



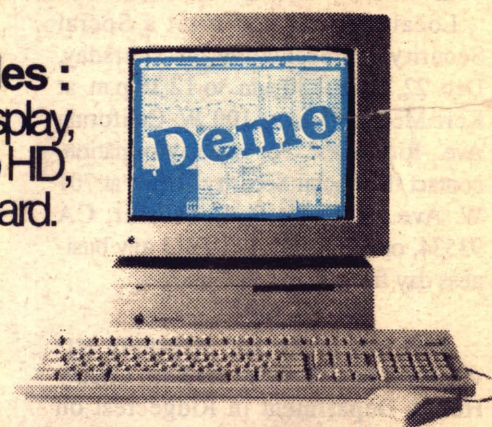
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# THE ROCKETEER

THURSDAY, DECEMBER 15, 1994

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 50, No. 25

## Crowd sees SC and CO light Christmas Tree

### Seasons Greetings

**WISHES TOLD**—Nathan Schad was just one of the children who gave Santa their lists at MWR's Tree Lighting Extravaganza last Thursday. Chameleon Sound provided holiday music, while Mexican food was available at one booth and another served up hot cider and popcorn. There were free balloons and candy-cane reindeers and a goody-bag walk for the children. Three additional MWR functions will round out the holiday season—and the year. The China Lake Golf Course will offer free golfing on Christmas Day, not Dec. 26, as announced in the last issue of The Insider. Then on New Year's Eve MWR will host two parties. The Seafarer Club's party will begin at 8:30, and will include heavy hors d'oeuvres, dance music by Chameleon, party favors, a free glass of champagne or cider and free transportation home, for just \$7.50 in advance or \$10 at the door. Call 939-8658 for reservations. Hall Lanes will host a Bowling Party beginning at 8. It will feature food and drink specials, 75-cent games, free shoe rentals, free midnight crazy bowling and free transportation home. For reservations call 939-8864.

Photo by Margie Hammett



## Limited hiring authority approved for NAWCWPNS

For the first time since 1990, there is no externally-imposed hiring freeze in place at the Naval Air Warfare Center Weapons Division. Limited outside hiring is possible with approval of the Division Executive Board. Capt. Roger Hull, vice commander, and Don Shibley, head of the Human Resources Department's Civilian Personnel Division, stressed that NAWCWPNS must still meet mandated

end-strength and full-time equivalent guidelines at the end of each fiscal year.

On Sept. 30 the number of employees in NAWCWPNS totalled 8129. This was 332 people above the mandated FY 95 year end-strength of 7797. Since then 118 employees have separated from employment with the Division. It is projected that another 173 will leave in the current round of VSIP/VERA retirements. Still another estimated 265 peo-

ple are expected to retire or leave due to normal attrition. This will bring the total reduction by the end of the year to 556 — 224 less than the mandated end-strength.

Shibley noted a number of hiring actions are already in the pipeline and some have already been hired. Officials expect about 44 additional billets can be filled this fiscal year. Shibley said with the start of the current fiscal year there

are no more "exempt from the ceiling" employees, everyone counts against the limits imposed.

Most new hires, noted Hull, will help ease the skills mix problems brought about by the long-term hiring freeze and recent VSIP/VERA efforts to reduce the overall number of employees. Officials stressed this is not unlimited hiring authority since year-end controls remain in place.

### Germans head home after successful HARM Campaign

Survey shows visitors were happy with the people and IVW community

5

### WSL team shows ingenuity in problem-solving

Weekend installation of interim environmental system driven by mission needs

9

## Meritorious Civilian Service Award goes to Mel Keith for munitions efforts

By Cliff Lawson  
TID

"It's been interesting," says Mel Keith, summarizing his China Lake career, "but I don't think I've made much impact." Few would take issue with the first part of Keith's statement, but many would argue strongly against the second. The work done during his tour at China Lake — 43 years and still counting — recently earned him the Navy Meritorious Civilian Service Award. And his contributions to munitions effectiveness make an impact every time a U.S. pilot selects the ordnance load for a mission.

RAdm. Dana B. McKinney, NAWCWPNS commander, presented Keith with the award on Oct. 11. In his congratulatory remarks, the admiral characterized Keith's contributions as "of significant importance and benefit to the United States Navy and

the National Defense."

The trip from Keith's boyhood home in Dodge City, Kan., to China Lake was a roundabout one. Shortly after junior college, he enlisted in the Air Force and was sent to the University of Chicago. But the special program under which he had been assigned was canceled, and he soon found himself in the Army, carrying a Browning automatic rifle on the islands of the South Pacific. After the war he returned to Kansas, this time to the University of Kansas at Lawrence, where he earned a bachelor's degree in physics.

Air Force, Army — the next step was perhaps inevitable. In 1951 Keith went to work for the Navy as a junior professional at China Lake. Starting with a range tour ("I got to dig ditches, helped design some electronic equipment, did all kinds of good things"), he worked in several different areas, including radar

Please see **KEITH**, Page 8





## Weather

	Nov. 30 - Dec. 7			
	High	Low	Gusts	Humidity
Wed	70	25	5	52-15%
Thurs	70	26	9	58-16%
Fri	72	21	26	—
Sat	61	34	20	—
Sun	70	41	9	—
Mon	69	33	14	61-21%
Tues	68	36	66	27-22%
	Dec. 7 - 13			
Wed	64	41	19	49-24%
Thurs	60	32	20	32-12%
Fri	62	16	7	37-13%
Sat	52	12	18	—
Sun	54	20	9	—
Mon	66	27	17	56-20%
Tues	62	42	21	56-25%

## China Lake Calendar

### Friday, Dec. 16

•Weapons Test Squadron All Hands Christmas Party, 6 p.m., at the Seafarer Club. See story, Page 7.

### Sunday, Christmas Day

•Free golf at China Lake Golf Course

### Monday, Dec. 26

•Holiday

### Sunday, Dec. 31

•New Year's Eve Parties, Hall Lanes, 8 p.m.; Seafarer Club, 8:30

### Monday, Jan. 1, 1995

•Holiday

•Bicycle helmet safety law goes into effect

### Wednesday, Jan. 4

•Deadline for first 1995 *Rocketeer*

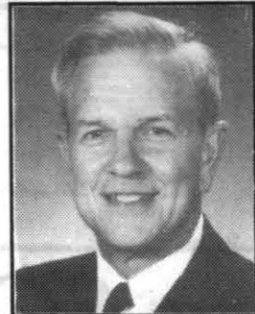
### Thursday, Jan. 12

•First 1995 *Rocketeer*

## From The Top

### Acquisition Reform: 'A new way of doing business'

By RADM. William E. Bowes  
NAVAL



Our world has changed and we are changing along with it to preserve the effectiveness of our naval forces. Today's threat environment is radically different, our defense budget is progressively declining, and the rate of insertion of new technologies is on the rise. Because military requirements are smaller today as a part of our industrial base, DoD must fight hard to keep costs down without compromising readiness and technological growth.

The Department of Defense is positioning itself for the demands of the future through implementation of a new, dramatically reformed acquisition policy. The intent is to increase access to commercial state-of-the-art technology and integrate commercial and military development and manufacturing processes. The development of dual-use products and processes will help expand our nation's industrial base, enabling it to meet defense needs at lower costs.

The catalyst for the new acquisition policy began with the Vice-President's National Performance Review, which recommends that agencies avoid government-unique requirements and rely more on the commercial marketplace. Specific policy was issued in June by Secretary of Defense William Perry. The Honorable Nora Slatkin, ASN(RD&A), provided further guidance for Navy implementation in July.

The three fundamental goals, also called the ABCs of Acquisition Reform are: Advancing the insertion rate of new technologies; making use of Best commercial practices; and reducing Costs.

To achieve these goals, the Navy is targeting several windows of opportunity to increase integration with industry — decreasing reliance on military specifications and standards through use of performance and commercial specifications; implementing dual-use manufacturing; integrating product and process development, utilizing commercial off-the-shelf equipment; instituting process controls; advancing electronic commerce/electronic data interchange; and reducing our acquisition infrastructure.

The policy represents a fundamental and far-reaching change to the way we do business. The acquisition community has always relied on industry to help develop, test, acquire and deliver superior products to the fleet. As our defense infrastructure continues to shrink, our reliance on industry must increase. To enable industry to reduce the cost of meeting our requirements, we are shifting from a prescriptive "how to" approach to one which encourages innovation and creativity.

The most visible portion of the new policy directs a change in the way we specify program requirements for contractors. Military specifications and standards must be reviewed and replaced, wherever possible, with performance specifications, non-governmental standards or industry-wide specifications. If the requirement cannot be adequately defined using performance-based or commercial specifications, MIL-SPECS will be used, but only with proper justification and a waiver.

Please see **FROM THE TOP**, page 17

## Letter

To the Editor:

The employees of the Ridgecrest Post Office would like to thank local citizens for their contributions to our food drive. Your generosity made this year's food drive an overwhelming success. Through your contributions, we were able to collect in excess of 12,000 lbs. of food for the local food bank.

We would also like to thank the news media for publicizing this event. Your coverage helped to make it the success it was.

On behalf of all of us at the Post Office, thank you.

Gilbert A. Barker, Postmaster

## Pages From The Past

### Dec. 14 & 21, 1984

Joe Burge, head of TID's Library Division, reports restoration of documents and books damaged in the August flood of Michelson Lab is well underway by contractors. . . . Nick Curran, Art Farrell, Joe Burge and Margaret O'Drobniak received Commander's Awards for their post-flood effort at TID. . . . Maj. Ed Weiss is the new Air Force Liaison Officer at NWC. . . . NWC's women's varsity basketball team lost its season opener to Norton AFB and El Toro MCAS.

### Dec. 13 & 20, 1974

Fred Camphausen, an NWC systems analyst, has now climbed all of the highest and most famous peaks in the Alps. . . . AO1 Kenneth Reichart, of VX-5, was named 1974 Blue-jacket of the Year. . . . Leroy Riggs was given the Navy's highest civilian honor, the Distinguished Civilian Service Award, by RADM. R.G. Freeman III, on behalf of the Secretary of the Navy. . . . Marines at China Lake spearheaded the collection of more than 500 toys in the Toys for Tots Program.

### Dec. 11 & 18, 1964

After 31 years, Ken Shumway plans to retire from government service and China Lake. . . . Bill Ball and Robert Berry recently earned master's degrees under the BuWeps Graduate Study Awards Program. . . . Robert Thomas, local CAP commander, said 10 China Lake members are searching for a missing light plane. . . . Astronauts James Lovell, Allan Bean and Frank Borman watched Gemini capsule ejection seat tests at SNORT last week.

### Dec. 17 & 23, 1954

Dr. William B. McLean presented special accomplishment awards to Greydin Dodge, Anne Reardon and Marlene Boberick. . . . W.T. Groner has been promoted to captain and remains as OIC of the Pasadena Annex. . . . Dr. E. F. Lowance, assistant technical director, is leaving next month to become director of research for Westinghouse Air Brake. . . . K.H. Booty, Engineering Department head, now chairs the Inyokern Chapter, American Ordnance Association. . . . Ira Mahoney was top eliminator at the final Inyokern Drag Races of the season.



January 10, WACOM welcomes Rush Robinson as its entertainment. He is a keyboard artist with almost any song, any style. Social time begins at 11 a.m. at the Seafarer Club, and lunch is at 11:30, followed by Robinson. Reservations, which are required, may be made by calling 375-5363 or 446-3246.

####

Local citizens can meet a Social Security representative on Thursday, Dec. 22, from 9:30 a.m. to 12:30 p.m. at Kerr-McGee Center, 100 W. California Ave., Ridgecrest. For more information, contact the Social Security Office at 701 W. Ave. K, Suite 9, Lancaster, CA 93534, or call 1-800-772-1213 any business day from 7 a.m. to 7 p.m.

####

Low-cost pregnancy screening services will be offered by the Kern County Health Department in Ridgecrest on Dec. 20 from 8 to 10 a.m. Available services include pregnancy testing, counseling, health education and referral information on prenatal and family planning services. The test can determine pregnancy as early as two days after a

missed menstrual period. There is a \$5 charge for each pregnancy test. Medical will be accepted. Credit cards, insurance forms or large bills will not be accepted. There is no patient fee for pregnancy verification referrals from the Department of Human Services. The office is located at 250 W. Ridgecrest Blvd.

####

Cerro Coso Community College is hosting the National Student Art Competition. Entries will be submitted in the form of slides. The art will be judged by nationally known artist James Doolin (who was an adjunct instructor at Cerro Coso in 1982).

Entry deadline will be Mar. 17. For additional information contact the college at 375-5001, ext. 240.

####

Cerro Coso Community College's Spring 1995 semester is just around the corner, beginning Jan. 9, 1995. The college is offering a variety of courses, including several language courses, a comprehensive array of math classes, a wide-range of art classes courses in

Administration of Justice, and automotive classes. Complete schedules are at the college. Registration may be conducted via the Coyote Connection telephone registration system at 371-9601. New and continuing students may register now through Jan. 13. Telephone registration hours are Monday through Thursday from 8:30 a.m. to 9 p.m. and on Fridays from 8:30 a.m. to 4:30 p.m. An application or update form for the 1995 Spring semester must be submitted to the Admissions and Records Office prior to registering by phone. Course fees must be paid by the deadline, or students will be dropped from all courses. For more information on registration procedures, courses being offered this

spring, counseling or financial aid, call the college at 375-5001.

####

Cerro Coso College Coyotes will hold a baseball camp Dec. 28-30, for ages 13-18, led by head coach Dick Adams. Camp will be held at the college baseball field complex. The cost is \$100 for day campers and \$150 for overnight campers. All campers will receive excess liability insurance, instruction, lunch, and a t-shirt. Overnights will receive breakfast, lunch, dinner and evening activities. Twenty-four hour supervision will be by the coaching staff and camp counselors. For additional information, call the Coyote Baseball Office at 619-375-5001, ext. 386.

## True Photo Quality the new Primera Pro

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The newest member of the best selling Primera line, the Primera Pro, offers both dye-sublimation & less expensive wax-transfer printing:

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- dye-sublimation supplies are about \$2.60/image for an 8 1/2 x 11" image and 4-color wax transfer are about \$0.60/image

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## Free 80MHz 486 Upgrade

Our best selling systems are our 66MHz 486 either in its basic or workstation configuration and our 90MHz Pentium system. They offer incredible quality and a *three-year no-hassle parts and labor warranty* at really good prices.

It just got better: From December 14th through December 21st, when you buy any of our advertised 66MHz 486 systems, get a **free upgrade to 80MHz**. Or, buy our 90MHz Pentium system in that time period and get a **free upgrade to a 540MB hard drive**.

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NON-MILITARY PERSONNEL that wish to place Classified ads in the *ROCKETEER* will be charged (pre-paid), PER ISSUE, as follows:

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PERSONALS .....1  
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HELP WANTED .....10  
CHURCHES .....12  
SERVICES/SCHOOLS .....15  
RENTALS .....20  
REAL ESTATE .....25  
BUSINESSES .....30  
AUTOMOTIVE .....35  
MISC. FOR SALE .....40  
WANTED TO BUY .....42  
PETS & SUPPLIES .....45  
GARAGE SALES .....50

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

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CCCC Engineering "Statistics" offered Spring '95. (1215)

LOUISVILLE KENTUCKY: seeking ride to or near for Christmas/New Year holidays. Have valid license to help with driving and/or own expenses. Call 446-2691, leave phone # and name to Harold. (1215)

SPORTSCARDS COLLECTIBLE SHOW. New Albertson's SATURDAY 12-17, 10am-4pm (1215)

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CHRISTMAS PARTY PRIZES. Choose Laughlin, Reno, Vegas or ?? For \$20.00 use until Dec. 1995, 2 nights/3 days for two. 375-2019. (1215)

### 10 HELP WANTED

EXECUTIVE SECRETARY ADMINISTRATION DEPT. North American Chemical Company has an opening for an Executive Secretary. Duties include general office support, scheduling, basic invoice accounting, filing, composition, correspondence, information routing and project tracking capabilities. 3 to 5 years of related exp. required. Must be proficient with PC programs such as Word Perfect, MS Word, Lotus and Excel. Occasional overtime required. College degree preferred. Full salaried position with benefits including Medical & Dental Insurance and a Savings Investment Plan. An EEO/AA Employer. M/F/D/V encouraged to apply. If interested please register with the California Employment Development Dept. at 540-C Perdue, Ridgecrest, 446-2593.

### 15 SERVICES/SCHOOLS

NEED DAYCARE? Base certified daycare provider has 2 openings for children over 2 yrs. USDA Food Program, lots of activities, TLC. Fulltime care, one week "FREE" with one paid week. For more info call Sandy, 446-2729. (1215)

### 20 RENTALS

QUIET COUNTRY INN atmosphere, 2 miles from main gate, cool, clean units furnished for your comfort. Affordable rates. Allen's Mtn. View Motel, 1445 W. Inyokern Rd., Ridgecrest, 446-6209. (1215)

\$595 3BR, FamRm, kitchen, 2BA, xtras, dbl gar. Nr base, nr Heritage, 446-4810. (1130)

V.A. SPECIALIST for China Lake, C-21 A1 - \$0 down, also rentals, call Trevia Irvin, 375-3900 or 446-1911. (0112)

FIREPLACE for the holidays! Spacious 3BR, 2BA, large kitchen/dining room, dbl gar. SUPER! \$595 446-4810. (1215)

\$595 3BR, FamRm, kitchen, 2BA, xtras, dbl gar., Near base, Near Heritage, 446-4810. (1215)

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3 YR. OLD HOME in great neighborhood! 3BR, 2BA, FP, living & family rooms, DW, xeriscaped front yard, finished (no maint.) backyard, RV access, upgraded (1-1/2 yrs. old), carpet throughout, garage door opener, ceiling fans, 10x12 shed, near school, work bench in attached garage, and if that's not enough...there's enough fire wood stacked in back for the next two winters! 428 Ashton, assume 8-12% loan / VA \$1 down / VA or FHA. Only \$90,900, 384-1084. (1215)

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CHAMPUS SUPPLEMENT retired and active duty military. Great benefits at reasonable cost. Call 619-371-3900 for free information.

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1993 Nissan pickup 4x4 low miles, shell, bedliner, alarm, stereo, and air conditioning. Refinance and it's yours, call 446-5793.

14FT. ALUMINUM boat and trailer. Motor and livefishes included. \$550 obo. 446-5793. (1215)

CLASSIC 1961 CORVAIR MONZA COUPE runs good. Perfect for restoration project. \$1200 obo. 375-5363. (1215)

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SINGER SEWING Machine & walnut cabinet \$300, Borg-Warner T-10, 4 spd. \$400. 446-3917. (1215)

BOYS TODDLER/CRIB bedding set NFL football \$10, kids' Halloween costumes cheerleader size 2/3, pirate size 4/5 \$5/ea. 375-5117. (1215)

DISNEY BABY NURSERY - bumper pads, sheets, comfortor, soft activity center, musical mobile (plays "It's a Small World"), Wall hangings. Retail \$125 selling \$60. 375-5117. (1215)

### 42 WANTED TO BUY

WANTED: Used Swing Set for home daycare. Reasonable priced. 446-2729. (1215)

### 45 PETS & SUPPLIES

GOING OVER SEAS need home for lovable older outside dog - white Pyrenees & shepherd, good w/children. 375-5363. (1215)

### 50 GARAGE SALES

CHRISTMAS BOUTIQUE garage sale. Fri., Sat., Sun. 8-4, 358 Vieweg Circle (on base) (1215)

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**THE ROCKETEER**

NAVAL AIR WARFARE CENTER WEAPONS DIVISION  
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VICE COMMANDER  
Capt. Roger K. Hull  
NAVAL AIR WEAPONS STATION CHINA LAKE  
COMMANDING OFFICER  
Capt. Charles A. Stevenson

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KATHI RAMONT  
Photographer  
MARGIE HAMMETT

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## NAWS China Lake seeks members for Restoration Advisory Board

Naval Air Weapons Station China Lake needs area residents to serve on a newly established Restoration Advisory Board. Board members have the opportunity to review and comment on environmental cleanup activities on the Station and attend open public board meetings.

