maintain a Secret clearance. Promotion potential to DG-4, but not guaranteed. Note 1 applies.

No. 471-001-94SM, Secretary (Typing), DG-318-4, Weapons/Targets Integration Division, 471000D (C28)—Area of Consideration: China Lake only. Opening Date: 11-17-94. Closing Date: 11-25-94. Selecting Official: Lee Gilbert, 939-3500. HRD Contact: Sheila Morgan, 939-8108. Permanent Change of

Duty Station Authorized: No. Summary of duties: Provides secretarial support to the Head, Weapons/Targets Integration Division. This position involves interaction with all levels of management and with off-site customers. Incumbent will perform the full range of secretarial and administrative support duties including answering and placing calls, making travel arrangements, planning for conferences, maintaining and coordinating supervisor's calendar, reviewing incoming correspondence, composing correspondence and/or preparing nontechnical reports, attending management meetings and training, and providing guidance to clerical staff. Quality-Ranking Factors: Ability to compose correspondence and/or prepare nontechnical reports; ability to train clerical personnel and organize workload of clerical staff or processes;

ability to plan and coordinate travel arrangements; and the ability to maintain and coordinate supervisor's calendar and arrange conferences. Selectee must be able to obtain and maintain a Secret clearance. Full performance level: DG-318-4.

No. 473-001-SK5, Secretary (Typing), DG-318-4, Airframe, Ordnance, and Propulsion Division, Weapons/Targets Department, Code 473000D—Area of Consideration: China Lake only. Opening Date: 11-17-94. Closing Date: 12-1-94. Selecting Official: D. A. Goss, 939-7200. HRD Contact: Susan Koch, 939-8120. Permanent Change of Duty Station Authorized: No. Summary of Duties: Provides secretarial support to the Head, Airframe, Ordnance and Propulsion Division.

POINT MUGU GENERAL ANNOUNCEMENTS

EMPLOYEE COMMUTE OPTIONS
PROGRAM ELIGIBILITY REQUIREMENTS

To be registered in the NAWCWPNS Employee Commute Options 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.

LABOR REPRESENTATIVE FOR
BARGAINING UNIT EMPLOYEES

The exclusive Labor Representative for



the bargaining unit employees of NAWCWPNS Point Mugu is the National Association of Government Employees (NAGE).

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

CIVILIAN EMPLOYEE ASSISTANCE
PROGRAM (CEAP)

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

NAWCWPNS HOTLINE AND
NAWS IDEAS

The NAWCWPNS Hotline and NAWS Idea Directories were set up to allow users to copy prepared documents into them and remain anonymous. To place a file in

the NAWSIDEA folder (directory) replace HOTLINE with NAWSIDEA whenever you enter HOTLINE. The instructions are for users with command local area network (C-LAN) access.

Note: Once you have made copies or saved a document into the HOTLINE subdirectory, you will not be able to retrieve or view this document from the Fileserver.

PC-Compatible Computers: At a network prompt, type the following commands: LOGIN FS0024A/GUEST <RETURN> no password required.

CDPTMUGU\HOTLINE <RETURN>

You may now copy the document you prepared into the HOTLINE subdirectory, by using the DOS copy command. Once you have finished copying the document, logoff Fileserver

EXAMPLE: E:\PTMUGU\HOTLINE LOGOUT <RETURN>

Macintosh Computers: Go to the APPLE icon and select CHOOSE from the Chooser window and select the following: AppleShare icon, AppleTalk Zone "PM B36 1ST DECK", Fileserver FS0024A, select OK, Login as Guest, not

FINAL HIV TRAINING MAKE-UP
SESSION

A final HIV training make-up session will be held at the Station Theater on 1 December from 0800 to 1000.

password is required, select OK. The next window will display "Select items you want to use" and FS0024A.SYS will be highlighted, select OK. Open FS0024A.SYS icon on Desktop, open folder PTMUGU, open folder you wish to copy your document into. Copy your document now. Before you copy the document to this folder you will receive a message (you do not have enough access privileges to see all items if they are put into "HOTLINE" Put them there anyway?). Select OK. Once you finished copying the document, close all open Fileserver windows by dragging FS0024A.SYS icon to your Trash can.