The Restoration Advisory Board's function is to more actively involve the community in the China Lake environmental cleanup program and to accelerate the overall environmental restoration activities. Board meetings are open to

the public and act as a forum for discussing and exchanging information regarding cleanup between the Station, community and regulatory agencies.

The cleanup program, known as the Installation Restoration Program, is a Department of Defense program to identify, assess, characterize and clean up or control contamination from past hazardous waste disposal sites at military installations.

The board consists of members from the community, NAWS China Lake, California Environmental Protection Agency, County Environmental Health

Departments, City of Ridgecrest and fish and wildlife agencies.

The board is co-chaired by a NAWS China Lake representative and a community representative. Board members serve in a voluntary capacity to review and comment on documents, recommend priorities among sites or projects and serve as exchangers of information both to and from the community.

Members need not be experts in environmental restoration. However, they need to be dedicated to spending the time to acquire a basic understanding of the IRP, attend regular meetings and be

available to talk with other interested community members.

Interested community members and Station employees from affected cleanup areas are encouraged to apply for membership to the board. Board representatives will be selected by an RAB selection panel consisting of three community representatives.

Applications for the RAB are available by contacting Debbie Smith, Environmental Public Involvement, Naval Air Weapons Station, China Lake, at 927-1523. Applications will be accepted until Jan. 6, 1995.

### WARNING:

#### Download 'Xmas Lights,' and crash your computer

Dave Moore, VIRT administrator, has discovered a message on QuickMail called "Xmas Lights" that must not be downloaded by government employees. It is not a virus. According to Moore, however, "Xmas Lights" will hang up and likely crash your computer. It directly conflicts with five inits on Apple computers.

Moore has already looked at more than 18 systems that were not working properly, and in every case "Xmas Lights" had been installed. As soon as "Xmas Lights" was removed, the systems ran normally.

"Xmas Lights" is copyrighted and is not to be downloaded from QMail or installed on any government computer. If you receive "Xmas Lights" as part of your QMail, do not download it. Delete it from your QMail without reading it.

## Technoggin issues warning to PowerPlate users

According to a warning issued by Technoggin Inc. of Cincinnati, if the batteries in one of the company's PowerPlate Mini 3 leak, the leaking electrolyte can cause a direct short circuit inside the product, causing extreme overheating. In a few instances, the overheating has caused damage to a computer mounted to the PowerPlate, or to furniture under the PowerPlate. It is possible that this overheating could ignite a fire.

Users should unplug your PowerPlate Mini 3 and stop using it immediately.

#### Warning for all PowerPlate users (except PowerPlate QT1)

Technoggin has determined that there is a possibility that the batteries in PowerPlates may leak electrolyte (dilute sulfuric acid) that could cause property damage or injury.

In many cases, the leaking has occurred after the product has been in use for several months to over a year. The company recommends that users discontinue using the Power Plate.

If the product leaks acid, stop using the product immediately. Do not touch the acid. The acid can cause irritation or chemical burns if it touches human tissue. It is similar to the acid in automotive batteries.

If the acid touches your skin, flush immediately with large quantities of water and seek medical attention if burning or redness persists. If eye exposure occurs, flush with water for 15 minutes and consult a physician.

The leaking acid can also damage clothing, furniture, computer carrying case and so on. Wipe up the acid with a cloth, neutralize with baking soda or an ammonium solution.

## Command Master Chief STGCM (SW) Anderson retires after 33 of service; plans to stay in the area

By Kathi Ramont  
Staff Writer

Let me start by saying... 'I'm just happy to be here...' For those of you who don't attend those meetings, that is the phrase with which Master Chief Anderson greets us each Monday morning at department head meeting," so stated Capt. Charles A. Stevenson, commanding officer, Naval Air Weapons Station, as he spoke at the command master chief's retirement ceremony Friday, Dec. 9, at the NAWS Exhibit Center.

Stevenson went on to speak of CMC George "Andy" T. Anderson's more than 33 years in the United States Navy. "Perhaps some of you don't know how important a CMC is to a CO. The CMC is the CO's link to the enlisted community; not unlike an XO, the CMC can take the CO behind closed doors and... how do I say it, gently?... reorient him when the need arises... (of course, Master Chief Anderson never had to do that for me...); the CMC is the pivotal person in ensuring that the CO doesn't lose focus on the key members of any Navy command, and that, of course, is the enlisted members. Master Chief Anderson has

done all of that and more for me, no, for us, over the last 18 months at China Lake."

Capt. Stevenson closed his remarks by saying that Anderson "is the epitome of the command Master Chief. He does it all."

Stevenson presented Anderson with a Navy Commendation medal (gold star in lieu of third award); a letter of appreciation; a NAWS plaque; a letter of appreciation from the commanding officer, Naval Hospital, Pt. Hueneme; the Order of the Purple Sage; the Sacred Order of the Dust Devils; and most important of all, his Honorable Discharge paper.

Master of ceremonies, the new NAWS Command Master Chief AOMC Bill Willis presented Anderson with a certificate of appreciation from President Clinton; a single flag box; and from the IWV Chief Petty Officer Association, a flag shadowbox; and a certificate from the chief petty officer of the Navy.

Chief Barry Umphrey, representing the chief's association, presented a plaque.

While at China Lake Anderson has served as the enlisted representative for more than 400 enlisted personnel promoting the command's quality of life

## MILITARY NEWS



**SHADOW BOX** of his career is presented to outgoing Command Master Chief STGCM (SW) Andy Anderson (left) by incoming CMC AOMC Bill Willis.

program. Duties have included being the senior enlisted advisor, Sailor of the Quarter and Sailor of the Year Board chairperson and an active participant in various other boards, committees and councils promoting the well-being of military members serving at China Lake.

Anderson was lauded as the driving force behind the command's highly successful Family Advocacy Program and directly responsible for NAVAIR authorization of funding for a Family Services Center director and a guarantee of

Please see **ANDERSON**, Page 6

## Reservist MSC Bob Voigt says farewell to NMCB 17

By JOC Carolyn A. Dettling  
NEEDS A TITILE OR SUMPIN

After 26 years of Naval service, Mess Specialist Chief Robert L. (Bob) Voigt retired with honors from the Naval Reserve in recent ceremonies held at China Lake.

Tears and laughter marked the event as friends and visiting dignitaries remembered experiences shared with Chief Voigt, who was described by them variously as "leader, mentor, friend and advocate."

Among the many awards and mementos presented to him during the ceremony were the Navy Achievement Medal (third award), letters of appreciation from the president of the United States and the commanding officer of Naval Mobile Construction Battalion Seventeen, the omnipresent Dust Devil and the Order of Purple Sage.

On hand to make presentations and wish "The Chief" the traditional fair winds and following seas were Capt. A.S. Ritchie, NAWS Public Works officer; LCdr. Daniel Bleskey, NMCB Seventeen executive officer; LCdr. Thomas Karnowski, Naval Construction Force Support Unit Two executive officer;

CWO2 Nestorio Domingo, officer-in-charge of China Lake's reserve Seabees; and ATC Barry Umphrey, president of the Indian Wells Valley chapter of the Chief Petty Officers' Association.

Seabees, known for their "can do" attitude, have traditionally worked long and hard on construction projects

around the globe. They know what they have to do, and they find ways to make sure the task gets done. There are many who swear Chief Voigt is the most enterprising and resourceful Seabee ever sworn into Seabee ranks.

"We needed to get training in the techniques required for loading and unloading our equipment on a C-5 in case of deployment," said one of Voigt's shipmates. "Well, the chief got busy and, before we knew it, we were on a bus to Point Mugu. So were other Seabees from Fresno, Pacific Grove and Bakersfield."

"Not only that, Chief Voigt had other Seabee units from Ogden, Utah and Denver, Colorado flown to Point Mugu on DC-9s. When we got there, we found 20 Air Force loadmasters and a C-5 from Travis Air Force Base and vehicle preparation specialists from the Channel Islands Air National Guard all at the airfield waiting to train us. I don't know how he did it!"

No one seems to know quite how he did it, but the fact is, Voigt coordinated a weekend exercise to end all weekend exercises. In all, 400 people participated in the two-day training evolution.

"That was the most fun I've had during my Navy career," said Voigt. "They said it couldn't be done, so of course I had to do it. We spent two days loading and unloading

Please see **VOIGT**, Page 6



**SUPER BEE**—Pewter Sea Bee is presented to MSC Bob Voigt (right) by LCdr. Daniel Bleskey, NMCB 17 executive officer.



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## Dalton commends Reserve Unit 0176 for meritorious service

For the Sailors of NAWS Reserve Unit 0176, standing outside at early-hour quarters is business-as-usual, but last Saturday morning with the temperature at a chilly 12 degrees, quarters were moved indoors while Capt. Charles A. Stevenson, commanding officer, Naval Air Weapons Station China Lake, read a letter of commendation from the Secretary of the Navy John H. Dalton commending them for meritorious service from March 1, 1992 to Jan. 31, 1993.

The citation stated that during a period of extreme budgetary review and personnel draw-down, by taking decisive action, they demonstrated innovative leadership by qualifying unit personnel in aviation battle damage repair. By recognizing early the identified deficiency from Operation Desert Storm of the Navy's inability to generate qualified battle damage assessors and maintenance personnel, Reserve Unit 0176 took the Naval Reserve Air Systems program lead.

In addition to enhancing its current mission readiness from R-2 to R-1, Reserve Unit 0176 qualified 12 unit per-

sonnel in the deplorable combat specialty of aviation battle damage repair, a Naval Reserve first. During the same period, Reserve Unit 0176 was recognized by the gaining command for increasing gaining command flight hours by 12 percent and providing more than 1,000 maintenance man-hours of effort.

The team effort generated letters of commendation for outstanding maintenance support from VX-4, VX-5 and commander, Naval Air Warfare Center Weapons Division. "By their unparalleled achievement, continuous display of professionalism, and total devotion to duty, the officers and enlisted personnel of Reserve Unit 0176, Naval Air Weapons Station, China Lake, Calif., reflected credit upon themselves and upheld the highest traditions of the United States Naval Service," Dalton's citation reads.

The unit is lead by Capt. Donald L. Cordes, USNR. Taking time away from their full-time civilian jobs, and their families, the reservists meet for monthly drill weekends and two weeks of annual training at China Lake.



**SHOWING OFF** their award are (l to r) Capt. Douglas Barry, Capt. Don Cordes, AE2 Paul Miller, RMC Kathy Ernst and Capt. Charles A. Stevenson, NAWS CO.

## Dec. 5 sees quarters at NAWS, WTS

At quarters Dec. 5, Capt. Charles A. Stevenson, NAWS CO, presented two Navy Achievement Medals and numerous letters of commendation.

ETCS (SW) Joseph C. Tuerk received a gold star in lieu of a second award of the NAM for service as Electronics Repair Division chief petty officer aboard USS Holland from July 1992 to August 1994.

"Displaying exceptional resourcefulness, managerial superiority and dynamic leadership, Senior Chief Petty Officer Tuerk expertly supervised more than 90 men and women in the successful completion of over 50 submarine and surface ship refits located at Submarine Refit Site, Guam, and various foreign ports throughout the Western Pacific," wrote RADM J.M. Barr, commander, Submarine Force, U.S. Pacific Fleet, in the citation accompanying the award. "In addition, his technical expertise, untiring reliability and sound guidance were contributing factors in the ship receiving the Type Commander Navy 'E' Repair 'R' and Silver Anchor awards for 1993."

AMS3 Alejandro Perez received his first NAM for service with the NAWS China Lake Command Honor Guard from April 1993 to October 1994. "On

his own initiative Petty Officer Perez volunteered to take on myriad increased responsibilities within the Honor Guard organization," wrote Capt. Stevenson.

"He took on duties as Honor Guard watchbill coordinator and command duty driver section leader, ensuring proper execution of their watch-standing duties. He initiated a professional drill training program to increase and maintain their proficiency and led them to achieving two second-place finishes in state competition parades. During the transition of two different Honor Guard petty officers in charge, he ensured continuity of training and policies, resulting in meticulously planned and executed ceremonial performances."

In addition to the NAMS, Capt. Stevenson presented eight letters of commendation to members of the CBQ staff for their efforts that resulted in NAWS receiving a Three Star Award for Bachelor Quarters excellence following an October 1994 inspection. Recipients included MS1 Amorsolo C. Augustin, MS1 Michael S. Michalak, MS1 Julio C. Jones, MS2 Israel M. Rios, MS2 Timothy L. Robertson, SH2 Rolando S. Lapak, MSSR

Please see **QUARTERS**, Page 7



ETCS Tuerk



AMS3 Perez

### Recognition

AMS3 Alejandro Perez received his first NAM for service with the NAWS China Lake Command Honor Guard from April 1993 to October 1994. "On

## Christmas religious services schedule

### Protestant Schedule

Dec. 18	10:30 a.m.	Sunday School Christmas program in the chapel
Dec. 24	7:00 p.m.	Candlelight Service
Dec. 25	10:30 a.m.	Services

### Catholic Schedule

Dec. 19	7:00 p.m.	Communal Penance Service-All Faith Chapel
Dec. 19	7:00 p.m.	Communal Penance Service-St. Ann's
Dec. 24	5:00 p.m.	Family Mass
Dec. 24	11:30 p.m.	Special music prior to Midnight Mass
Dec. 25	12:00 a.m.	Midnight Mass - Reception to follow in East Wing
Dec. 25	9:00 a.m.	Christmas Day Mass

## All Faith Chapel Services

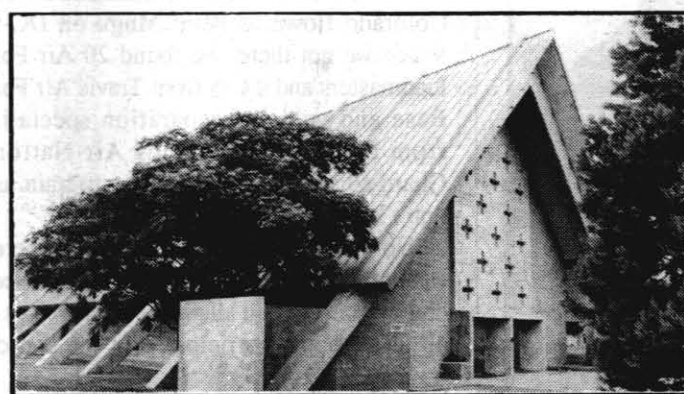
### Protestant

Sunday Worship Service, Main Chapel	10:30 a.m.
Sunday School, 1008-10 Blandy & 1903-05 Mitscher (September thru May)	9:00 a.m.
Bible Study (East Wing), Wednesday (September thru June)	11:30 a.m.
Men's Prayer Breakfast, East Wing, Thursday	6:30 a.m.
Adult Bible Study, East Wing, Thursday	7:00 p.m.
<b>Jewish</b> (446-3613 Messages)	
Weekly Services, Friday, East Wing	7:30 p.m.
October through June	
Hebrew Classes, Saturday, 1902 Dobb	2-5 p.m.
Adult Education, Saturday, 1902 Dobb	10 a.m. - noon
September through June	
Religious School, 1902 Dobb	
Tuesdays, Age 4 and up	5:30-6:30 p.m.
Friday, 2nd grade and up	6:30-7:30 p.m.

### Roman Catholic

Sunday Mass, Main Chapel	9:00 a.m.
Daily Mass, Blessed Sacrament Chapel	11:35 a.m.
Confessions, Sundays	8:15 - 8:45 a.m.
Confessions, Weekdays	By appointment
Religious Education Classes, Sunday (September thru May)	
1002 Blandy, 1008-10 Blandy & 1903-05 Mitscher	10:30 a.m.
RCIA, St. Ann's School Library	8:15 - 9:45 p.m.
<b>Islamic</b>	
Jumaa Prayer, Friday (1002 Blandy)	noon

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Chaplain David Alices, Lt, USNR  
Chaplain Jay Heyman, Lt, CHC, USNR  
Chaplain Steve Longman, Lt, CHC, USNR

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939-3506, 939-3507, 939-2773, 939-2873

## FROM THE TOP from Page 2

This is a radical change from our old way of doing business. It is the right approach — trying to make this change gradually would never work.

Change usually brings with it a level of risk, and the same is true in this case. The policy places a much larger burden on government and the TEAM to understand the implications of specifications applied to contracts, as we will no longer have a proven formula at our disposal for participating requirements and evaluating industry proposals. We must not get so enthralled in removing MIL-SPECS that we fail to ensure safety or interoperability. These decisions are critical in balancing the trade-offs between cost, schedule and performance — and have direct battlefield consequences. We must be smarter to do this well.

To minimize the risk, the TEAM's competency leaders, within put from our program managers, will designate expert teams for the appropriate functional areas to support these expert teams, working with members of the other services, will be comprised of people throughout the TEAM with detailed knowledge of the purpose and content of relevant specifications and standards. The teams will advise and assist program managers in preparing and evaluating solicitation packages; create automated data bases of solutions and best practices; and dispose of, or put into a performance guidance specification format, MIL-SPECS in the priority established by program managers, in association with the Defense Standardization Program.

The key to success will be developing consistent and technically sound methods for defining requirements across programs. The competencies will assume primary responsibility, not only for ensuring the appropriate level of standardization but also for training expert team members, defining metrics for the standards databases,

monitoring the MIL-SPECS/STDs disposition process, and providing a vehicle for sharing information and ensuring consistency across programs.

The TEAM has already made significant progress toward implementation. We released our first request for proposal in full compliance with SECDEF policy in early August. The AH-1W Integrated Weapons System RFP stated all of its requirements in performance terms and cited only two military specifications/standards. Offerors will identify the processes they will employ to meet these performance requirements. We are complying with this policy for all solicitations; however, the policy does not apply to procurements of existing hardware.

Clearly, this new acquisition policy is more than a mandate. It will provide a wealth of opportunity for the Defense Department, private industry and the Navy. MIL-SPECS/STDs are in major need of updating. The DoD has not kept them current, and radical action is needed. This is an opportunity to make a positive difference to the way we procure hardware and software.

Some MIL-SPECS/STDs must be retained for safety, interoperability and interfaces. Our valuable lessons learned will continue to be retained, but no longer in rigid "how to" MIL-SPECS. Instead, we will provide guidance to industry. We will strive to help industry in using common production lines for both military and commercial hardware. Just think of the savings we will enjoy when we are successful.

With commitment, responsible and informed decision-making, and realistic approaches to change, the potential for success is limitless. As we set out to implement this revolutionary acquisition policy, the baseline for all decisions shall remain unchanged — protecting the technical superiority, readiness and safety of our operational forces.

## METRO from Page 12

more than the older MU2s were able to hold. With the partition removed, there is space for a stretcher in case of medical evacuation.

Backes says that they can carry sensitive/classified cargo as long as the code sends a courier along with the cargo. In fact, he said that by calling Larry Boyd at Aircraft Scheduling, 939-5345, and arranging a time, the planes will be happy to get you and your cargo to your destination. "Have JO, will travel," he stated.

Reservations for shuttle flights to and from Point Mugu should be made through the Flight Reservation Office at Point Mugu, DSN 351-7799.

## Rocketeer joins 20th century with addition of QuickMail

The *Rocketeer* is finally on Quickmail. And you wondered why all those articles, requests for stories and letters to the editor you sent were being ignored. We weren't really ignoring you. Even though some staff members supposedly were listed on a mail center, they weren't really there.

If you want to "find" us ("us" being Barry McDonald and Kathi Ramont), look under QuickMail heading on menu bar; click on Directory services; select CL MAINSITE zone; select CL NAWC WIDE NS Directory service, then go to "find."

Or, to send it to the editor direct, make a special address block to: Barry McDonald, Mailcenter: CL\_QM\_QM, Zone: CL MAINSITE, Address: Rocket.

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## Safety Sense

By Dena Christison  
Safety Training

## Helpful hints for a happy holiday season

Holiday seasons should be joyful times uninterrupted by accidents. Below are some reminders to make sure your festivities don't end up with a trip to the emergency room or a call to the fire department.

- When selecting a live tree, make certain it is firm and fresh. Store it in a cool place with its base in water until you are ready to decorate it. Before setting it up, cut about an inch off the base to help the tree absorb water, then place it in a sturdy stand containing water. Be sure the water

level remains high — check it daily. Locate the tree away from heat sources, and where it won't block exits.

- If you purchase an artificial tree, make certain the manufacturer states that electric lights can be safely used on it. Although fireproof, metal trees cannot be decorated with electric lights. However, there are Underwriter Laboratories (UL) approved spotlights to be used with this type of tree.

- Check your light strings thoroughly for cracked or broken sockets. Never use

lighted candles on a tree or near evergreen decorations. Use lights that are approved by UL. Use extension cords sparingly, and turn off all indoor tree and decorative lights when you leave the house or retire for the night.

- Choose non-combustible, flame-retardant decoration materials. Pick-up gift wrappings while opening gifts and dispose of them in a covered trash container.

- Never burn gift wrappings, cartons, boxes, etc., in the fireplace.

- Always keep children from playing with or near decorations that are not designed to be handled by children.

- Always be careful with matches and smoking materials around decorations.

- Review the families' home escape plan for quick exit in case of an emergency.

- Decorating your home with live

greenery and plants can be festive, but remember some of these decorations are poisonous. Bright berries and shiny leaves are appealing to small children but, keep in mind that the berries of holly, mistletoe, yew, Jerusalem cherry, and the leaves of poinsettia plants, for example, are toxic and can cause serious illness if chewed or swallowed by children and/or pets.

Motor vehicle accidents during the holiday season increase in number and severity. There are more drivers out on streets and highways. Fatigue, when both traveling long distances after a long day at work and drunk driving are other culprits for the increase in vehicle accidents. Never drink alcohol and drive, get a good night's rest before you set out on a long driving journey and always wear your safety belt. Whether traveling a long distance, or across town, make safety part of your plan.

## Bicycle helmet law for minors will be enforced beginning Jan. 1

The China Lake Police would like to remind parents and children that as of Jan. 1, 1995, it is a requirement that persons under the age of 18 years shall not operate a bicycle, or ride as a bicycle passenger, upon a street, bikeway, bicycle path or trail unless that person is wearing a properly fitted and fastened bicycle helmet that meets the standards of the American National Standards Institute (California Vehicle Section

21212(a)).

The parent or legal guardian having control or custody of an unemancipated minor whose conduct violates the law shall be jointly liable with the minor for the amount of the fine imposed (the violation of this section is an infraction punishable by a fine of not more than \$25).

At China Lake for a first offense the child will be issued a "ticket" and the

parent required to pay the fine.

For a second offense, in addition to the ticket and fine, the parents will be warned that if a third offense occurs, the child will be barred from riding his or her bike on base and, if the family lives in base housing, they may be evicted from base housing.

The third offense will include the ticket, fine and following through on the warning of the second offense.

Parents are reminded that the bicycle safety helmet will contribute to reducing serious injuries to their children who are involved in bicycle accidents.

This is an important step towards preventing the thousands of bicycle related head injuries which occur each year to children.

Be advised that as of Jan. 1, this law will be strictly enforced onboard NAWS, China Lake.

## FRG HARM Campaign '94 bids farewell to the IWV

By Barry McDonald  
Editor

One of the first to arrive and one of the last to leave, Lt. Col. Martin Arzberger, operations officer of the Federal Republic of Germany HARM Campaign 1994, made a point to pass on the thanks of all of the campaign's participants to the people of the Indian Wells Valley. One way that he expressed that thanks was to donate the left over funds from the group's coffee mess, some \$235, to the Ridgecrest DARE Program, last Friday before he left town.

"We wanted to thank the community for its support," he said. "The people in Ridgecrest showed great hospitality. Our people made a lot of friends here, and I had a number of guys come up to me and ask if they could stay for another week or come back."

Arzberger added that the contingent was pleased with the participation in the authentic Oktoberfest celebration, complete with beer and a band imported from their native country, which they hosted as another way to thank the community.

Head of the Tornado Avionic Integration Support Team (TAST), Arzberger and other members of his office served as the preparation team for the 1994 campaign. He was a natural choice to head the advance effort, having visited here several times previously, including participating in a similar campaign in 1990.

The advance team made four scouting trips beginning in 1991. They gathered information on schools, the college, cars, insurance, housing, the weather and a variety of other community resources and functions. As an example of the type of information they gathered, Arzberger said they took 50 California Driver's Hand-

books back to Germany with them. When they were done, they produced a one-inch-thick manual on what members of the contingent and their families could expect when they landed in the middle of the California desert.

"We didn't want there to be any surprises for the people coming over," Arzberger said. He added that there had been surprises during the 1990 campaign, and he wanted to make sure things went more smoothly this time.

Following up his team's preparatory work, Arzberger conducted an anonymous survey among the visitors.

Seventy-four percent of the group said the manual provided very thorough information, 21 percent found it just sufficient and five percent thought it less than sufficient. Eighty-two percent said they would definitely come on another campaign, 10 percent said they'd consider coming back, and eight said they would not. Just short of 100 percent said their expectations for housing had been fulfilled. Seventy percent of the families said they liked the community "very much," and the remaining 30 percent just "liked" it.

Sixty-two percent had visitors from Germany. This amounted to some 150 peo-

ple who visited their friends or relatives here for the campaign. The visitor's spent some \$200 thousand in the United States over and above the more than \$1 million in private money spent by campaign members and their families during the six months they were in the country.

"Most of that was spent in the local community," Arzberger said. He added that some \$67,000 went for privately rented vehicles, while just over half of the contingent bought and then sold vehicles during their stay.

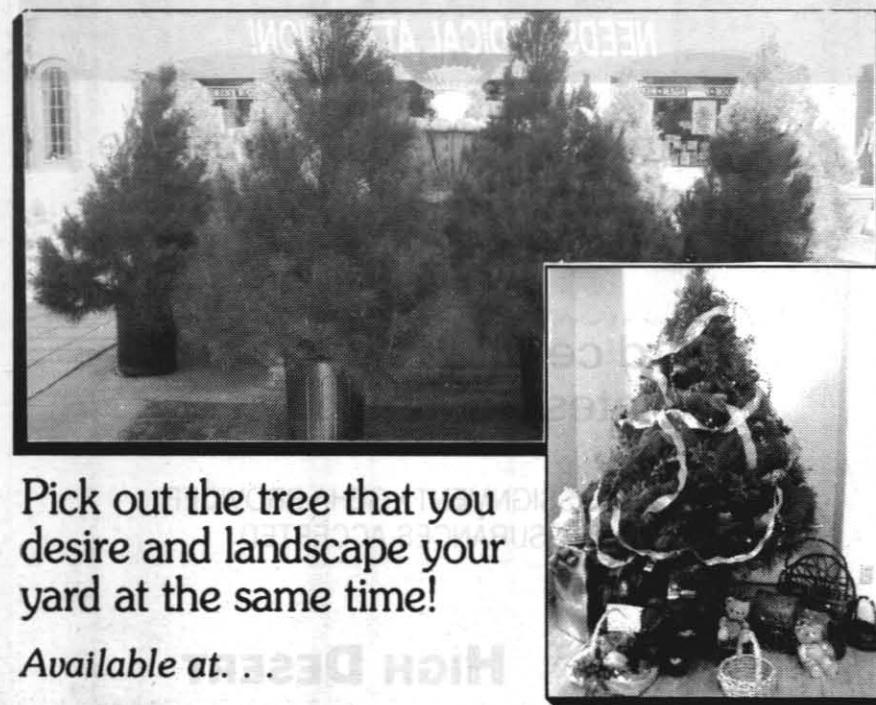
Some \$800 thousand of German government funds were also spent in the local community.

Please see **FAREWELL**, Page 7



**VOLUNTEERS**—NAWS plane captains AEAN Meredith Lyons (on ladder) and AEAN Stacey Nemes, asked to help with pre-flight on one of the Germans' last flights. Here (in front seat) Lt. Col. Heinrich Thueringer, campaign commander, and Lt. Col. Martin Arzberger, prepare for flight in a borrowed German Navy Tornado.

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**ANDERSON** from Page 3

follow-on funding for the establishment of a Family Services Center.

The establishment of the new China Lake Teen Center is an example of Anderson's dedication to improving the quality of life aboard Station for the teens and families of Sailors. He contributed to the final contract design for our new commissary and was a liaison with MWR, Housing and the Combined Bachelor Quarters ensuring military personnel received responsive and high quality services.

The CMC coordinates and directs programs for the Navy and CPO balls, NAWS change of command ceremonies and the Bluejacket of the Year Awards Banquet. Anderson spearheaded reorganization of the Ombudsman Program, the Honor Guard and Family Housing instructions resulting in improved communications between the command and military dependents.

Anderson has always taken his responsibilities home to **VOIGT** from Page 3

tracked vehicles into and out of the C-5, learning from the experts. Now, if we're called upon to deploy, we're ready."

Born in San Rafael, Calif., and raised in Phoenix, Voigt joined the Navy in 1968 after a stint at junior college. He honed his culinary skills for two years aboard the USS *Saint Paul* before being assigned to duty in Viet Nam. Following tours at Cam Ranh Bay and Saigon, he completed his active duty commitment at various commands in the southwestern United States. He then joined the Naval Reserve.

Moving to Flagstaff, Ariz., to work as a firefighter at the Navajo Army Depot, Voigt continued his reserve career as well. Then, in 1981, he heard about a job with the China Lake Fire Department that appealed to him. Moving his family to the then Naval Weapons Center, he looked around for a new reserve unit. That's when the

his own family, too. An example that Stevenson spoke of was when Anderson and his wife, Jean, took two Navy juniors into their home when the dependent of a shipmate became ill and required the full attention of both her parents in the hospital.

It is because of such unselfish acts that Stevenson said he could not laud or praise this man enough; thanking him for his 30-plus years of dedicated and faithful service to our Navy and our country; for the 18 months of dedicated and faithful service to the Sailors of China Lake; and for his loyalty and help to the CO over these same 18 months.

Anderson's wife, Jean, and sons Michael and Kevin, attended the ceremony and after presenting his wife with a dozen yellow roses, he thanked his family for all the love and support they have given him over the years. Acknowledging that living with a command master chief is not always easy, Anderson also thanked the many friends and

Seabees beckoned, and he's been with them ever since.

Asked about his most unusual assignment, Voigt immediately named his tour of duty in Guam during Desert Storm.

"I was serving my annual two-week active duty at Camp Covington, Guam," explained Voigt. "When I got to the base, the galley was completely disorganized. Due to circumstances, they hadn't had a mess chief for six months. Both freezer and dry stores were low, the inventory accuracy count was down to 77 percent, and everyone associated with the place was demoralized.

The food service officer asked Voigt to take over, and within a week, he had reorganized work schedules so that cooks were working "only" 72 hours a week instead of 90 and food stores were replenished. Now, they weren't running out of eggs, and they had 11 varieties of fruit

relatives who came from out of town to attend his ceremony. He spoke of the many places he had been, and the things he had seen during his career, calling it "the greatest of all adventures that you can have with your clothes on."

Master Chief Anderson, and his wife, were piped ashore with help from his sideboys six NAWS chiefs.

Anderson said he had a lot fun seeing the world, and that China Lake has been a great tour of duty. The Anderson family plans on staying in the Ridgecrest area. They both "like this little town" and would like their children to stay in one school for a while. Jean works for the Movin' on Up Program at the Youth Center.

"This tour of duty has been exceptional," he said. "I was able to expand the duties of the command master chief, got into lots of interesting things and had a lot of fun. I enjoyed working with the CO. It's been a great 33 years."

instead of just apples and oranges.

By the time the second week was almost over, the cooks were down to 56-hour workweeks and inventory accuracy was up to 99 percent. Chief Voigt was rewarded for this sterling performance; he was told he had been extended for 90 days.

"Calling my wife to break the news was the hardest thing I've ever done," Voigt announced to the crowd at his retirement ceremony. He went on to thank his shipmates for their support throughout his years at China Lake, with special emphasis placed on the significance of the faithful encouragement of his wife, the former Barbara McIntyre.

Chief Voigt has continued his career with the China Lake Fire Department and lives with Barbara and their two sons at China Lake.

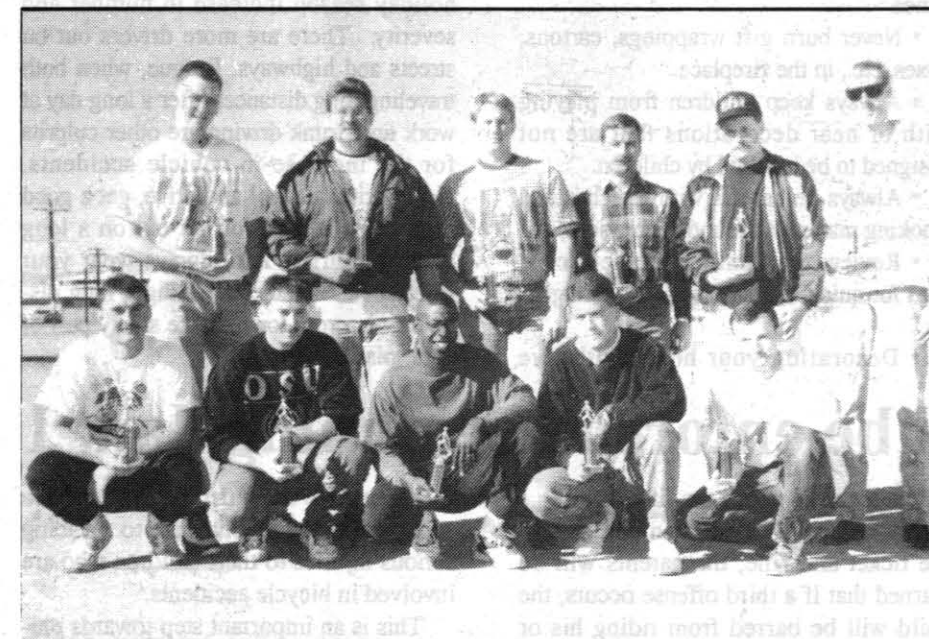
**SPORTS**

Photo by Margie Hammett

**CHINA LAKE "ANCHORS"** softball team finished the final league play of 1994 with a first place championship. Shown are (l to r backrow) John Bujnoch, Shawn Pearcy (manager), Mike Magee, Mark Batt, Ron James (front row) Bill Tresh, Bill King, Joe Pentridge, Wayne Cristwell, J.D. Willis and Jess Wade. Other team players not shown are Mike Brown, Stephan Varga, Hector Hansen, Dave Dempsey, T.J. Cunefare, Aaron Newbold, Rob Cox, Glenn Gementera, Mark Tahtinen and Marvin Jones.

**DFG 1995 sport fishing licenses now available**

The Department of Fish and Game announced that 1995 sport fishing licenses are now available. This license will cost \$23.75 at Fish and Game office counters and \$24.95 at more than 2,500 license agents (stores, bait shops and supermarkets) throughout California. A new second-rod stamp, priced at \$7.50 at DFG offices and \$7.90 at license agents, is now available to enable anglers at lakes and reservoirs to fish simultaneously with two poles, on and after Jan. 1, 1995. The stamp does not affect limits, so no impact is expected on fish populations. Also, a change in

license format has included a receipt form, which can be used to verify license purchase and make possible purchase of a low-cost replacement license if the original is misplaced. Buyers of gift licenses can buy them in person at DFG offices or license agents, or they can place orders by phone, and charge them to Visa or MasterCard. Call (916) 227-2246 for credit card purchases. Licenses will be shipped in about one week. They are sold also at the Department's License and Revenue Branch headquarters office in Sacramento at 3211 S Street.

**Exercise for a stronger back**

Submitted by Dana Alloway  
Cym Manager

Regular exercise strengthen back muscles. Toning your abdominal muscles and improving flexibility are the best ways to avoid back injuries.

With back pain there is no quick fix. Pain killers may take the pain away, but medication does not stop the cause of the pain. Pain sufferers should consult a health care professional. In severe cases physical therapy may be needed.

Sleeping positions can also affect the back. Sleeping on your side offers the least amount of stress. And too many pillows may put stress on the neck, which can also result in back pain.

Preventative exercise routines are key to avoiding lower-back pain or injury. It is common to stretch the legs before beginning to exercise, but it is also necessary to stretch the spinal column. Muscles and tendons tend to lose elasticity as we age. So it is important to spend more time warming up the leg and back muscles.

If you have injured your back, apply ice frequently to reduce swelling for the first 24 to 48 hours. After a day or two apply moist heat, but only for 15 to 20 minutes at a time. Any longer will tire the muscle and lead to further injury.

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\*Performance: About as fast as a Pentium for regular use and slower than a Pentium for heavy numeric use.

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- Windows for Workgroups only **\$29**

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## QUARTERS from Page 4

Lathesia S. Darby and BU2 Dan C. Rutledge.

Capt. Stevenson also authorized Richard D. Miller "to assume the title and wear the uniform of a chief warrant officer W3."

### Weapons Test Squadron

Cdr. Randal C. Sweeney, officer in charge of the Weapons Test Squadron, similarly authorized advancements to members of the squadron on Dec. 5.

Cdr. Sweeney authorized Petty Officer John H. Linzer to assume the title and

wear the uniform of a first class petty officer.

Petty officers Richard P. Miller, Michael R. Howland, Charles E. Eitel, Jeremy R. Bruns, Michael R. Bickford and Mark A. Batt were authorized to assume the title and wear the uniform of a second class petty officer.

And Sailors Jerami C. West, Timothy J. Self, Randal A. Bender and Eugene K. Wilbourn were authorized to assume the title and wear the uniform of a third class petty officer.

## FAREWELL from Page 5

The German contingent was here for the final series of tests of the integration of the HARM system with the Tornado before the HARM capable squadrons are deployed.

"It was a successful campaign," he said. "We found out what we needed to know. We were able to get very detailed informa-

tion on low level flying that we couldn't have done any where else."

The lieutenant colonel also expressed gratitude for the HARM Project Office and other supporting functions at China Lake. "They were very supportive and the HARM office did a hell of a job."

## CL Christmas Party set for tomorrow

The China Lake Weapons Test Squadron/NAWCWPN/NAWS All Hands Annual Christmas Party will be held on Dec. 16 at the Seafarer Club. Starting at 6 p.m. with no-host cocktails, dinner at 7 p.m. and dancing to Ted Lemon's "Sound Waves" at 8:30, the evening dress will be casual attire. Roast beef au jus and boneless breast of chicken in wine sauce will be the main entrees at dinner.

Free babysitting will be provided. Please contact Christmas party reps and

give them the information needed.

Duty drivers will be provided throughout the evening. Ticket prices are military E-6 and below \$5 each, military E-7/8/9 \$10 each and officer and civilians \$12.50 each. Tickets may be purchased from the following individuals: AOC Stephen Varga, 939-5911; MAC Loren Rockey, 939-6538; Jean Winkler, 939-5158; Squadron Coffee Mess, AFM Robert Houser, 939-5010; and AMSC James Spiller at 939-5619.

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## Commanding Officer's Holiday Message

Once again, all Americans are celebrating the promise of renewal and the prospect of peace on earth during the holiday season.

It is important for all of us to remember the possibilities of peace are the result of the dedicated efforts of the men and women in uniform serving this country. Today there are thousands of Sailors and Marines stationed around the world, serving as beacons of hope to people striving for freedom and a better life.