APD point of contact: Jim Esch, 989-1731; Hotline Program point of contact: Mike Nakamura, 989-7676; NAWS Idea point of contact: Lt. Driesbach, 989-1715.

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, 733000E (P622), (805) 989-3997 (DSN 351-3997), FAX 989-4388 (DSN 351-4388).

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 731000E (P621); forms for China Lake may be mailed to 731000D (C621). For additional information, call Estela Padilla at (805) 989-3222 or Pat Miller at (619) 939-2018.

CHINA LAKE

Richard Smith, C02B04 (47D000D) Richard is recovering from a total hip replacement.	Sirell Hurlocker, C28J Sirell is on maternity leave.	Debra Campbell, C6142 Debra has had back surgery for a herniated disc.	Mary Hire, C02461 Mary is recuperating from major surgery.
Kathleen Luecken, C3931 Kathleen is recuperating from surgery and will be out for several weeks.	Deby Gelger, C652 Deby is undergoing necessary surgery and her recovery time is estimated to be 5 weeks.	Judith Newton, C6132 Judith has exhausted her leave taking care of her husband, who had heart surgery.	Denise Evans, C6111 Denise suffered a stroke and will be unable to return to work for an extended period of time. She is a single mother and this is her only source of income.
Jo Ella Kivett, C2614 Jo Ella is on maternity leave.	Deborah L. Birch, C3923 Debby 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.	Gary Newton, C8342 Gary will be undergoing an unexpected triple bypass open heart surgery and will be convalescing for 2 to 3 months.	William Muhlhause, C2633 William had a total hip replacement.
Lupe Vizcarra, C219 Lupe is undergoing required major knee replacement surgery.	Maryann Hiser, C0239 Maryann is recuperating from 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.
Lois Berry-Light, C2876 Lois had arthroscopic surgery of the left knee as a result of undefined infection of the knee joint.	Erin Strand, C6414 Erin is under a physician's care due to complications of early pregnancy.	Frank White, C3312 Frank is recovering from pneumonia and valley fever.	Howard Gerrish, C2772 Howard obtained severe injuries in an accident.
Janice Henderson, C6335 Janice is undergoing treatment for pre-mature Coronary Artery Disease and is the sole source of income for her family.	Peggy Van Skike, C612 Peggy is under a doctor's care for a medical emergency.	Tracey Manning-Staphill, C834 Tracey has cancer and is undergoing radiation and chemotherapy treatments.	Larry Kuster, C842 Larry has colon cancer and is undergoing chemotherapy and radiation treatments.
Terri Drury, P382 Terri had emergency surgery to correct a perforated stomach due to ulcers.	Sybil Jones, P705 Sybil will be on maternity leave.	Ariss Maricle, P3855 Ariss is recuperating from major surgery.	John Duhon, P7363 John suffered a massive heart attack and has had complications from surgery.
Paul Sailer, P3924 Paul was struck by a vehicle while riding his bicycle and suffered a broken neck and back.	Beatriz Garcia, P77 Beatriz is experiencing complications from her pregnancy and is presently under a physician's care.	Larry Blair, P261 Larry is undergoing abdominal surgery.	Brenda Davis, P625 Brenda is undergoing treatment for lupus erythematosus.
Myrian Connors, P653 Myrian had surgery performed for diagnostic laparoscopy.	John Roy, P7392 John is under doctors care for cardiac evaluation for 30 days due to job stress.	Antonette Revis, P3925 Antonette is undergoing surgery.	Betty Dell, P3925 Betty will be on maternity leave.
		Carla Allen, P261 Carla is recuperating from major surgery.	

POINT MUGU

EMPLOYEE DEVELOPMENT DIVISION NEWS

ON-BOARD TRAINING COURSE SCHEDULE

Nominations for courses should be submitted to the Employee 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, 733000E (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 Employee Development Division, 733000D (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

QUALITY ASSURANCE (8 hrs.)

29 November; Tuesday, 0800-1600; Training Center. By: Richard Larch, C2622

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

This course provides an overview of the role of quality assurance in defense procurements. Topics covered include definition of quality terms, quality expectations, quality organizations and functions, quality planning, inspections, reviews and audits, quality system reporting, and tools of total quality management (TQM).

To enroll, call Dorothy at 939-2359

INNOVATIVE TEAM TRAINING & TECHNOLOGY OF DESIGN (24 hrs.)

6-8 December, Tuesday-Thursday, 0830-1700; Training Center. By: Invention Machine Corporation

Prerequisite: General engineering knowledge.

Intended Audience: Design, Process, Manufacturing and Value Analysis Engineers, Project Team Leaders, Process and Manufacturing Managers.

Objective: To improve engineering effectiveness by implementation of innovative technology of design and theory of inventive problem solving otherwise known as computer-assisted creativity.

Scope: A short history of the development of engineering thinking and the methods used in Innovative Technology of Design. In-depth analysis and examples of the principles of Division, Separation, Local Quality, Anti-Action, Nested Doil; Sufield analysis-effective language for describing an engineering system; inventive problem solving using Sufield analysis; inventive standards—the unique methods for structural prediction of new solutions; application of inventive standards in engineering; laws and regularities of engineering system development; the algorithm of innovative problem solving; transition of the engineering problem to the model of the ideal solution or final result; development of engineering and physical contradictions; problem model construction, development, analysis, and evolution; evaluation of initial solution and development trends of solutions; and physical, chemical, and geometrical effects and phenomena, with applications in engineering.

Tuition fee for this course is approximately \$995.

To enroll or obtain further information, call Annette at 939-0870 or Arnold Danielson at 927-2882.

ENVIRONMENTAL ENGINEERING (8 hrs.)

8 December; Thursday, 0800-1600; Training Center. By: Steve Tanner, C2612

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

This course will include what the technical manager (not the practitioner) should know about environmental engineering—what it is, why it is important, how it is integrated into the acquisition program, and what elements are required in such a program.

Deadline: 23 November.

HUMAN FACTORS (8 hrs.)

9 December; Friday, 0800-1600; Training Center. By: Carol Burge and Judy Lind, C2152

REQUIRED FOR ENROLLEES IN THE TMC/TMDP OR SEC/SEDP PROGRAMS. Other scientists, engineers, and technicians involved in development, evaluation, or procurement of human-in-the-loop systems are welcome to attend on a space-available basis.

408.7: TYPES, APPLICATION, AND STRUCTURING OF CONTRACTS (36 hrs.)

4 January-22 March; Wednesdays, 1700-2000; Training Center. By: Martha Slayton, 939-9664, UCSB

Prerequisite: X408.1: Elements of Government Contract Administration or consent of instructor.

Intended Audience: Participants in the certificate program in Government Contract Management.

Course Description: Review of various types and forms of government contracts. Includes choice or type of contract in view of the work statements and risk factors, how each type of contract works, contract structure, and special requirements for administration. Attention is given to incentive and award-fee contracts.

Text: Instructor will sell text at cost (approximately \$25) the first night of class.

Enrollments are on a call-in basis. To enroll, call Denise at 939-2648.

CSUB WINTER COURSES

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

COURSES UNDER CONTRACT

To enroll in these courses, call Denise at 939-2648. Registration will be held at the first class meeting. **Deadline for enrolling is 10 calendar days before the starting date of the class.** Enrollments for courses will be on first-come, first-served basis, unless otherwise indicated.

ADM620: FINANCIAL DECISION-MAKING IN ORGANIZATIONS (5 quarter units)

10 January-14 March; Tuesdays, 1610-2110; Training Center. By: Professor Fletcher, CSUB

Scope: Public sector project appraisal; cost benefit analysis, estimating and forecasting revenues and costs, project planning and auditing, productivity measurement, debt administration, idle funds management, and decision-making under uncertainty.

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

MKTG300: MARKETING MANAGEMENT (5 quarter units)

10 January-14 March; Tuesdays, 1610-2110; Training Center. By Professor Moscovice, CSUB.

Scope: A study of the nature and role of marketing in advanced economies in a managerial context presented in a lecture, case, and applied format. Analysis of consumer wants, motivation and purchasing power, and introduction to and development of effective mixes among product, pricing, distribution, and promotional variables.