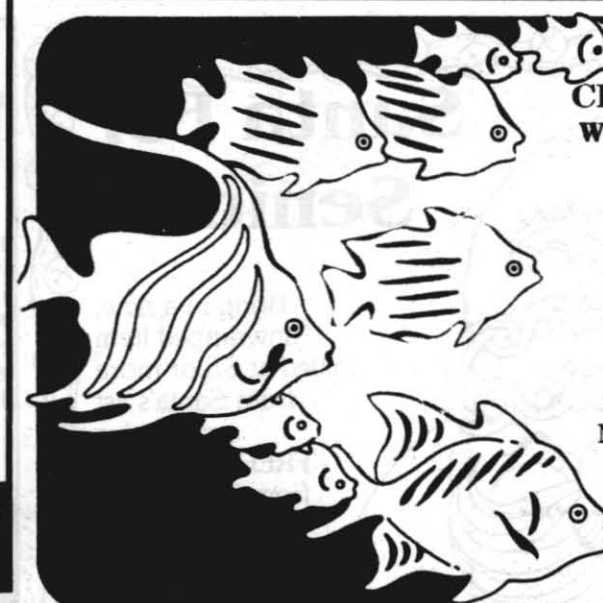
From Haiti to Bosnia and from Guantanamo Bay in Cuba to Kuwait there are Americans, our shipmates, on duty protecting and preserving freedom. I ask that each of you take time this holiday season to remember them, in particular the men and women who are deployed far from home and loved ones at this special time of the year.

This has been a year of exciting change at China Lake, in Ridgecrest, in California, in the nation and in the world. Despite the continuing battles in several hot spots around the globe, the world is more at peace today than at any time in recent memory. It is largely at peace because of dedication and sacrifice of Americans, in and out of uniform, who remain committed to the prospect of true peace on earth.

I look forward to another year at China Lake with the certain knowledge that 1995 will be equally exciting on all fronts. The successes we have had at China Lake in the past 12 months are due to your efforts...not mine. You are responsible for making this a year of accomplishments. I look forward to more of the same in the year ahead.

I wish you and your loved ones a happy holiday season and the best in the coming year.

*C.A. Stevenson*  
C.A. STEVENSON



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**KEITH** from Page 1

and gun-sight calibration, before settling on his current field: munitions effectiveness.

Early in the 1960s, interservice rivalry was intense. Ask the Air Force what was the best weapon for a job, and it was sure to be an Air Force weapon. The Navy would claim their weapons were best, the Army theirs. Dr. Joe Sperrazza, an Army researcher at Aberdeen Proving Ground in Maryland, invited Keith and other representatives from the various services to the first meeting of what was to become the Joint Technical Coordinating Group for Munitions Effectiveness (JTTCG/ME). The goal was, as Keith puts it, "to get the three services to sit down in one room and try to make evaluations of the effectiveness of weapons." Several subgroups were set up and Keith notes, "I kind of got involved in target vulnerability." He's been involved ever since.

Keith now is responsible for the Target Vulnerability Manual, one of the most critical documents produced by the JTTCG/ME. Originally, the manual was a small collection of target vulnerability descriptions based on expensive testing conducted under widely varying conditions. Under Keith, the full range of foreign material exploitation (FME) and analysis techniques were brought to bear on the subject. The shift in emphasis from testing to analysis as the primary means of measuring vulnerability resulted in major cost savings and more precise and objective standards. The manual's vulnerability tables are the cornerstone for designing and selecting the best weapons to carry out the Navy's mission.

"He took this bull by the horns and dogged it down," says Rex Randolph, head of the Terminal Lethality Analysis Section and long-time associate of Keith. The Target Vulnerability Manual has now grown to three

volumes, each about four inches thick — it is also available on CD-ROM — and contains detailed analyses of close to 200 threats.

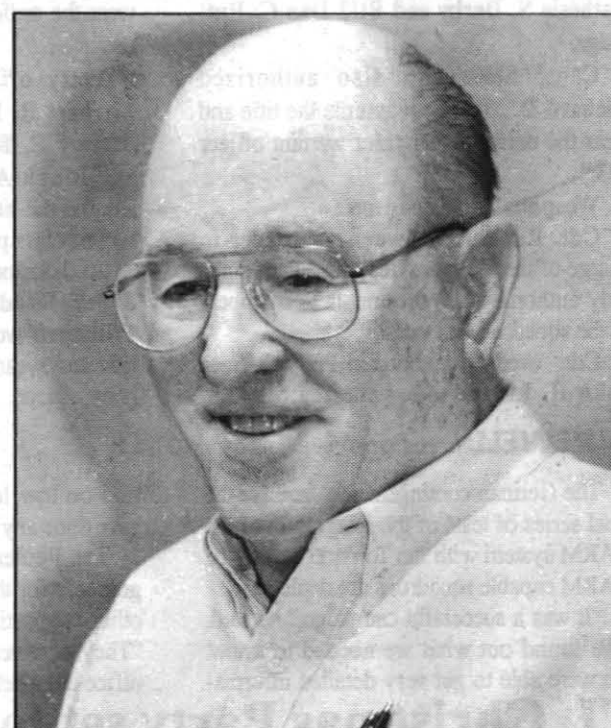
Three distinct payoffs emerge from this work. First, vulnerability data allow a pilot to select the optimum ordnance load for an assigned target and influence the attack strategy (impact angles and attack azimuths, for example). Second, the data are used to tailor the Navy's overall ordnance inventory to best fit the threats that will be encountered. Finally, weapons designers use the data in determining required accuracy, damage mechanisms and other weapon parameters.

Over the years, Keith has enjoyed working with many of China Lake's most well known figures. Among them were Frank Knemeyer, former head of the Weapons Planning Group, and Dr. Peggy Rogers, for whom Keith worked as associate division head when Rogers headed the Weapons Systems Analysis Division.

Does Mel Keith fit the stereotype of a long-time civil servant nearing the end of a lengthy career, whiling away his days behind a desk? Not even close. "This man is busy! He still spends about half his time on travel, national and international, and he has for the 25 years I've known him," comments Randolph. "A couple of years ago he decided to learn Russian and started taking language lessons."

In his free time, Keith is a voracious reader and also enjoys music; he sings in the choir — he regrets that travel commitments kept him from participating in this year's production of Handel's Messiah — and plays the trombone with the local group Big Band Express.

Keith and his wife, Vivian, have four children: Andrea, Melissa, Kevin and Valerie. Like his father, Kevin has found his niche in physics. He is currently a student at New Mexico Tech in Socorro. Keith's musical



Mel Keith

inclinations are reflected in Valerie, a musician and arranger in the Hollywood area.

For 43 years Mel Keith has applied his energy and industry to benefit the Navy and the Department of Defense. The Meritorious Civilian Service Award is recognition of his accomplishments. But the real monument to his work is the heightened effectiveness and readiness of the nation's military forces. Though he likes to play it down, the impact Keith has made throughout his distinguished career is very apparent. And it's not over yet.

## Susan Haynes winner C28 Secretary of the Quarter Award

By Kathi Ramont  
Staff Writer

Winner of Code C28's Secretary of the Quarter Award for the fourth quarter 1994, Susan Haynes expressed complete surprise that everyone had kept the nomination a secret. Her winnings included \$100, desk and wall plaques and a luncheon.

A member of the Tactical Weapons Office (now Code 4141JOD) team, Haynes provides administrative and clerical support to a staff of eight engineers, technicians, specialists and administrative personnel. "I like everything about being a secretary," she said. "I like the interface with the people. Especially the people here in this office. I really enjoy doing what I'm doing. Being the office manager. Being in charge. I like helping people."

Representing NAVAIR as the lead field activity for four separate weapon system programs, the Tactical Weapons Office programs span the life cycle from development to deployment. One of these, GBU-24, was approved as a Rapid Deployment Capability and conducted under a highly aggressive schedule.

Haynes was nominated for the award by her boss, Ray Blackwell, head of the Tactical Weapons Office, who said in his nomination letter that in addition to per-

forming secretarial duties for the technical manager, her organizational ability, flexibility and adaptability have kept the office running smoothly in the face of often competing demands on multiple projects since she joined the team in May 1992.

"It's really important to be a part of the team," said Haynes. "Being a secretary is an important function of the office, and the people here make me feel a part of the team."

In addition to customary secretarial tasks, Haynes serves as a credit card and SPEDI buyer and as the organization's representative for plant account, electronic mail, networking, safety, computer, physical and document security. Blackwell also wrote that Haynes is a "self-starter, she approaches her varied duties with remarkable enthusiasm and ingenuity. Her high degree of efficiency consistently enables her to accomplish them all accurately and in a timely manner. During the recent triennial inventory she was among the first plant account representa-

tives to have zero non-inventoried items."

He also stated that Haynes constantly displays initiative in seeking to improve office operations, through training classes and self-study. She has developed expertise with the Macintosh software used by the Tactical Weapons Office and effectively streamlined and automated routine, repetitive processes involved in maintaining program data files, reporting and administrative procedures.

Blackwell also said that despite her own substantial workload, Haynes never hesitates to lend a hand where it's most needed. She assists in accomplishing critical duties of the team's configuration and data man-

ager and the administrative officer during peak workloads or employee absences and graciously supports the administrative needs of visitors. Her interactions with personnel at all levels, both internal and external to China Lake, are characterized by a combination of knowledge, professionalism and friendliness, which fosters an atmosphere of cooperation and

goodwill. When asked about Haynes' job performance, Blackwell jokingly teased by deadpanning, "She's new. I hope she works out."

Her first job at China Lake was in Parachute Systems. She laughed, "that was a lot of fun. I got to go out to the drop zone, and once I got to go up in a plane and watch them jump. They said they'd put a parachute on me, but I said, 'No-no,' didn't want to do that." Other secretarial positions followed in the HARM Project Office, the Standard Missile Program office and as an administrative assistant in the Environmental Program Office. "I enjoyed that work. I could do it. But I really missed working with people and decided I would be happier back as a secretary."

Haynes' husband Mike is an environmental health technician at the Hazardous Waste Transfer Facility at Public Works and strongly supports both his wife and her profession. "I think it's great that she got the award," he said. "She's worked quite hard to get where she's at. Of course I'm proud of her. I've worked with lots of secretaries over the years and they all work hard. They are what keeps the place going and don't often get the recognition that they deserve."

The Haynes family has been in the valley since 1978, and she has been working at China Lake since 1980. They have two sons, Dustin, 18, and David, 15.



Susan Haynes

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## Faster, bigger Metro IIIs now flying; have JO, will travel

By Kathi Ramont  
Staff Writer

While not promising a movie or snacks on your next flight, civilian Metro III pilot, Mark Backes, from Airfield Operations, does promise a safe trip to Point Mugu and back. Backes flew the first of four planes to China Lake from the training site at Flight Safety, International, San Antonio, Texas, on Oct. 23, and the planes went operational at Naval Air Weapons Center

Weapons Division Nov. 14.

Both contracts for the MU2, which was flying out of China Lake, and the Beechcraft 1300s at Point Mugu, expired this year and since the Beechcraft was able to carry 13 passengers versus only seven on the MU2, there was opportunity for passenger size compatibility within the organization. There is now one contract for both sites with two planes at each site.

These 10-year old planes have 14 seats and were built by Fairchild Aircraft

of San Antonio but are leased from, and maintained by, Flight International, Inc. of Newport News, Va.

The Metro III is fast. It can cruise at speeds of over 315 mph and is powered by two Garrett TPE331-11 engines. With a larger gas tank capacity than the smaller MU2, it can go from China Lake to St. Louis without refueling.

The Metro IIIs "fly comfortably and have a lot of elbow room," said Backes. "This is a good, safe airplane, and I think the customer likes it. The radio is

set up so we can talk with both military and civilian facilities. We have updated GPS navigation ability. The plane has weather radar, and safety-wise, we've got all the equipment. And the pilots are trained. We're starting with trained Navy pilots and they have more simulator training than the commuter airline pilots get."

Another Metro pilot, Lt. Ken Frieders, from Oper-

ations, agreed with Backes that the newer plane "flies smoother than the MU2."

According to Flight International's Site Manager Mark Pirtle, who has worked on both the MU2 and the Metro III, this a bigger, more versatile plane. "It has a larger cabin, improved range, greater load capacity and more modern avionics. Many of the commuter airlines use this plane, including Skywest. It is a well proven, very safe aircraft," he said.

While this is a 10-year old plane, says Pirtle, "I'd still rather fly in one of these than drive in my car."

Frank Farmer, a mechanic with Flight International, works on the planes at China Lake and Kevin Cwiok works at Point Mugu.

Six pilots from each site went to Flight Safety, International for the simulator training and have qualified to fly the Metro. Lt. Kim Yager, Metro pilot and flag administration officer, says "I enjoy flying it. It's a safe, capable, efficient aircraft." Other pilots are Maj. S. C. Betts, Lt. Jeff Perkins and Lt. Michael Knizewski.

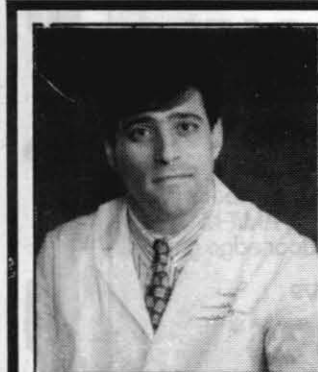
NAWCWPNs pilots make frequent passenger runs between sites, but they also carry cargo. The cargo section is heated, cooled and pressurized, just like the passenger section, and can carry

Please see **METRO**, Page 17



Photo by Margie Hammett

**NEW SHUTTLE**—Mark Pirtle (left), site manager for Flight International, Inc., joins pilots Maj. Stuart Betts, Lt. Michael Knizewski and Lt. Kim Yager, and mechanic Frank Farmer in front of new Metro III.



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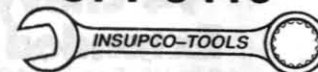


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## WSL shows resourcefulness in wastewater solution

By Pam Harris  
TID

Jay Kovar, team leader for the China Lake Weapons Survivability Lab (WSL) Operations Group, exemplifies the familiar adage, "when the going gets tough, the tough get going." Fortunately for the Navy, Kovar proved that he has the right stuff. Thanks to his initiative, the WSL now has a state-of-the-art industrial wastewater collection system and oil-water separator that will keep state environmental agencies happy and operations running smoothly.

In July 1991, China Lake received a report of violation from the California Department of Toxic Substances Control (formerly the Department of Health Services), an agency of the California Environmental Protection Agency (CALEPA). The report cited mismanagement of industrial wastewater at the WSL. Because WSL specializes in testing the survivability of tri-service aircraft, in many instances the aircraft ignite as a result of ballistic impact to a fuel or hydraulic system. The end result is the generation of thousands of gallons of a mixture of fuel (JP-5) and aqueous film-forming foam (AFFF, a fire-fighting agent). CALEPA characterizes this mixture as contaminated industrial wastewater.

"It had been a long-standing practice to collect this wastewater in concrete-lined ponds and allow the water to evaporate," Kovar explained, "which was actually an improvement over the previous method — collecting it in unlined ponds."

Upon receipt of the violation, China Lake command suspended any further discharging into the containment ponds

to ensure that operations were in compliance with state and federal environmental legislation. Testing at the WSL stopped immediately until an alternative solution could be found. Unfortunately for Kovar, the timing couldn't have been worse.

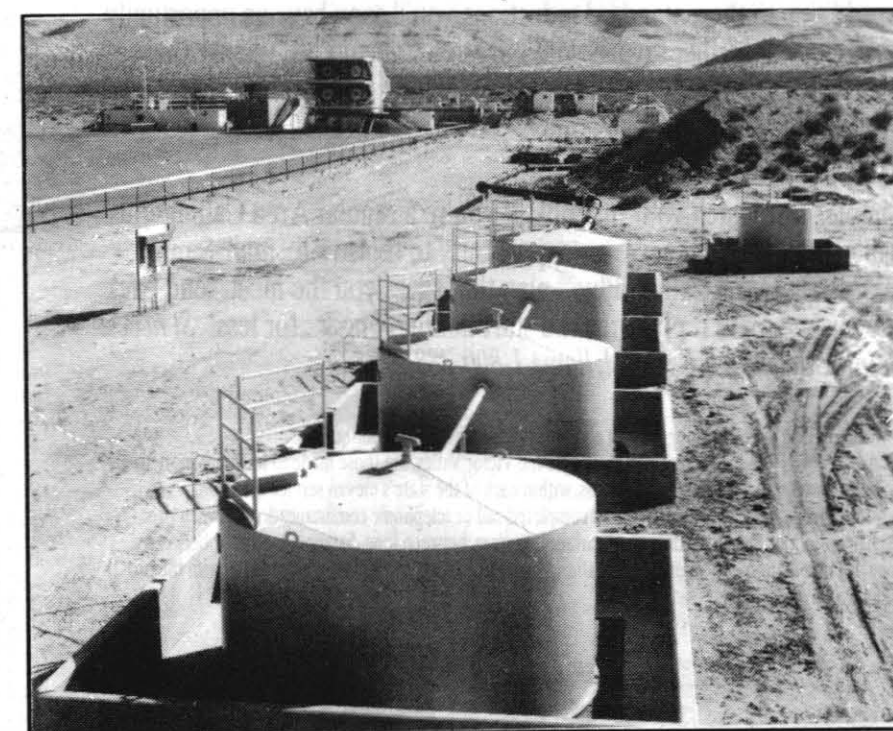
"It was a Thursday, and we were right in the middle of a high-priority, F-18 fuel-system test," Kovar recalls. "We just couldn't close down — not without great cost to the Navy."

Kovar immediately phoned Laurie Zellmer, a China Lake Environmental Project Office (EPO) environmental engineer, to discuss his options. Zellmer's job requires her to work closely with CALEPA. Her duties, which include making sure that China Lake operations are in compliance with all pertinent environmental regulations, often require considerable diplomacy.

"A good deal of my job involves reaching an interpretation of the regulations so that both regulators and customers are satisfied," Zellmer stated.

With the help of Zellmer and the Public Works Department, Kovar and the WSL crew were able to come up with a temporary above-ground wastewater collection and containment system that solved their immediate problem.

Armed with a backhoe and a bulldozer, a Public Works crew worked for 5 hours, carefully digging out a 4-foot deep trench and excavating a pad big enough to fit a 5,000-gallon-capacity tanker. This was not an easy task because, in order to construct a gravity-feed system, the top of the tanker had to be placed below the existing C-2 test pad elevation.



**STATE-OF-THE-ART** industrial wastewater and oil-water separator tanks at the Weapons Survivability Lab now meet all the environmental requirements.

After the successful excavation of the pad, the tanker was situated in its new home, and the WSL crew spent most of the weekend welding together makeshift piping.

According to state environmental law, hazardous waste residence at any facility is limited to 90 days. Realizing that the tanker provided only limited containment capability, the WSL crew spent what was left of their weekend scavenging China Lake bone-yards and beyond (all the way to Barstow) for unused metal tanks in hopes of using them as part of an auxiliary containment system.

At the same time, Kovar set the wheels in motion to procure and install a \$10,000 oil/water separator to reduce the volume of his operation's hazardous waste and comply with this 90-day residence rule. Owing to Kovar's prompt

action, his department's support and the efforts of the Procurement Department, the WSL crew was able to purchase and install their new oil/water separator to meet their

90-day deadline.

On the following Monday morning, WSL's operation was up and running. Their "new" industrial wastewater containment system was designed, constructed and operational just three days after receiving the suspension notice.

"I was thoroughly impressed with the amount of work done by the guys at the WSL in such a short amount of time, their positive attitude and their ingenuity in solving the problem," Zellmer commented.

Kovar's original intent was that his low-cost containment system would serve as a permanent solution. However, although it was accepted by the State as a bandage to keep operations afloat, the system did not comply with all of the stringent state recommendations for a permanent facility.

"The alternative containment system took care of the immediate problem, discontinuing the use of the concrete ponds," Zellmer explained, "but it still lacked secondary containment and had only limited leak detection capabilities."

Once again, Kovar went into action. Lobbying for \$300K worth of internal facilities, equipment and space (FES) money, he managed to obtain a top-priority status within his department for his need, and in January 1993 construction of a state-of-the-art industrial wastewater system began.

Pat Warden of the Public Works Department designed the new system, which was completed by Rickway Construction in April of this year. The system, which services the main and C-2 test pads, is made up of a series of above-ground 5,000-gallon-capacity, stainless steel tanks and a network of

above-ground, single-walled and underground, double-walled pipes. Total system capacity is about 30,000 gallons.