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

COURSES NOT UNDER CONTRACT

To enroll in these courses, call Denise at 939-2648. Enrollments for courses will be on a first-come, first-served basis.

Note: Civil service employees at China Lake taking these courses and expecting to obtain tuition support must submit via department channels to Code 733000D prior to registration a DD Form 1556 (Off-Center Training Request) with a Job Order number supplied by their department and an "objective" statement explaining how the course is job related. For more information, call Cecil Webb at 939-0878.

BA477.063: BUSINESS AND TECHNICAL REPORT WRITING (5 quarter units)

5 January-9 March; Thursdays, 1610-2110; Training Center. By: Professor Iyasere, CSUB

Prerequisites: English 110: Expository Writing through CSUB or equivalent or consent of instructor.

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

ECON370: ENVIRONMENTAL AND NATURAL RESOURCE ECONOMICS (5 quarter units)

4 January-15 March; Wednesdays, 1610-2110; Training Center. By: Professor Evans, CSUB

Prerequisite: A course in micro-economics or consent of the instructor.

Scope: Economic theory and policy analysis applied to problems of environmental quality and natural resource conservation. Topics include population, air, water, toxic substances, world hunger, soil fertility, forests, and energy.

Note: This course is an elective course for the Certificate in Environmental Management through CSUB. This course serves as an upper-division business elective for the bachelor's degree program in business administration through CSUB.

This course includes information on human capabilities and limitations; the techniques used by human factors researchers and engineers to gather, evaluate, and apply data; and the design of human-computer interfaces. Human factors case studies of specific systems and accidents are used to illustrate the concepts discussed. How to ensure that human factors is included in the

military system acquisition process is also covered, and examples of human factors sections for specifications, statements of work, and data requirements are provided. Presentation Method: Illustrated lectures, discussion, and practical hands-on exercises.

Deadline: 25 November.

PROGRAM PLANNING & CONTROL (16 hrs.)

13-14 December; Tuesday-Wednesday, 0800-1600; Training Center. By: Charles Frederickson, Consultant

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

Scope: Definition of the management process; formulation and application of the work breakdown structure; plan development and utilization; progress indicators and analyses; and use of an automated program management system (Mark III) as a tool in planning and control.

Deadline: 29 November.

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

PRE-RETIREMENT SEMINAR (16 hrs.)

7-8 December; Wednesday-Thursday; 0800-1630; Training Center. By: Employee Relations Program

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

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

Spouses of enrollees are also encouraged to attend.

To enroll, call Tammy at 939-2451.

CAREER WORKSHOPS FOR ALL EMPLOYEES

Starting in October, training workshops will be offered at China Lake for employees to take charge of their careers. These informative workshops were previously offered at Point Mugu. 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. 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.

To enroll, call Sue Bristow at 939-2349.

The NAWCWPNS Announcements and Human Resources Department Information are published by the PAO 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 75000D (C08033), Attn: Barry McDonald, FAX 939-2796 (DSN 437-2796). Personnel at Point Mugu may send items for the Announcements section to 75000D (P0703), Attn: Pat Hollenbaugh, FAX 989-1785 (DSN 351-8094). Items included in the Human Resources Department Information section are provided by the Civilian Personnel Division, Employee Development Division 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).

CSUC SPRING 95

The following courses are being offered for the spring in the Cal-State University, Chico (CSUC), Computer Science Program (bachelor's and master's degrees). To enroll in these courses, call Denise at 939-2648. Registration will be held at the first class meeting. **Deadline for enrolling is 10 calendar days before the starting date of the class.** Enrollments for courses will be on a first-come, first-served basis, unless otherwise indicated.

CSCI152: OPERATING SYSTEMS PROGRAMMING (3 units)

4 January-21 April; Mondays and Wednesdays, 1130-1245; Training Center (videotape). By: Professor Ralph Hilzer, CSUC, (916) 898-5748

Lab: Tuesdays, 1700-1800; Training Center. By Howard McCauley, 939-0546

Prerequisite: CSCI152: Algorithms and Data Structures or equivalent or consent of instructor.

Scope: An overview of system architecture and software from the kernel outwards, including process management, storage, management, files and protection.

Note: This is a core course in the bachelor's degree program in computer science through CSUC and is a required foundation course for the master's degree program in computer science through CSUC.