Each of the five collection units is surrounded by a square concrete pit that meets CALEPA's definition for secondary containment. The system is connected to a sensor-activated, oil-water separator that filters out the fuel, which, in turn, is reused for other mission activities such as fire-fighting training exercises and cookoff studies. To eliminate potential problems, Kovar insisted on a gravity-feed system as opposed to one using pumps. Radian Incorporated performed the state-required independent certification of the final system.

The system was designed in such a way that WSL's auxiliary C3 pad can be connected in the future. But Kovar isn't finished yet. He is now trying to find a way to recover and reuse the separated AFFF and graywater.

"The system is virtually maintenance- and problem-free," Kovar commented, "so we don't have to waste a lot of time and manpower overseeing its operation."

"We just run our tests and let the system do its job," Kovar stated. "In about 20 years or so we'll get some people together, have a party, and go down into the tanks and clean out the sludge—all on a 3-day weekend, of course!"

### Unique capabilities support tri-services

The WSL is a DOD-unique capability facility that conducts ballistic tests with threat munitions ranging from small arms to full-up air-to-air missile warheads. The facility regularly supports all three services in collecting empirical data on the vulnerability of aircraft to actual threats. Tests are conducted on hardware ranging from U.S. and foreign aircraft to smaller scale developmental hardware, simulators, replicas and components. A four-engine high-velocity airflow system (HIVAS) provides up to 550 knots of airflow over test articles simulating in-flight conditions. HIVAS is mounted on a turntable to service each of the three major test pads.

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Following is the 1995 schedule for *The Rocketeer*. The paper comes out every other Thursday and the deadline is the Wednesday before the week of publication. Please clip the 1995 schedule for easy reference for publication and deadline dates.

Deadline	Publication	Deadline	Publication
January 4	January 12	June 21	June 29
January 18	January 26	July 5	July 13
February 1	February 9	July 19	July 27
February 15	February 23	August 2	August 10
March 1	March 9	August 16	August 24
March 15	March 23	August 30	September 7
March 29	April 6	September 13	September 21
April 12	April 20	September 27	October 5
April 26	May 4	October 11	October 19
May 10	May 18	October 25	November 2
May 24	June 1	November 8	November 16
June 7	June 15	November 22	November 30
		December 6	December 14

### Video Listings

•Monday-Friday, December 12-16  
5:30 p.m.: Navy News  
5:55 p.m.: Vice President's Hammer  
Award Received by China Lake; Reinventing Government  
6:55 p.m.: Bicycle Safety Helmet  
Law  
7:00 p.m.: Origami: The Folding Paper

Channel 17 will not be broadcasting from Dec. 18 to Jan. 2... Have a Safe and Happy Holiday Season!

### KNID

•Monday-Friday, January 2-6  
5:30 p.m.: Navy News  
5:55 p.m.: Navy News  
6:25 p.m.: Ocean Venture '93...The Final Brief  
6:35 p.m.: Diverse Roots  
7:05 p.m.: Life Liberty...A Celebration

•Monday-Friday, January 9-13  
5:30 p.m.: Navy News  
5:55 p.m.: From the Sea  
6:18 p.m.: Earth, Fire and Water: Ceramics (narrated by Orson Welles)  
6:45 p.m.: America Cooks



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Bud Eyre Disc. 871

Your Price **\$17,774\***

### \*\*95 Chevy 7 Psgr. Lumina Van

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MSRP \$18,645  
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Your Price **\$17,774\***

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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.  
IBM 486x25 laptop computer 120Mb hard drive 4Mb ram, fax modem, DOS 6.2, windows 3.1 pre loaded with software, sacrifice 1,000. 986-0925.  
PC games - 386 MHz \$20/\$25 per game; (4) CD Rom each \$30; simulation F-15III strategy (RR Tycoon), Role Space Quest V + 18 more. Call 984-1637.  
IBM XT compatible computer, CGA monitor, 20 meg hard disk, 1.44/1.2m floppy drives, epson fx-85 printer. Complete system w/ software, exlnt student computer. \$300/obo. 987-2442.  
Goldstar 14" ega monitor \$50, 16 bit vga video card \$10, 2 seagate st-251 40 meg hd drives w/ hard & floppy controller \$50. 987-2442.  
Mother board 386/25 with 2 meg of ram \$90. Call evenings 482-4809.

## MOBILE HOME TO RENT

Mobile home (motor), master bedrm, extra bed, kitchenette, dinette, T.V., etc. For details call 984-6037.  
One bdrm, mobile home, furnished, \$400-\$500 mo. + utils. Move in first mo. w/ \$200 deposit. Next to Point Mugu, no pets. 488-2906.

## CARS/TRUCKS/FOREIGN

'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.  
'92 Nissan 240 SX, only 16k miles, custom wheels, 5spd, looks great, fun to drive. Need money for school, asking \$10,500/obo. 484-8068.  
'85 VW Cabriolet, silver, 86k miles, new tires, Kenwood pullout, 5spd, well maintained, \$4,850/obo. 383-7108.  
'87 Nissan Sentra, 2 dr. 5 spd, air, power, alarm. Must sell, take over payments/refinance loan. Call after 5 p.m. 482-3676.  
'90 Mazda 626 LX 4 dr. 5 spd., ac, pw, pdl, cc, pwr mirrors, custom wheels, exlnt condition, fully loaded. 986-368 ext. 5364.  
'93 Honda Civic ex coupe, black gray interior, manual 5 spd trans, moonroof, ac, pw, pw, pwr door locks, mint condition. 488-7609.  
'87 Nissan Maxima, auto, cruise, sunroof, leather, loaded, asking \$4,500, pls call after 6 p.m. 488-5166.  
'84 Fiero 4 cy 4 spd., \$1,000 firm, call after 5 p.m. 641-1873.  
'93 Honda Civic EX CPE, blk w/ bra, pullout cassette, ac, pw, pl, pb, ps, moonroof and much more, mint condition, \$11,500. 488-7609.  
'86 Renault Alliance, 2 door, 5 spd., great care only one owner, very low mileage, sun roof, call for price. 986-4603.

## TV's, STEREOs, &amp; ELECTRONICS

Audio, JVC digifine pull-out car stereo, good condition, \$200/obo, leave message. 488-8006.  
Alpine pullout, cd player & 2 crunch pro's 12" woofers in a professional isobaric box with legacy amp, asking \$650 complete or sell separate 988-1108.  
Kenwood KAC-821 amp, 150 watt \$175/obo. Kenwood KGC-6402 passive EQ/crossover \$150/obo. 488-0339.

## JEWELRY

Wedding/Engagement set 21 diamond total, beautiful must see, paid over \$1,500 will sacrifice \$500, great christmas gift. 985-6413.

## TRAILERS/RVs/VANS

'89 Alto 30 ft. has skirting awning etc., in senior park 3975 Telegraph Rd. #29 Ventura. \$7,950/obo. 650-9858.  
'79 Ford van E-150, still has 302 engine. 986-0011.  
Prowler vacation trailer, 21' fully contained, everything works \$1,500/obo. 484-3777.  
'87 Toyota motor home, low mileage, exlnt condition, stove, shower, refrig., side awning, tinted glass. \$6,995/obo. 642-5559.  
'66 Chevy motor home 19ft. fully self contained \$3,000. 488-6555.  
'75-91 parts Ford van, rear door ladder \$15, rear door glass \$15, long bed running board \$35, 15x7" steel rims 5 on 5 1/2", 8 spoke set of 4/ \$45. 495-0739.

## Classifieds

## SPORTING GOODS

Nishiki racing bike good racing rims, clip on aero bars and computer \$140/obo. 986-4712.  
Ski machine - tony little one-on-one skier with video \$125. 488-4733.  
Scuba gear all set up, 2 tanks plus extra, call pager 675-0476 +99.  
Surfboard 6'6" quad fin \$60, 6'8" single fin \$50, wet suits medium tall full \$50, medium spring \$40, women's 3 spd bike \$20. 986-4672.  
Ski boots - mens slalom \$x-92 size 12C \$60, mens bogner stretch pants size 34, \$30, mens large gerry down perka \$25. 499-2796.  
Golf clubs for sale, 3 sets of irons to choose from, 2 sets of woods and 2 medal drivers, cart/stand, 2 wood, lets deal, call 388-7159.  
91 Kawasaki jet ski 650SX, less than 25 hrs of use exlnt condition with trailer, like new \$3,800. 985-3938.  
Surfboard, 6'8x19" x21 1/2", new only used 2 times, paid \$375 asking \$325, Lv message 488-8006.  
Bicycle, 10 spd., red, good brakes, tires good condition, \$75/obo. 985-4483.  
Lifestyler treadmill extended 3yr. warranty 1.5 motor, 8+ mph., paid \$750 asking \$650/firm. 488-0339.

## HOUSEHOLD

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 1/4" \$175. 499-2796.  
Dining set solid glass table top 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 surface, dark brown, good condition \$79. 987-4489.  
Queen size mattress and box springs \$25; 9-drawer dresser \$25; 7' conference table \$35. call evenings 647-4961.  
Hitachi VHS mechanically inclined, Camcorder, adaptor for TV, input output charger included with carrying case, problem with tape recording. \$50. 986-9830.  
Refrigerator good working condition, frost free \$150. 984-3996.  
TV color - 15 yrs old, good condition \$25. 484-9230.  
Dresser girls 6 drawer w/ mirror, desk w/ chair and nite stand. All exlnt condition, all for \$250. 386-4052.  
Piano, Sherman - Clay studio upright \$1,000/obo; drum set 5 piece without snaredrum \$500; DP2600 treadmill \$125/obo; queen head board \$80/obo. 488-0104.  
JVC single, cd player \$50/obo vision; vision glass cookware by corning \$35/obo. 488-4733.  
Stiffil genuine lamps pair with pleated shades \$50 each; Gucci ladies watch w/ h papers and original box - perfect condition. 482-3057.  
Oak entertainment cntr. \$200; weight set \$110/obo. 986-6352.  
Queen size water bd, liner, heater, mattress, large head board \$200; battery powered baby swing \$20. 986-5405.  
Simmons white canopy crib with upgrade mattress and bedding. exlnt condition. \$345 985-3362.  
Living room set 8 months old, really nice, paid \$1,600, must sell asking \$800/obo. 488-0339.  
Dining room set - French Fontaine ash 9 piece formal dining set and china cabinet worth \$2,000 will sell for \$1,000. 484-9421.  
Walnut dining table with flip up side (no chairs); video cabinet - holds 50 video cassettes; mens 26" schwinn red bicycle. 986-0474.  
China - complete 10 piece place setting with accessories. Never used \$600/obo. 647-5361.

## APPLIANCES

Sears refrig. 17 cu. ft. frost free, coppertone, very good condition. 483-9071.  
Kenmore refrig. 22 w/ water and ice dispenser, \$550; gas dryer Kitchen Aid, 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.  
Kenmore electric dryer heavy duty white \$60. 482-4219.  
Refrigerator - 16 cu. ft. white with ice maker, like new \$200. 529-3754.  
Kenmore electric dryer, like new \$75. 382-1655.  
Karaoke video \$99.95; karaoke tapes \$14. 986-8165.  
Electric dryer extra large \$150. 652-1070.  
Hot point washer/dryer heavy duty, 6 months old exlnt condition. \$250/obo. 487-4755.

## MISCELLANEOUS

Pin ball, Pachino 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, bookcase, and chairs, all exlnt condition, reasonable prices. 482-0301.  
Toys, little tikes, climb-in-slide, tree house, like new \$75. 986-3441.  
Bicycles (2) both \$100; 1 brother word processor - used less 100 hrs, good for any student. Will train, \$200. 389-1960.  
Craftsman 10" tablesaw 2hp like new stand w/ legs and casters, \$250. 484-0919.  
Toddler car seat \$10, child bike seat \$15, rattan rocker \$15. 483-2845.  
Wanted Star Wars toys and figures, call 482-9458.  
Tires - (4) 16x60 less than 2,000 miles \$250; medium size car cover \$15. 483-2845.  
Collectables/Antiques - 1935 antique singer sewing machine #221-1 with all attachments, lock stitch and button holder included, with black carrying case, \$550. 984-4489.  
Wedding band gold size 8.5 with custom cut sacrifice \$100/obo, 2 10 spd. bikes \$30 each. 388-7159.  
Toys - boxes all new toys, ages new born to 10 yrs, 5-6 toys per box \$50 each. 652-2207.  
Wanted large molded plastic dog house. 483-2133.  
Block Chevy intake manifold \$20, quadrajet carburetor \$30, leather jacket \$25. 482-1410.

## LOST/FOUND

Prescription - sunglasses left in lobby of Point Restaurant 11/3/981-1750. Still unclaimed - watch found at Point Mugu softball field, identify to claim. 529-3754.  
Lost - Multi system VCR owner name & phone number, please call 986-2441.

## BOATS

14' boat & trailer \$350/obo 981-0158 or 985-8863.

## ROOM FOR RENT

Roommate wanted to rent room, smokers ok, pool, spa, \$450+util, no drugs please. 484-1329.  
Hueneme bch., large unfurnished rm., full house privileges, pool, spa, includes utilities, \$375. 488-1076.  
Room for rent - \$350 mo., included utilities, washer dryer, full house privileges, very nice area. 482-6697.  
Room for rent, N/Oxnard family home available now! employed, reliable person. \$350. mo. Call evenings 988-6142.  
Room for rent/ Oxnard home w/ bath. House priv. included laundry. Non-smoking military woman preferred, \$400 mo. + 1/2 util. 487-0694.  
Two bdrm shared, bath, garage; house privileges; Los Palmas condo's \$650 mo. Call after 5:30 984-7743.

## TRUCKS

'68 Ford pickup, 3/4 ton with campershell, need work \$1,000/obo. 646-1253.  
'72 Ranchero w/ shell, 429 engine 45k new tires battery, exlnt condition \$4,500. 985-8821.  
'90 Dodge Caravan, V6, claret red, air, 7-passenger, trailer hitch, am/fm tinted windows. \$9,450. 497-1422.

## CARS DOMESTIC

'68 Camaro RS, 4 spd, built 350, 355 Posi traction, rally wheels, new paint job, deluxe Int. Needs brakes. \$6,000/obo. 485-4103.  
'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 SS-396, auto, PS, PW, c/line, rims, runs great, includes extra parts \$4,500. 524-3660.  
'89 Geo Metro 73k, ac, automatic, \$2,700/obo good condition. 647-9612.  
'63 Ford Mustang, current registration until spring '95, needs engine work, asking \$950/obo. 484-8068.  
'83 Cadillac, Fleetwood, new top paint, runs good, beautiful interior, \$3,000/obo. 658-9051.  
'84 Chevy 1/2 ton auto/air, custom rims, wheels, running boards, slide rear windows, am/fm cassette, below 5,000 miles (\$800.00 take over payments) 388-0330.  
'69 Mustang fb, 040 all hp parts 350Hp + C4 w/ shift kit, asking \$3,000/obo, pls leave message. 488-0104.  
'91 Aerostar dual air, computer, pw, pl, ps, 4.0, exlnt c ondition. \$12,950. 388-7153.  
'82 Old Cutlass Supreme, ac, cruise, pwr windows, am/fm cassette, new engine, new transmission, very dependable, \$2,900/obo. 984-7543.  
'83 Dodge 600 ES, 4 door, stereo, w/voice warning system, auto air, cruise control, mag wheels, good condition \$1,950. 482-9704.  
Parts to fit 88/95 chevy silverado - grand effects w/ topspoiler, chrome bumper, mud flaps, bucket seats w/ console, rear cab bench, make offer. 988-1108.  
'88 Jeep Wrangler 4" lift, 33"/12.5" BFGs, einkel rims, cherry red, soft top, alpine radar alarm, all receipts runs exlnt. must sell \$6,995. 344-8756.  
'72 Torino parts, sport hood \$55, bullet mirrors \$20 pair, front sway bar 11/8" \$25, rear cargo coil springs \$30. 495-0739.  
'89 Jeep Wrangler 35k orig. miles, 4 cyl. am/fm, pull out, soft top, bikini top, exlnt condition, \$9,800. 646-1928.

## MOTORCYCLES

'81 Kawasaki KL7-200 ATC electric start \$350. 383-6809.  
'83 Honda automatic CM 450, 15k, black w/ gold, \$600. 488-0734.  
'80 Yamaha XS650 special, reliable, easy maintenance, economical, great maintenance \$775. 482-6222.  
'91 FZR 600 blk, 14K, left fairing scratched have new one, exlnt condition and runs great, fast bike, cheap price, \$2,600/obo. 986-3247.  
'80 Honda CB-900, shaft drive, air, suspension, beautiful and powerful, 11KM, \$900 firm. 485-8615.

## PETS

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.  
Fish Aquarium, 55 gallon, complete w/ pump, filters, rocks & stand \$150. 988-1108.  
Puppies for sale, Rottweiler/lab mix, 2 labs/5 rotties. Call for more info. 488-7770.  
Free 1/2 Huskie 1/2 Shepherd 1 blue eye 1 brown eye. Loving friendly female dog, 9 mo. old, sprayed all shots, moving overseas in few months. Please give our dog a good home. 488-8924.  
Two green Iguanas, male/female raised together, each two ft. long, \$99/pair. 985-3362.  
Blue/gold McCaw, 1 yr. old w/ cage, asking \$650. 650-3548.

# THE MISSILE

Thursday, December 15, 1994

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

Volume 4 Number 88



(U.S. Navy Photo)

Bloodhound-210 a Naval Air Warfare Center Weapons Division "Tomcat" piloted by Cmdr. Bob "Flash" Baker, Head of the Air-to-Air Weapons Systems Evaluation Branch and Lt. Greg "Chundar" Eden, F-14A/B Upgrade Officer, flies past San Nicolas Island during the first flight of the F-14B Upgrade aircraft.

## Point Mugu leads way in upgrade program of F-14A/B Tomcat

By Vance Vasquez, *Missile staff writer*  
and Darcy Hansen, *NAWCWPNS*

When the then Naval Missile Center (NMC) at Point Mugu received its first Grumman F-14A "Tomcat" 23 years ago, Point Mugu became the lead for the Navy in developing and testing of new weapon systems and upgrading software systems to improve the combat capabilities of the Tomcat.

The first flight of the F-14B Upgrade Program took place on Aug 11, piloted by Cmdr. Bob "Flash" Baker, Head of the Air-to-Air Weapons Systems Evaluation Branch, and Lt. Greg "Chundar" Eden, F-14A/B Upgrade Project Officer in Bloodhound-210, a Naval Air Warfare Center Weapons Division (NAWCWPNS) F-14B. To date four project flights have been completed in Bloodhound-210, an aircraft that has also flown 25 flights in support of other projects. The first F-14A Upgrade aircraft, Bloodhound-211, made its first flight Dec. 12.

NAWCWPNS at Point Mugu is the Lead Field Activity for the F-14A/B Upgrade Program. This program is an all-Navy program, with NAWCWPNs as developer and systems integrator and the Naval Aviation Depot (NADEP) at NAS Norfolk, Va., as the production facility.

The Upgrade Program combines avionics improvements with structural modifications to provide a more capable aircraft with extended service life.

The new upgrade equipment includes the F-14 Mission Computer, Programmable Multiple Display group processor, AWG-15H fire control set, Programmable Tactical Display, and BOL chaff dispensing unit. The Upgrade Program modified the existing AWG-9 computer to a hybrid configuration incorporating improved operations of the Weapons Control Processor and Mission Data Processor. Also the ALR-167 radar warning receiver was installed in the F-14A.

"It was a major modification to the F-14A to install the ALR-167," said Darcy Hansen lead vehicle engineer. "That is a big plus, it is one of the most important improvements the F-14A will receive," Hansen added.

The only difference between the F-14A and F-14B models is the F-14A retains the older Pratt and Whitney TF-30-P-412/414A engines, while the F-14B has the newer General Electric F110-GE-400 turbofan engines the same engines as the F-14D "Super Tomcat."

A total of 196 Tomcats (128 F-14A's and 68 F-14B's) will undergo modification. Presently 10 F-14B's (Lot-1) are beginning the modification line at NADEP Norfolk.

(Cont'd on page 3)

## Signature Card process revamped, changed

By Nadine Lewis  
*Supply Department*

Every new year not only brings resolutions, diets and celebrations, but also the dreaded signature card renewal process. Well, this year that process has changed because of some innovative thinking and hard work by people in the Supply Department. This annual ritual is required by Supply, Public Works, and Security departments, and Comptroller, to satisfy their requirements.

Each potential use of the signature card process has been handled separately, each requiring its own typing, signature, copies, and filing. Early this year the process and its authoritative direction were questioned. The Supply Department took the lead in validating the ongoing requirement for signature verification, as well as exploring new and innovative ways to satisfy these requirements using the technology available.

A Signature Authorization Card Team comprised of the deputy operations officer, Servmart supervisor, Customer Support Branch Head, Stores Branch Head, computer systems analyst, supply systems analyst and facilitator was organized to tackle the problem. Starting with only an unpopular process that generated many complaints each January, the team first researched references, determined current requirements and any latitudes local activities might have had to comply with these requirements. It was determined that the need to be able to verify signature authority was still a management responsibility that continues, but that the card itself was not necessarily the only way to accomplish this.

The Team examined the many steps in the process, as well as evaluated the base-wide effort being consumed annually. After deliberation and hours of brainstorming, the team developed the innovative idea of using one signature card for every approved authority. This single card would only have to be submitted one time! The Supply Department would centrally receive and digitally scan all cards, allowing pre-determined users the ability to retrieve the card image through the C-LAN. The Supply Department Executive Steering Committee approved the idea and encouraged the team to prepare their presentation to Capt. Roger Hull, Vice Commander, NAWCWPNs and Capt. Selwyn Laughter, Commanding Officer, NAWSP Point Mugu. With their endorsement,

(Cont'd on page 3)



(Photo by Vance Vasquez)

(Left to Right) Thal Takeuchi, Anna Fraher, Lowell Pumphrey, Vangie Tejada, Gene Young and Shirley Davis were the Team members.

## Happy Holidays from the Missile staff

The next Missile issue will be Jan 12. We are looking forward to the new and improved Missile newspaper in January.





# Commander's Desktop...

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

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

Q: What has happened to the pledge of NAWCWPNS to follow the lead of the Naval Aviation Systems Team to place the highest priority on people, when the TEAM is supposed to recognize the importance of people to its success. NAWCWPNS has not fulfilled its pledge in terms of communicating to its workforce about the upcoming Competency Aligned Organization (CAO).

We were "mapped" into an organization that became effective during October 1994, yet there has been little information disseminated to the rank and file at Point Mugu.

The communication plan for CAO has not been carried out, for instance:

Where is the video Corporate Operations was supposed to develop by May? What was the schedule for first line supervisors to show this video to every employee during May and June? What happened to the "frequent briefings" competency leaders were supposed to conduct between June and September? Where were the "frequent articles and Q&As in the newspapers" the Public Affairs Office was supposed to publish starting in May? What happened to the "thorough training" the Human Resources Department was supposed to conduct for unions and managers starting in March?



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

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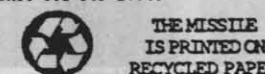
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THE MISSILE  
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## Holiday greetings to all military

As 1994 draws to a close, take a moment to reflect on a momentous year of worldwide involvement for our military forces. You have given much of yourselves. Although these traditional holidays are times of great festivity, their deeper meanings are found in the messages of renewal, hope, salvation and deliverance.

Each of you — active duty, reserve component, civilian and family members — has played an integral part in giving the greatest gifts possible to the family of man around the globe. You have presented gifts of peace, promise and, in many situations, life itself to countless millions. You have paid for them with your unequalled dedication, selfless sacrifice and boundless energy.

To cite a few examples of what you have done in 1994, you began the year still in Somalia, offering a people torn by civil strife an opportunity to grasp a future; you were involved in Bosnia-Herzegovina, protecting the innocent and feeding the hungry; and you were shielding oppressed minorities in Northern and Southern Iraq.

As the year progressed, you turned a rapidly emerging disaster in Rwanda around, stopping disease and starvation in its tracks; you rescued tens of thousands of Haitians and Cubans who took to the seas to escape from dictatorship in their countries; you returned the legitimately elected government of the Haitian people to its rightful place; and you rushed back to Kuwait to reinsure the victory won three years ago in Operation Desert Storm. Some of these challenges are behind us now, others are still with us and even more are ahead.

Many of you will be with loved ones this holiday season. For those deployed or on watch away from your families, I hope your joyous time together will come very soon.

To all of you who are serving your Nation and mankind so well, the Joint Chiefs of Staff and I extend sincere thanks for your dedicated, untiring service. Be proud of the part you have played and continue to play. The peace, good will, security and hope for a brighter future that you provide are among those things most cherished by your fellow man.

May this holiday season bring each of you and your families the richest of blessing and joy. God Bless.

John M. Shalikashvili  
Chairman Joint Chiefs of Staff

A: Thank you for your thoughtful questions concerning training and informational reviews on the Competency Aligned Organization. We apologize for the fact that NAVAIR Headquarters was unable to make the training packages available to us sooner. The design phase for the training materials which described the alignment of the organization took longer than planned. In addition, once the training packages were delivered to NAWCWPNS, a delay was encountered while the content of the training was negotiated with the union representatives at Point Mugu.

Overview Training, the first phase of training, should have been completed by everyone.

The Overview is not the only training being provided. The next training session entitled "CAO, Teams and Me" was to be presented to all employees in November.

Any individuals who have not had these two phases of training, need to ask their supervisor why.

Also in November, a "Competency Manager Orientation" training session was held for all competency managers at Point Mugu.

More training is scheduled for all personnel teams during 1995 and beyond.

## Bike helmet reminder

Effective Jan. 1, children under 18 living aboard the Naval Air Weapons Station Point Mugu should wear a bike helmet when riding their bike. There was a grace period this year, but the grace period ends Jan. 1.

During the month of December, Security patrolmen will be issuing rewards to children who are observed wearing their helmets. These rewards include free passes to the Point Mugu baseball batting cages from MWR, and a free soft drink from McDonald's.

Parents with children who have outgrown their helmets can turn them into the Thrift Shop. Used helmets may be available from the Thrift Shop. Check it out and see.

## Chapel of Faith Holiday Worship Schedule

Holiday Worship schedule for the Chapel of Faith aboard the Naval Air Weapons Station follows:

Everyone is invited to go Christmas caroling Dec. 18 starting at 6:30 p.m. Meet at the Chapel.

### Catholic Community

Advent Social	Dec. 18	10 a.m.
Penance Service	Dec. 18	11 a.m.
Children's Party	Dec. 20	4 p.m.
Christmas Vigil	Dec. 24	5:30 p.m.
Christmas Day Mass	Dec. 25	9 a.m.

### Protestant Community

Christmas Eve Candlelight Service	Dec. 24	7 p.m.
Christmas Day Service	Dec. 25	10:30 a.m.
Potluck and Family Game Night	Dec. 31	6:30 p.m.

## Santa's arrives soon to Point Mugu

Santa Claus will be at the Exchange at Point Mugu. His schedule has changed since the Dec. 1 issue was distributed. Parents who missed his visit Dec. 13 can have their children meet him at the Exchange Dec. 17 from 10 a.m. to 6 p.m. The Navy Exchange is offering a Free Polaroid photo of your children with Santa.

Santa will also be visiting the Child Development Center, Dec. 15 from 9 to 11 a.m.

Santa Claus will make his annual visit through housing again this year. Your children will get to see him ride through housing accompanied by Sparky the Fire Dog. He'll be passing out candy canes to every child. The NAWS Fire Department personnel volunteer their off-duty time to build the sleigh and decorate it for this special trip. The trek through housing begins each night at 6 p.m. Santa's schedule follows.

Dec. 20 — Catalina Heights (Camarillo)  
Dec. 21 — Santa Rosa  
Dec. 22 — Santa Cruz, San Miguel and Anacapa



## Youth center schedules grand opening

The Morale Welfare and Recreation Department announces a ribbon cutting ceremony will take place Dec. 17 to open the Camarillo Community Youth Center at 3 p.m.

Stick around after the ceremony for the annual "Holiday Magic" Program at the Camarillo center. We want you to have fun, enjoy the food and carnival games. Enjoy a visit from Santa and Mrs. Claus, country music, Christmas caroling, hay rides, clowns, and pony rides too.

The Community center is located in Catalina Heights Housing, Bldg. 1078 off of Calle El Volador/La Cumbre, in Camarillo. Don't forget your mittens and warm jacket, because they're predicting snow.

Call 989-7580 or 484-5414 for more information.

## MWR sports announcements

### MWR Department congratulates fall leagues

The MWR Athletic Department would like to congratulate the winners of the recently completed fall intramural leagues. In the Fall Softball League, the following teams won the title in their respective divisions: Blue B League, Fire Department; Red B League, VP-65 Tridents; Blue C League, Weapons; Red C League, Bupers; and the Co-Ed League, The Doug Pound.

In the Fall Basketball League the VXE-6 Regulators won the NBA North title and the Scrappers won the NBA South title.

### Volunteers needed

The MWR Athletic Department is currently looking for volunteers to coach any of the following varsity sports: Men's and Women's Basketball, and Men's and Women's Volleyball. They also will need Softball coaches in the spring, so plan ahead, volunteer now, call Kent Blankenship at ext. 7728.

### Hockey, volleyball season announced

Hockey and Volleyball seasons will be starting right after New Years. If you missed the coach/player meetings and still want to play, contact Kent Blankenship by Dec. 20 at ext. 7728.

## Announcements



The movies listed below will be showing at the Station Theater at Point Mugu through the holiday season. Additional theater information can be obtained by dialing 989-8249.

Dates	Movie	Time
Dec. 16-17	Only You (PG-13)	6:30 p.m.
Dec. 16-17	Blue Sky (PG-13)	8:30 p.m.
Dec. 16-17	A Good Man in Africa (R)	10:30 p.m.
Dec. 23-24	The River Wild (PG-13)	7 p.m.
Dec. 23-24	Like It Like That (R)	9 p.m.
Dec. 30-31	Love Affair (PG-13)	6:30 p.m.
Dec. 30-31	Ed Wood (R)	8:30 p.m.
Dec. 30-31	Exit to Eden (R)	10:30 p.m.

## Annual Toys for Tots drive underway

The Naval Air Weapons Station Fire Department will hold the annual Toys for Tots drive this year. Barrels will be set up at the fire station on 11th Street.

New unwrapped toys may be dropped off at any time through Dec. 22. For additional information call the Fire Prevention Office at ext. 7034.

## Get to know the family service staff, variety services offered

The Family Service Center serves Navy families in the following ways.

Counseling services,  
Financial counseling,  
Information and Referral services,

In-service training,  
Ombudsman support  
Relocation Assistance, and  
Transition and Employment Assistance

Point Mugu Navy Family Service Center staff are listed below.

Jocelyn Harriott, Director.  
JoAnn Knowles, Social Worker,  
Cheryl Noble, Family Advocacy Specialist,  
Kenlyn Christenot, Financial Counselor,  
Tonja Newcomb, Social Services Assistant,  
Paula Phillips, Transition Program Manager,  
Kimberly Pope, Relocation Program Counselor, and  
Norma Lavin, RAP/TAMP ADP Assistant  
Dan Savage, Program Coordinator  
ACAN Angela Wansley  
AMH Timothy Woodward

The Family Service Center at Point Mugu is located at Bldg. 124, Chapel complex. Hours of operation are from 7 a.m. to 5 p.m., Monday through Friday. Correspondence may be sent to Naval Air Weapons Station, Code 83F000E, or for information on any of the programs offered the center can be reached by calling (805) 989-8146 or DSN 351-8146.

## KNAS-TV Channel -8 Dec. 16-22

	A.M.	Midday	P.M.
Navy and Marine	6:00	12:00	6:00
Corps News	6:30	12:30	6:30
Recruiters	7:00	1:00	7:00
Blue Angels	7:30	1:30	7:30
World Tour	8:00	2:00	8:00
Navy Log	9:00	3:00	9:00
Christmas Preps. II	9:30	3:30	9:30

## KNAS-TV Channel -8 Dec. 23-29

	A.M.	Midday	P.M.
Navy and Marine	6:00	12:00	6:00
Corps News	6:30	12:30	6:30
I Christen Thee	7:00	1:00	7:00
The Old Country	7:30	1:30	7:30
Gift For All	8:00	2:00	8:00
Freedom Trail	9:00	3:00	9:00
Navy Log	9:30	3:30	9:30
XMAS Carol			

## KNAS-TV Channel -8 Dec. 30-Jan. 5

	A.M.	Midday	P.M.
Navy and Marine	6:00	12:00	6:00
Corps News	6:30	12:30	6:30
G.I. Christmas	7:00	1:00	7:00
Catch the Spirit	7:30	1:30	7:30
Hopper's Silence	8:00	2:00	8:00
Flight Deck	9:00	3:00	9:00
Navy Log	9:30	3:30	9:30
No Escape			

## JUST CLIP & MAIL!

SEND US YOUR AD! JUST CLIP AND MAIL!  
Next issue will be January 12.

Point Mugu military, DoD civilians and family members  
Personal/Miscellaneous ads only.

DEADLINE: THURSDAY POSTMARK - ONE WEEK PRIOR  
LIMIT 2 ADS PER FAMILY - 25 WORDS MAX/AD

1. Free ads will run in TWO ISSUES ONLY.
2. Ads will not be taken over the phone, fax, or walk-in.
3. Ads displaying "982" or "989" prefixes will not be published.

Complete this form and GUARDMAIL to Code 752000E, or drop off at THE MISSILE, Bldg. 1, Rm. 128.

PLEASE PRINT! All Sections must be complete and legible or the ad will not run.  
Be brief and abbreviate where ever possible.

### AD SECTION HEADING:

Ad to read:

NAME	HOME#
ADDRESS	WORK#
CITY	ZIP



## Military News

### Military lend helping hand to community

By Vance Vasquez  
Missile staff writer

Twenty military personnel from Naval Air Weapons Station (NAWS) Point Mugu helped serve a pre-Thanksgiving meal to more than 600 needy homeless men, women and children at the Ventura County Rescue Mission in Oxnard.

A festive atmosphere was set by the Steve Hill and Country Fiddle bands who donated their time and musical talents, while some 75 volunteers served food during the bright clear sunny and windy day.

Capt. Selwyn S. Laughter, Commanding Officer, NAWS, showed his support with an appearance talking to some of the Ventura County Rescue Mission personnel about the

program.

Cmdr. Keith Lawrence, NAWS Chaplain, said Point Mugu's military personnel donated their time to this worth while event.

"It's a great opportunity to help these people out who are homeless and poor," said Lawrence. "The Bible talks about helping the poor," he added.

Lawrence said these committed military people from Point Mugu provide help throughout Ventura County.

"I enjoy doing this," said Lt. John Yuen, Chaplain. "This is my first year of involvement in serving food at this mission," he said.

One of the many people the mission has helped is



(Photo by Sakinah Rahman)

Petty Officer 2nd Class Brenda Gibson brings soft drinks to the men, women and children during the pre-Thanksgiving meal held at the Ventura County Rescue Mission in Oxnard.

### Navy Achievement Medal awarded

A Navy Achievement Medal (Gold Star in lieu of fourth award) was presented to Senior Chief Petty Officer Aviation Maintenance Administrationman (Aviation Warfare) SaoSao Lokeni Suamataia during a recent ceremony.

The citation from Vice Adm. William C. Bowes, Commander Naval Air Systems Command read, "You served as Night Shift Maintenance Control Senior Chief Petty Officer and Line Division Officer NAWS Point Mugu for the period of October 1992 to September 1993.

"Senior Chief Petty Officer Suamataia demonstrated exemplary leadership and commitment to excellence during man-hour intensive maintenance and configuration management of 16 uniquely complex research, development, test and evaluation aircraft.

"Your extensive knowledge of tactical aircraft maintenance procedures, coupled with an innate ability to solicit maximum effort and productivity from subordinates enabled the command to log more than 1,300 F-14 and 570 F-18 flight hours during fiscal year 1993; 138 percent and 131 percent, respectively, of the year's projected flight commitments.

"Your keen insight and diligent organizational leadership led to a grade of Outstanding during the Naval Aviation Maintenance Office Inspection."

"Your personal contributions greatly improved the



(Photo by Sakinah Rahman)  
Cmdr. Keith Lawrence, NAWS Chaplain, helps to serve food during the pre-Thanksgiving meal held Nov. 24.

Van Zimmerman. He said he was taken by cab and dropped off at the mission. He then decided he would like to become a minister. Zimmerman has been at the mission for a month and he is drug free.

"It's an act of God," Zimmerman said. "The Lord has healed me," he added.

Petty Officer 2nd Class Brenda Gibson said she read about the pre-Thanksgiving meal from a flyer. She said she found the people to be very friendly and she really enjoyed herself.

"I plan to keep helping every year," said Gibson. "It's a really nice thing to do," she added.

No doubt the help and generosity of Point Mugu helped to brighten the day for those who are not as fortunate.

NAWCWPNs  
Hotline  
989-7682 24-hour

### Radar Intercept Officer rewarded for efforts with Navy Achievement Medal

A Navy Achievement Medal was presented to Lt. William Macchione, of Naval Air Warfare Center Weapons Division (NAWCWPNs) Point Mugu, recently.

The citation from Capt. Roger Hull, NAWCWPNs Vice Commander read, "You served as Flight Test Assistant Operations Officer and Aviation Safety Officer from January to October 1994. You demonstrated extraordinary initiative, superb administrative skill and resourcefulness when you authored a

### Air Medal presented to Aviation Electrician's Mate

An Air Medal (with Bronze Star for the First Award) was presented to Petty Officer 1st Class Richard T. Ott, Aviation Electrician's Mate at a recent awards ceremony. The citation signed by J. M. Boorda, Chief of Naval Operations for the President, read, "For heroic achievement while participating in aerial flight as a Flight Engineer aboard Patrol Squadron Special Projects Unit ONE, during a mission in direct combat support of Task Force Ranger, supporting Operation Continue Hope on October 3, 1993.

"You performed a critical role in the successful

### Senior Chief Electronics Technician presented with Navy Commendation, Navy Achievement medals

A Navy Commendation Medal was presented to Senior Chief Aviation Electronics Technician (Air Warfare) to Richard P. Newman of the Naval Air Warfare Center Weapons Division.

The citation from Capt. Roger Hull, NAWCWPNs Vice Commander read, "For service as Maintenance Material Control Senior Chief Petty Officer, Aircraft Maintenance Department, Naval Air Warfare Center Weapons Station Point Mugu for the period of November 1991 to December 1994.

"You demonstrated exemplary leadership, superb professionalism, and tireless devotion to duty during man-hour intensive

completion of a combat reconnaissance mission which provided time critical tactical intelligence data to operational commanders in direct support of on-going combat operations.

"Due to weather conditions, the aircraft was required to fly at perilously low on-station altitudes to maximize the effectiveness of on-board sensors despite hostile ground fire. He significantly contributed to precise identification of the target site, relaying immediate activity reports to ground forces commanders and identifying potential ground ambush sites.

"Your unmatched ability

maintenance and configuration management of 16 unique research, development, test and evaluation aircraft.

"Your extensive knowledge of tactical aircraft maintenance procedures coupled with an innate ability to solicit maximum effort and productivity from subordinates enabled the Organizational Maintenance Activity to allow 1,347 F-14 Tomcat and 573 FA-18 Hornet flight hours during Fiscal Year 1993; 138 percent and 131 percent respectively, of the year's projected flight commitments.

"Your unparalleled expertise of aircraft maintenance administration led to grades of outstanding during



Petty Officer 1st Class Richard Ott, Jr.