CSCI250: COMPILER THEORY (3 units)

31 January-25 May; Tuesdays and Thursdays, 0930-1045 ; Training Center (via satellite). By: Professor Orlando Madrigal, CSUC, (916) 898-6442

Prerequisite: CSCI152: Operating Systems Programming or equivalent or consent of instructor.

Scope: Language definition and descriptors, syntax structures, parsing, extraction of elements, symbol table construction, memory allocation, control statements, I/O lists, code generation, error detection, and diagnostic generation. (Satisfies Programming Languages and Theory area)

CSCI333: OBJECT-ORIENTED USER INTERFACE DESIGN (3 units)

31 January-25 May; Tuesdays and Thursdays, 1100-1215; Training Center (via satellite). By: Professor Jim Murphy, CSUC, (916) 898-4037

Prerequisite: CSCI151: Algorithms and Data Structures or equivalent or consent of instructor; helpful but not required—CSCI210: Software Engineering and CSCI231: Computer Graphics

Scope: Object-oriented design and implementation of graphical interfaces using the C++ programming language. The class will also use either X Windows and the Motif Toolkit or Microsoft Windows and the Object Windows library. Topics include event handling, use of color, graphics contexts, text and fonts, dialogue design, and User Interface Management Systems. Note: Since Microsoft Windows will be used in Spring 1995, students who have taken CSCI298C-1 or CSCI397C-12 may take this class for credit. (Satisfies Graphics and Image Processing area)

CSCI356: DESIGN AND ANALYSIS OF ALGORITHMS (3 units)

31 January-25 May; Tuesdays and Thursdays, 1230-1345; Training Center (via satellite). By: Professor Kent Wooldridge, CSUC, (916) 898-5061

Prerequisite: CSCI151: Algorithms and Data Structures and Math 120: Discrete Mathematical Structures or equivalent or consent of instructor.

Scope: Algorithms from many areas of computer science will be analyzed. Topics include algorithms from combinatorics, graph theory, artificial intelligence, and systems programming. (Satisfies Computer Theory area)

CSCI397C-9: COMPUTER SECURITY AND PRIVACY (3 units)

31 January-25 May; Tuesdays and Thursdays, 1400-1515; Training Center (via satellite). By: Professor Jim Pinkert, CSUC, (916) 898-5000

Prerequisite: Consent of instructor.

Scope: The class will begin with a historical discussion of cryptography. Emphasis then shifts to security in computer systems, particularly identification, authorization, operating systems security, data flow security, and database security. ATMs and POSs are rapidly entering the business scene. Security considerations, especially for multi-organization transactions, will be covered as a specialized extension of some of the more general previous discussions. Computer systems are similar to other assets and businesses in certain aspects of security, which will be the next topic. Included are such areas as physical security, site selection, insurance for hardware, and data and liability insurance. (Satisfies Operating Systems/Networks area)

CSCI397C-16: OBJECT-ORIENTED DATABASE SYSTEMS (3 units)

31 January-25 May; Tuesdays and Thursdays, 1530-1645; Training Center (via satellite). By Professor Melody Duncan, CSUC, (916) 898-6480

Prerequisite: Consent of instructor.

Scope: This course covers the object-oriented database model and its extensions. The necessary language constructs for data definition and data manipulation are discussed along with the internal-level storage structures, query processing, and transaction management. The object subsystem and transaction subsystem will be covered, along with a survey of current object-oriented database systems. (Satisfies Data and File Structures area)

CSCI397C-19: THE ARCHITECTURE AND APPLICATION OF PARALLEL COMPUTERS (3 units)

31 January-25 May; Tuesdays and Thursdays, 0800-0915; Training Center (via satellite). By: Professor Ralph Hilzer, CSUC, (916) 898-5748

Prerequisite: CSCI272: Multi-User Operating Systems or equivalent or consent of instructor.

Scope: An introduction to parallel computing theory and application. Several processor organizations and parallel languages are analyzed to determine their behavior and efficiency when running certain algorithms. Also, several mapping and scheduling strategies are introduced using parallel sorting as a basis for comparison. (Satisfies Computer Architecture area)