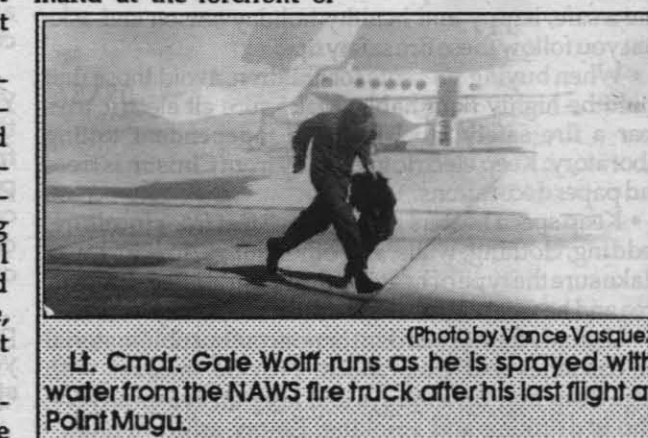
to perform under pressure and to tactically employ the aircraft was directly responsible for providing front line commanders with real time tactical field condition intelligence which ultimately saved American lives and vital operational assets."

ing three consecutive Naval Aviation Maintenance Office inspections."

Senior Chief Newman was also presented with a Navy Achievement Medal (Gold Star in lieu of Third Award) by Capt. Selwyn Laughter, Commanding Officer Naval Air Weapons Station for his performance as Air Show Maintenance Coordinator for the 1994 Point Mugu Air Show. According to the citation from Capt. Laughter, "He spent numerous hours in pre-air show planning and preparation, including the staging of 43 static display aircraft and managing 19 military and civilian performer's aircraft.

### efficiency of flight operations and were instrumental in keeping this command at the forefront of

Naval Air Systems Command test and evaluation efforts."



(Photo by Vance Vasquez)  
Lt. Cmdr. Gale Wolff runs as he is sprayed with water from the NAWS fire truck after his last flight at Point Mugu.

## Local News

### Point Mugu leads the way in better Tomcat...

(Cont'd from page 1)

(Photo by Vance Vasquez)



Bloodhound-210 an upgraded F-14B "Tomcat," makes its second test flight with pilot Cmdr. Scott "Python" McCarty and Lt. Greg "Chundar" Eden as Radar Intercept Officer. Bloodhound-210 banks over Runway-21 at NAWS Point Mugu.

beginning the modification line at NADEP Norfolk. Eventually the upgraded production will transition to NADEP Jacksonville, Fla.

The system design and modification to the two test and evaluation aircraft was performed by a team of NAWCWPNs and Grumman West personnel. Hansen, said the success was a result of a highly integrated and effective team.

"The team work was outstanding," said Hansen.

Lt. Eden said that they are currently evaluating Tape 317A Mod 0 system software and later next summer will begin Tape 317A Mod 1.

"The systems we are installing into these aircraft will not only improve current capabilities, but will provide a

steppingstone for future programs," Lt. Eden said.

Planned follow-up programs include adding the Global Positioning System (GPS), Forward-Looking Infrared Receiver (FLIR), laser guided bombs (LGB), Joint Direct Attack Munition (JDAM) weapon, and Joint Stand-Off Weapon (JSOW).

So far, the F-14A/B Upgrade Program is on schedule and within budget according to Hansen.

"No major problems, it's doing better than we anticipated," Hansen added.

"NAWCWPNs and Grumman personnel can take pride in the hard work and efforts as the two Tomcats lead the way in development," said Hansen.

### Long, overdue Silver Star awarded 27 years later in ceremony

By Vance Vasquez  
Missile staff writer

Naval Air Weapons Station (NAWS) Point Mugu in its history has been the site for many award presentations. A very special award presentation was held at NAWS Headquarters.

27 years ago, Army Private 1st Class Paul Calcaterra was assigned to the 1st Battalion, 14th Infantry, 25th Infantry Division in the Central Highlands, Pleiku, Vietnam. In January 1967 he volunteered to go inside an underground tunnel to flush out North Vietnamese troops who used the tunnels to hide supplies and troops.

He engaged the North Vietnamese inside the tunnel and allowed his company to complete the mission in searching and sealing the caves. Calcaterra had full knowledge that



(Photo by Vance Vasquez)

Lt. Gen. James T. Scott during his speech to the many guests at Bldg 1.

U.S. Soldiers from another company in the battalion were killed attempting the same mission.

His company commander then was James T. Scott who requested the Silver Star, the Army's third highest medal, be awarded to Calcaterra. In a later fire fight Calcaterra was wounded and received the Purple Heart. He returned to the United States and never received the Silver Star.

During Operation Desert Storm 24 years later, Calcaterra saw his former commander on TV's Good Morning America and wrote asking him about his award he never received.

Lt. Gen. James T. Scott, Commanding General of the U.S. Army Special Operations Command (Airborne) based at Fort Bragg, N.C., wrote Calcaterra. Scott flew more than 3,000 miles to present the award to Calcaterra at Point Mugu.

Capt. Selwyn Laughter, Commanding Officer, Naval Air Weapons Station, Point Mugu opened the ceremony.

"It is a real pleasure to host this very special award ceremony today," said Capt. Laughter. "This afternoon, we honor Paul Calcaterra with the award of the Silver Star which will be presented to recognize his most conspicuous bravery while serving in Bravo company, 14th Infantry, 25th Infantry Division in

Bong Son in the Central Highlands of the Republic of Vietnam more than 27 years ago," added Laughter.

Laughter touched upon the recent operation in Haiti. When Army and Navy forces working together in Haiti in a new era of joint services had begun. Army helo's flew of the Navy aircraft carriers during the operation. Laughter said the Navy welcomed the U.S. Army, our new shipmates.

Cmdr. Bob Noziglia, Officer in Charge, Weapons Test Squadron Point Mugu read the citation to more than 40 guests and friends who attended the ceremony.

Scott thanked everyone for attending and making this day possible. "It's been a long time coming," said Scott.

The Army was well represented with Capt. Rick Cuervo, of the Oxnard Recruiting Company, as Commander, present with

### Signature Card process changed... (Cont'd from page 1)

this process is now being put in place.

The new revised Signature Authorization Card, form NAWCWPNs PM 5512/4 (6/94) or NSN 7540-LL-L05-9233, is currently available in Servmart. Additional cards need only be submitted when new signature authorities are required. Changes in existing authority can be made via a memorandum to the Customer Support Branch of Supply. On a semi-annual basis each organization will be notified to review cards on file for any changes.

This new process will become effective January 25, 1995. All signature cards from the previous year will be destroyed. Only the new, revised card will be recognized. Late submission could possibly result in a delay at a critical time for the customer. Supply asks customers for a prompt submission.

Team members responsible for this improvement are Shirley Davis, Anna Fraher, Gene Young, Vangie Tejeda, Thai Takeuchi and Lowell Humphrey.



(Photo by Vance Vasquez)  
A C-17A Globemaster III based at Edwards AFB, Calif., flies over the Point Mugu tower.

15 Army personnel.

Calcaterra said it means a lot to him to receive the medal. He clinched his fist and said "This is for the Vietnam veterans!"

Calcaterra said he owes

Lt. Gen. Scott a debt of gratitude. After 27 years of waiting, Calcaterra was rewarded for his efforts during a war held many years ago and his long patience paid off.



(Photo by Vance Vasquez)  
Paul Calcaterra (left) and Lt. Gen. James T. Scott, Commanding General of the U.S. Army Special Operations Command (Airborne) based at Fort Bragg, N.C., presented Calcaterra the Silver Star award 27 years later.



## Local News

## EEO counselor gets Commander's Award

Point Mugu site Command Equal Employment Opportunity Counselor, Rosalie Sommer, is a recipient of the Commander's Award. Rear Adm. Dana B. McKinney, Commander, Naval Air Warfare Center Weapons Division, made the presentation.

At the presentation, RADM McKinney said, "I take great pleasure in presenting this award to you in recognition of your outstanding contributions in processing and resolving complex and controversial informal equal employment opportunity complaint cases. This award is presented with grateful thanks for a job well done."



(U.S. Navy photo)  
Rosalie Sommer receives Commander's Award from RADM Dana McKinney.

Sommer has been involved in the command's most controversial and complex informal EEO cases, said Milt Burford, Director, Corporate Operations.

"She fosters a good working relationship with all levels of management and employees and resolves cases in a 'win-win' environment for both management and the complainant, he wrote in his nomination letter.

The letter continued, "She continually develops new insights into EEO counseling and applies innovative solutions to resolve even the most complex cases."

I was truly surprised, Sommers said. "I think it is always great to receive recognition for doing my job. To be recognized by Rear Admiral McKinney is very special."

Sommer has served as the Command instructor for Prevention of Sexual Harassment and has conducted more than 37 training sessions. She was also an instructor for "The Wave - A Career Development Workshop," a Hispanic Employment Program workshop, and she instructed the "Administrative Policies and Practices Workshop."

"She is a role model for her peers, and a major asset to the Human Resources Department," said Burford.

## People should be recognized

We want to recognize Point Mugu employee award recipients for their accomplishments.

If you, or someone you know has recently been presented with an award, contact the Missile Office, ext. 1704.

## In Memorium

## Arless Maricle

Point Mugu co-workers were saddened to learn of the death of Arless Maricle Nov. 23.

She began her federal service as a clerk-typist in the Supply Department at Point Mugu in May 1952. Through her years of employment at Point Mugu she worked for the Comptroller Department, Threat Simulation, Range directorate resources office and finally to the Targets Directorate, Resources Office. She was a data Management Specialist during this time.

Other assignments throughout her career took her to China Lake, Guam, Millington, Tenn., Naval Air Systems Command and the Civil Engineering Corps Officers School at CBC Port Hueneme.

## Stan Wyckoff

Computer operator Stan Wyckoff died suddenly Nov. 24. He served in the military for the Navy from May 1961 to Dec. 1970. He was then hired under the Veterans Readjustment Appointment as a computer operator GS-3. During the course of his employment at Point Mugu he was promoted six times and received several letters of commendation.

In July 1989 he was promoted to a GS-9 computer operator position. His last position was with the Naval Satellite Operations Center.

## Claude Minyard

Co-workers were saddened to learn of the death of Claude Minyard Sept. 24.

His career began in December 1979 after serving 20 years in the Air Force. He spent his entire civil service career with the Sea Test Range Directorate.

He worked as an electronics technician for the Telemetry System Division, Range Instrumentation Systems Department.

His accomplishments included assisting with the implementation of the Telemetry Processing System and the development of several software programs.

He is survived by his wife, Margot, and three children. They are residents of Camarillo.

## Johnny Ray

Employees were saddened to learn of the death of Johnny Ray on Nov. 27.

Ray served in the Army from 1954 to 1956. He was hired under a Career Conditional appointment in June 1974 as a Laborer by the Department of the Navy. While at Point Mugu, Ray was promoted to Telephone Mechanic Helper and was reassigned to Telecommunications Specialist GS-9 in 1991. He was promoted to a GS-11.

## Award recipients recognized for their efforts

## Sharon Ogden

Award recipient Sharon Ogden was presented with a Deputy Commander's Award for Research and Development for her technical accomplishments.

In his presentation, Sterling Haaland said, "Sharon was instrumental in the development of an air-to-ground capability in the F-14D. Her detailed analyses establishing the requirements, using Navy standard algorithms within an existing system, and evaluating system deficiencies have allowed this organization to minimize the impacts of externally induced delays.

She is a mathematician in the F-14D Systems Engineering Section, Systems Engineering Branch, Avionics Systems Division, Avionics Department.

## Nelson Lau

At a recent awards ceremony Nelson Lau was presented with the Deputy Commander's Award for Research and Development by Sterling Haaland.

The citation read, "Lau's technical contributions to the Weapons Systems Integration Center's laboratory's instrumentation system and support equipment allowed the Navy to successfully test and accept the F-14D aircraft during its technical evaluation period and the successful release of tape D01 to the fleet.

Currently he is an electronics engineer in the F-14 Laboratory Engineering Section, Fighter Aircraft Facilities Engineering Branch, Platform Integration Facilities Engineering Division, Systems Engineering Department.

## Lawrence Nevius

A Deputy Commander's Award for Research and Development was presented to Lawrence Nevius for his outstanding technical accomplishment.

During his presentation, Sterling Haaland said, "Nevius is being recognized for his tireless efforts to improve the capabilities of all F-14 aircraft. His expertise in the F-14D has resulted in significant improvements in the development software for AMRAAM integration.

He continued, "As the weapons integration lead for

NCAP, his system knowledge has led to discovery and resolution of many significant problems.

Nevius is an electronics engineer in the Weapons Integration/Instrumentation Section, Weapons Integration Branch, Mission and Sensors Division, Avionics Department.

## Susan Hynds

A Commander's Award was presented to Susan Hynds recently, by Sterling Haaland, Engineering Competency Leader.



(Photo by Darren Galavza)  
Sterling Haaland shakes hands with Susan Hynds.

She was recognized by Haaland for her dedication in providing program support, professional growth and career opportunities for her employees. She was a leader for the Information and Electronic Warfare Directorate Women's Mentoring Program, and ongoing representative for the Navy on the Joint Electronic Warfare Conference Committee and her outstanding contributions to the Naval Air Warfare Center Weapons Division mission accomplishments.

Haaland also mentioned that Hynds was recognized by the Naval Air Systems Command as an expert in software development, documentation and processes.

She is the Branch Head for the Warning and Surveillance Systems Branch, Electronic Warfare Division, Avionics Department.

## OPM proposes shorter waiting period

The U.S. Office of Personnel Management (OPM) has proposed rules that would give employees career tenure after completing one year's service vs. the current three.

Now most new federal employees are in career-conditional status for the first three continuous years of service; they are on probation during the first of those years. Officials said exceptions and rules added over the years complicate career status rules. The federal government has used this system for 40 years.

Simplifying the rules would give affected employees higher standing during reductions in force. During a reduction in force, employees are grouped by tenure status. Career employees have the highest status.

In addition, OPM proposes to drop the time limit on reinstatement eligibility. Currently an employee without veteran's preference who has a break in service before obtaining tenure has a three-year limit on such eligibility. When the eligibility expires, the applicant must requalify as if a new hire. For example, a clerk-typist who left government before achieving career status would have to take a typing test.

"The proposed changes to the tenure and reinstatement rules will save countless hours in figuring out when employees reach career tenure and whether applicants' reinstatement eligibility has expired," OPM Director Jim King said. "The rules also create a family-friendly system, which allows for breaks in service without losing reinstatement eligibility."

The comment period was to last until Dec. 12.

## Family sick leave bill signed

President Bill Clinton has signed legislation allowing government employees to use sick leave to care for ill family members.

The Federal Employees Family Friendly Leave Act goes into effect Dec. 22. Until then current rules apply: Employees can use sick leave only for their own illness.

The measure contains a broad definition of "family." Employees will be able to use sick leave to care for a spouse; parents; spouse's parents; children, including adopted children, and their spouses; brothers and sisters and their spouses; or any individual related by blood or affinity whose close association with the employee is equivalent to a family relationship.

All employees will be able to use at least five of their 13 sick days per year for family care. They will be allowed to use an additional eight days, provided they retain at least 80 hours in their account.

Office of Personnel Management officials are working on the regulations, so details are not in place. They said they will evaluate the policy during a three-year pilot run and report to Congress.

## NAWS Fire Department always on the job

The NAWS Fire Department would like to wish everyone a safe, happy and healthy holiday season and asks that you follow these fire safety tips.

- When buying presents for children, avoid those that could be highly flammable. Make sure all electric toys bear a fire safety label from an independent testing laboratory. Keep electric toys away from Christmas trees and paper decorations.

- Keep space heaters at least three feet from furniture, bedding, clothing, walls, and other things that can burn. Make sure the type of heater you are using is legal in your area and has a label from a safety test laboratory.

- Use only flame retardant or noncombustible material for costumes and decorations. Provide smokers with large deep non-tip ashtrays and keep an eye on anyone who is drinking and smoking. Empty ashtrays often

## FYI

## Advancement Exam sign-up sheets mandatory

E-7 Advancement Exams are scheduled for Jan. 19 at 7 a.m. in the NAWS Galley.

Eligible members are reminded that signing the worksheet is mandatory prior to the exam.

Worksheets are available through Jan. 17 for signing at PSD ESO during normal working hours.

## NAWS joins statewide observance

In a symbolic observance to focus attention on the drunk driving issue, NAWS Point Mugu Security Department is joining the California Highway Patrol and other police and sheriff's departments statewide in keeping their vehicle headlights on during the day, Friday, Dec. 16.

The observance is dubbed, "Lights on for Life," in remembrance of those killed or injured in alcohol-related crashes and as a reminder of law enforcement's watchful eye on drunk drivers.

This observance is important to our department because the holiday season is a busy time for law enforcement," said NAWS Security Officer, MAC Emmanuel Locsin.

Our officers will turn on their headlights this holiday season. We would like you to do the same. This will send a positive message to share with others.

## Counseling, informative talk available to employees

Ever since there have been human beings, they have had the need to mark important events and to celebrate life. Holidays are a very important part of our emotional and spiritual life.

For people who are away from home and family, holidays can bring stress. How you cope with it depends on what you choose to do to make yourself feel better.

Special counseling is being offered by the Civilian Employee Assistance Program, free of charge, for anyone who may feel the need to talk to someone. This counseling is available now and will continue through Jan. 15. No appointment is necessary — all a person has to do is drop by the Point Mugu CEAP office, Bldg. 2-825 next to the University of La Verne complex on 7th Street, between the hours of 6 a.m. and 5 p.m. Additional information can be obtained by calling 989-7708/8161.

The Employee Assistance Program will present an informative talk on "Suicide Awareness and Prevention, Dec. 22 from 9 to 10:30 a.m. at Enger Hall.

The guest speaker is Jan Dybdal, MFCC, coordinator of the Ventura Psychiatric Assessment Team at Vista Del Mar Hospital.

All civilian and military personnel are invited to attend with approval of their supervisors. There is limited seating, so call for a reservation. For reservations call ext. 7708/8161.

and wet their contents before dumping them. Check cushions and furniture for smoldering butts.

- Always put candles in non-tip candleholders before you light them, and do not burn candles near combustible decorations or displays. Keep candles well away from curtains and other combustible articles, and never put candles in windows or near exits. Never leave candles burning unattended or within reach of small children. Extinguish candles before you leave the room or go to bed.

Never burn trash or paper in a fireplace; burning paper can float up a chimney and onto your roof or into your yard. Remove ashes in a metal container, and never store them in your home.

If you have any questions contact the NAWS Fire Prevention Office at 989-7344.

## Announcements for Military

## Recruitment for DAPA

The Naval Air Weapons Station is recruiting for collateral duty as the Drug and Alcohol Program Advisor. The candidate is responsible to the Commanding Officer NAWS for the management and administration of the command's Level I alcohol and other drug abuse program. The DAPA is also an advisor to any military member who may have a drug or alcohol problem.

DAPA's key role is to refer military members to qualified counselors and physicians so they can utilize the treatment programs the Navy has to offer. If you're interested in the field of substance abuse and you want to be a part of a helping team, call the Military Drug and Alcohol Program Advisor, Chief Petty Officer Elizabeth Hall, ext. 7708/8161.

Requirements for NAWS Collateral Duty DAPA are:

- Top performing E-6 or above with two or more years remaining until EAOS and PRD.
- Meets Navy physical readiness requirements in accordance with OPNAVINST 6110.1D.
- The DAPA must not have had an alcohol-related incident within the last two years, and if in recovery for alcohol or obesity, two years in a program of recovery.

## Commissary rumors untrue

WASHINGTON (AFNS) — Rumors that servicemembers will lose their commissary benefits are not true, said Defense Secretary William Perry, Nov. 10.

"I have no intention of reducing the commissary benefit," Perry said during a Pentagon press briefing.

Perry added the comment to his announcement the Department of Defense would increase the quality of life funds to the armed forces by an additional \$2.7 billion over the next six years. The additional funds would be used to improve compensations, living accommodations, and community and family support, Perry said.

"This (the rumored loss of commissary benefits) has been a matter of much speculation and I would like that speculation to end on a conclusive note," Perry said.

Perry said commissaries are one of the highest-rated benefits in all of DoD quality-of-life surveys.

"Therefore, though we'll seek to maximize cost effectiveness, we will maintain the value of that benefit — while we seek to improve the service," he said.

In September, Perry had said he was convinced there were ways to save money in commissary operations, but added he would "reject any proposal that lowers the quality, benefits and services being delivered. We will preserve the commissary benefit."

## Tricare Prime reminder

It is important for Tricare Prime enrollees moving out of the California/Hawaii Tricare Prime service area to drop the service before leaving. This will prevent any future claims in your new location from being denied, and delaying the claim payment.

Eligible CHAMPUS beneficiaries dropping from the Tricare Prime program will automatically be covered by the Tricare Standard program benefits.

Dropping this service can be completed at the local Port Hueneme Tricare (CHAMPUS) Service Center, open Monday through Friday, 8 a.m. to 4:30 p.m.

Those beneficiaries moving within the California/Hawaii Tricare Prime service area need only to fill out a Tricare Prime change request form at the nearest Service Center to select their new Primary Care Manager and update their address.

## Navy League seeks nominations

The Navy League of the United States is seeking nominations for its annual awards which recognize outstanding individual leadership, achievements and contributions. Active duty men and women are eligible for all 14 awards.

Information on submitting nominations for the various awards is available in SECNAVINST 1650.34C. Nominations are due by Jan 31. For additional information, call Louise Halse at (703) 528-1775.



## 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. C21-008, Computer Scientist, DP-1550-3, (Multiple Vacancies).** F/A-18 Software Development Branch, Systems Engineering Division, Aircraft Weapons Integration Department (F/A), Code 455120D—Area of Consideration: NAWCWPNS. Opening Date: 12-15-94. Closing Date: 12-29-94. Selecting Official: Charles Bechtel, (619) 939-5210. HRD Contact: Kym Noh, (619) 939-2393. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: This position is located in the F/A-18 Software Development Branch, Systems Engineering Division, Aircraft Weapons Integration Department (F/A). The branch is responsible for development of embedded computer software for the F/A-18 aircraft. The incumbent will provide software engineering support for (1) analyzing and documenting aircraft mission system requirements, (2) developing software designs for embedded computers, (3) translating software designs into source code, and (4) testing the resultant embedded computer programs. A knowledge of embedded systems software development, DOD-STD-1679A, and DOD-STD-2167A is desirable. Incumbent must have experience in software engineering practices. Incumbent must have experience in assembly language programming. The incumbent must be able to work well in a team environment and display effective communication skills. Incumbent must be able to obtain and maintain a Secret clearance. Full performance for this position is DP-3. Duty station is at NAWCWPNS, China Lake, CA. Send a current SF-171 to Charles Bechtel, C2195. Note 4 applies.

**No. 41-002-KNS, Interdisciplinary (Electronics/Aerospace Engineer, Physicist, Mathematician, Computer Scientist), DP-855/861/1310/1520/1550-3, Code C2107/411210D. (Multiple Vacancies).** Area of Consideration: NAWCWPNS. Opening Date: 12-15-94. Closing Date: 12-29-94. Selecting Official: Ricardo Springs, (619) 939-5980. HRD Contact: Kym Noh, (619) 939-2393. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: This position is that of Foreign Military Sales (FMS) Case Manager for FMS country(s) located in the F/A-18 Weapons System Support Activity (WSSA), Aircraft Weapons Integration Department (F/A). As FMS Case Manager, the incumbent is responsible for the conduct of all assigned F/A-18 FMS cases. Activities include technical management of FMS programs during the Operational Flight Program (OFP) development cycle to produce proven OFPs and transition of these OFPs and related products to the FMS customer. The incumbent will coordinate the efforts of various technical support activities including system/software engineering; system/software validation; software configuration management; coordination with common avionics/weapons activities; and liaison with technical management elements for NAWAIR, other Navy field activities, FMS customers, and the prime contractor. The incumbent will be responsible for the plans, schedules, and budgets for the assigned FMS cases. Foreign travel will be required. A knowledge of FMS policies and the F/A-18 Weapons System is preferred. Incumbent should have knowledge of aircraft software and system integration, avionics, and weapons integration and have ability to communicate with senior Navy and FMS management. Send an updated SF-171 to Ricardo Springs, Code 411210D. Notes 1, 3, and 4 apply.

**No. 41-003-KNS, Interdisciplinary (Computer Engineer/Electronics Engineer/Computer/Scientist/Mathematician/Physicist), DP-854/855/1550/1520/1310-2/3, Code 411100D, Area of Consideration: NAWCWPNS China Lake.** Opening Date: 12-15-94. Closing Date: 12-29-94. Selecting Official: Kenneth W. Grant, (619) 939-9737. HRD Contact: Kym Noh, (619) 939-2032. Permanent Change of Duty Station Authorized: No. Summary of Duties: The Branch provides the simulation/integration test environment and workstations for the development, test, validation, verification, and modification of operational flight programs exercised in the tactical computers of the F/A-18 aircraft. The incumbent will be responsible for interconnecting the Weapons System Support Facility (WSSF) hardware and avionics systems to other facilities; including the Electronic Combat Range, Missile Simulation Laboratories, Global Positioning Facility, and others. The incumbent

should possess knowledge of software design, network system protocols, and bus and data interfaces between avionics and weapon systems; ability to plan, schedule, and coordinate work as part of a major project; and ability to communicate in writing. Incumbent will be in an acquisition position in the System Planning, Research, Development and Engineering career field. Incumbent must be able to obtain and maintain a Secret clearance. To apply, send an updated SF-171 to Kenneth W. Grant, Code 411B00D. Notes 1, 2 and 4 apply.

**No. 52-007-RR5, Interdisciplinary (Electronics Engineer/Computer Scientist) DP-855/1550-3, Code 524600D Naval Air Warfare Center Weapons Division, China Lake, CA, Test Communications Systems Division, Electronic Combat Range Communications Branch Code 524600D—Area of Consideration: NAWCWPNS.** Opening Date: 12-15-94 Closing Date: 12-29-94. Permanent Change of Duty Station Authorized: No. Selecting Official: Gary W. Schmid, (619) 939-2355. HRD Contact: E. Moldenhauer, (619) 939-2393. Summary of Duties: The incumbent provides systems engineering support for directing and monitoring technical development and performance (hardware and software) of the communications networks, audio networks, radio communications, and video communications systems located at the Electronic Combat Range (ECR). The incumbent performs needs and requirements analysis, system design, system specifications development, systems troubleshooting support, system documentation development, and operation and maintenance support. The incumbent will serve as the Branch technical point of contact for communications requirements for ECR. Experience in the integration of both hardware and software for a complex system with several major sub-components. Experience with fiber optic transmission/switching, DIS/Inter-netting, T-1 networks, DS-3 networks, ethernet, routers and bridges. Experience with audio transmission/switching and with radio communications. Experience with video transmission/switching, scan conversion and secure video. Experience with personal computers (IBM/MAC) and software controlled switching. Experience with microwave systems and cryptographic equipment, including KG-58, KG-81 KG-84, KG-95, KG-40. Experience with TEMPEST and OPSEC requirements. The selectee must be able to obtain and maintain a Top Secret clearance. To apply, submit an updated SF-171 to Gary W. Schmidt, Code 524600D.

**No. 52-008-RR5, Interdisciplinary (Electronics Engineer/Computer Scientist) DP-855/1550-2/3, Code 524600D Naval Air Warfare Center Weapons Division, China Lake, CA, Test Communications Systems Division, Electronic**

**Combat Range Communications Branch Code 524600D—Area of Consideration: NAWCWPNS.** Opening Date: 12-15-94. Closing Date: 12-29-94. Permanent Change of Duty Station Authorized: No. Selecting Official: Gary W. Schmidt, (619) 939-2355. HRD Contact: E. Moldenhauer, (619) 939-2393. Summary of Duties: The incumbent provides hardware/software design support for instrumentation/development, integration, documentation of range sensor data collection, processing and recording systems. Experience in the integration of both hardware and software for a multiprocessor system based on VME bus architecture. Experience with RS-449 serial communications. Experience with data collection of analog, discrete, and synchro data. Experience with radar interface software development including real-time multitasking operating systems, assembly, and "C" languages. Experience with radar interface hardware development, including signal conditioning, and special use circuits. The selectee must be able to obtain and maintain a Top Secret clearance. To apply, submit an updated SF-171 to Gary W. Schmidt Code 524600D.

**No. 52-013-RR5, General Engineer, DP-801-3, Code 529220D, Pacific Ranges and Facilities Department, Land Range Office, Management Information Branch, Code 529220D (C3202)—Area of Consideration: NAWCWPNS.** Opening Date: 12-15-94. Closing Date: 12-23-94. Selecting Official: Jean Amundson. HRD Contact: Rob Robinson, (619) 939-8116. Permanent change of Duty Station Authorized: No. Summary of Duties: Incumbent serves as the Contracting Officers' Technical Representative (COTR) for the Land Range Support Services Contract, and as such is the technical/administrative contact between the Contractor and the Contracting Officer and/or the Contract Administrator. The incumbent provides recommendations and assistance to the Contract Administrator on contractor proposals and revisions/modifications to delivery orders, statement of work, and follow-on contracts. The incumbent also serves as the department transportation representative, developing and implementing department policies and procedures in conjunction with Public Works and other organizations as necessary. Knowledge of government contract management; ability to prepare technical proposals, work statements, and independent government cost estimates; ability to evaluate contractor bids and costs; knowledge of transportation policies and procedures; ability to set up and conduct meetings; and ability to communicate orally and in writing. Knowledge of ranges and testing capabilities is desirable. The selectee must be able to obtain and maintain a Secret clearance. To apply send an updated SF-171 to Jean Amundson, Code 529220D.



## NAVAL AIR WARFARE CENTER WEAPONS DIVISION ANNOUNCEMENTS



### ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

#### TRAINING COURSE CATALOG

A Training Center course catalog will appear in the 12 January edition of the Rocketeer and Missile. Remember to pull this section out for future reference.

#### NAVY SELECTS INTERGRAPH CORPORATION FOR NAVAIR/SPAWAR CAD-2 AWARD

Intergraph Corporation was selected by the U.S. Navy to provide computer-aided systems and services for electronic design, manufacturing, and engineering (CAD/CAM/CAE). The indefinite delivery requirements contract has a total value of \$398 million. The award is a major component of the Navy's \$1.5 billion CAD-2 program for the acquisition of CAD/CAM/CAE systems based on commercial, off-the-shelf technology. In addition to individual acquisitions Intergraph will provide the Navy with a total design

solution including hardware, software, maintenance, training, and technical support services.

The contract was awarded by the Navy Information Technology Acquisition Center (ITACEN) with sponsorship by the Naval Air Systems Command (NAVAIR) and the Space and Naval Warfare Systems Command (SPAWAR). The contract includes procurement of Intergraph systems and software technology for the first 8 years as well as technical services, hardware maintenance, and software support for an additional 4 years.

This contract is a requirement contract for NAVAIR and SPAWAR activities; i.e. all CAD/CAM/CAE hardware, software, or designated support services required by a NAVAIR/SPAWAR activity must be purchased from the NAVAIR/SPAWAR CAD-2 contract. Other Navy and DOD activities may order from the

NAVAIR/SPAWAR CAD-2 contract at their convenience.

The NAVAIR/SPAWAR CAD-2 Lead Contracting Officer's Representative (COR) is Patty Hail, located at Naval Air Warfare Center China Lake. Questions concerning ordering information should be directed to Patty Hail at (619) 939-0615 or DSN 437-0615. Jim Serpanos is the Technical Advisor and can be contacted at 939-2619.

#### 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 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 check-out materials are in the Training Center, Room 100 from 0700-1630. Both locations are closed from 1130-1230. For more information, call 939-2264/2265.

### CHINA LAKE GENERAL ANNOUNCEMENTS

Contract, delivery order packages, User's Manual, contractor overtime, travel, Training, and TA responsibilities will be discussed. For questions, call the Contract Coordination Team (45E200D at 446-2938).

#### 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 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 your bill 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).

#### CSU, BAKERSFIELD AND CSU, CHICO STUDENTS NOTE:

The Upper Division Writing Competency Examination will be given 18 January. CSU, Bakersfield and CSU, Chico undergraduate students may satisfy the writing competency requirements by passing this examination. CSU, Bakersfield undergraduate students must have completed at least 90 quarter units of college work prior to taking the exam. CSU, Chico undergraduate students planning to take CSCI 172: Systems Architecture must pass the writing exam prior to the beginning of the course. The examination fee is \$15.00. Checks must be made payable to CSU, Bakersfield. Contact Denise at 939-2648 to take the exam.

#### OPERATIONAL TEST AND EVALUATION FORCE

#### HUMAN RESOURCES OFFICE NORFOLK, VIRGINIA MERIT PROMOTION PROGRAM VACANCY ANNOUNCEMENT

**Filing Instructions:** Unless otherwise noted applicants must submit a completed SF-171 and current annual performance rating. If rating is not available, submit a statement to this effect and the reason. To ensure proper consideration applicants must put the announcement number of the position applied for on his/her SF-171. Submit documents by mail (ATTN: Code 20, HRO, Norfolk, 487 East C Street, Norfolk, VA 23511-3997), or by hand delivery (to the Naval Base, Little Creek, Oceana, or Portsmouth Office of HRO). Regardless of the method used, material must be received by 1600 hours of the closing date of the announcement.

**No. NB/0198/BM/C4 Budget Analyst, GS-560-7/9/11 PD#4480A, Commander Operational Test and Evaluation Force, Norfolk, VA (UIC 57023)—Area of Consideration:** Appointable employees of DOD activities (area of consideration limited due to hiring freeze imposed by higher authority). Spouses (with appointable status currently in permanent positions on DOD rolls) of relocating active duty military members and DOD civilian employees during the 30 days preceding through the 6 months following sponsor's relocation to the commuting area. Closing Date: 12-30-94. Duty Station: This position is located at the Air Test and Evaluation Squadron NINE (AIRTEVRON NINE), Naval Air Weapons Station, China Lake, CA. Duties: Provides resource support to the Chief Operational Test Director (COTD) with primary emphasis on financial management and planning. Manage all phases of budget formulation, execution, control, and monitoring for direct and operating budgets. Provide inputs to, make recommendations on, and draft correspondence concerning the development and formulation of budgetary guidelines and policy. Coordinating closely with the Comptroller on transfer of funds to AIRTEVRON NINE and to other commands to support AIRTEVRON NINE. Maintains status funds for each CNO project assigned to AIRTEVRON NINE and supplying this data to the applicable Operational Test Director (OTD) assigned to the project. Correlates cost estimate statements for various services with billing statements to verify validity and accuracy of charges. Prepares project cost estimates based on information supplied by COTR, OTD, and various supporting agencies. Prepares financial status reports, represents AIRTEVRON NINE on budgetary matters, assists Contracting Technical Representatives (COTRs) with development of contract packages and delivery orders. Qualifications: To be eligible applicants must have the amounts of general and/or specialized experience required by the published qualifications standards. For general schedule positions such experience must be at a level sufficient to satisfy time-in-grade and quality level stipulations as of the closing date of the announcement. The following experience and/or rating factors are relevant to the vacancy. Applicants must have one year of specialized experience equivalent to the next lower grade level. Selectee must have the ability to obtain and maintain a Secret security clearance. Rating Factors: The following knowledge, skills, and abilities are of critical importance: (1) knowledge of the principles, practices, methods, and techniques of budgeting, including formulation, presentation, and execution of multiyear budgets; (2) ability to analyze financial data; (3) knowledge of the fundamentals of accounting. Note: If selection is made at the GS-7/GS-9 level, selectee may be promoted to the full performance level of GS-11 without further competition. Note: Selectee will be required as a condition of employment to participate in direct deposit/electronic funds transfer as the standard method of payment.

**No. NB/0191/BM/C4 Computer Specialist, GS-334-9/11 PD#4476A, Commander Operational Test and Evaluation Force, Norfolk, VA (UIC 57023)—Area of Consideration:** Appointable employees of DOD activities (area of consideration limited due to hiring freeze imposed by higher authority). Spouses (with appointable status currently in permanent positions on DOD rolls) of relocating active duty military members and DOD civilian employees during the 30 days preceding through the 6 months following sponsor's relocation to the commuting area. Closing Date: 12-30-94. Duty Station: This position is located at the Air Test and Evaluation Squadron NINE (AIRTEVRON NINE), Naval Air Weapons Station, China Lake, CA. Duties: The incumbent will function as the Local Area Network (LAN) administrator. Responsibilities involve coordinating and integrating technical aspects of computer technical support coupled with administrative matters such as planning, standards, configuration management, and network security. Incumbent is responsible for the setup, configuration, and management of the LAN. Coordinates work with others developing related test procedures to ensure the proper hierarchical test and evaluation of LAN software. Conducts product evaluations of LAN and single-user application software under consideration for standardization. Provides training and technical support regarding all aspects of the LAN. Conducts feasibility studies preliminary to testing and/or evaluation, and installation of LAN file, responsible for monitoring, management, troubleshooting, and maintenance requests. Conducts extensive research and analytical studies and develops specifications, justifications, and economic analyses in support of selection. Provides training, consultation, and technical support services to functional analysts, programmers, configuration management personnel, etc. Qualifications: To be eligible applicants must have the amounts of general and/or specialized experience required by the published qualification standards. For general schedule positions such experience must be at level sufficient to satisfy time-in-grade and quality level stipulations as of the closing date of the announcement. The following experience and/or rating factors are relevant to the vacancy. Applicants must have one year of specialized experience equivalent to the next lower grade level. Selectee must have the ability to obtain and maintain a Secret security clearance. Rating Factors: The following knowledge, skills, and abilities are of critical importance: (1) knowledge of Navy ADP policies and standards and knowledge of computer equipment evaluation techniques to perform system analysis and performance analysis assignments; (2) knowledge of the characteristics of the LAN, microcomputer hardware, software, and telecommunications peripheral equipment in assigned systems; (3) knowledge of current theory and practice for computer hardware and software technology, and Navy ADP standards policies to evaluate alternative software applications programs and to advise on their use. Note: Selectee will be required as a condition of employment to participate in direct deposit/electronic funds transfer as the standard method of payment.

#### EMPLOYEE COMMUTE OPTIONS PROGRAM

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 work sites 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.

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

#### VIDEO PRODUCTION TOURS

Interested in how videos are produced at Point Mugu? Visit the Photo and Video Branch in Building 36 and learn from the professionals how videos are taken from conception through production to post-production. See how videos will assist you in getting your message out in a clear and concise manner, making the abstract

concrete, and the technical less complex. Discover the capabilities of video in documentation of operations all the way through fully-scripted productions. For a tour, come to the Photo and Video Branch or call Phil Lucio at 989-8557.

#### 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.



## RETIREMENTS AND FAREWELLS

**BURT GALLOWAY**  
Burt Galloway, Concepts, Analysis, Evaluation and Planning Department, Code 4J4000D, is retiring after 36 years of civil service at China Lake. A retirement luncheon will be held in his honor at the Seafarer Club on 20 December at 1130. For reservations, presentations, or gift donations, contact Billie Baca at 939-3924 by 19 December.

**DAVE NEWPORT**  
Dave Newport, Concepts, Analysis, Evaluation and Planning Department, Code 4J4000D, is retiring after 27 years of civil service at China Lake. A retirement luncheon will be held in his honor at the Farris' at the Heritage on 22 December at 1130. For reservations, presentations, or gift donations, contact Bill Stuart at 939-3872, or Billie Baca at 939-3924 by 19 December.

**CAROL BURGE**  
Carol G. Burge, Crew Interface Systems Branch Code 455520D, is retiring after 34 years of civil service at China Lake. A retirement dinner will be held in her honor at Santa Fe Grill (Patio Room) on 28 December at 1730. A buffet dinner and no-host bar will be available at a cost of \$8.45 per person. No gifts. Just fun! Reservations and checks made out to "Santa Fe Grill," must be received by Barbara, Code 455520D, 939-0368, or Chris, Code 45530D, 939-3655 by 23 December.

**PAUL COPELAND**  
Paul Copeland (DFAS-CL) will be leaving China Lake and transferring to the Defense Finance and Accounting Service, Cleveland Center, to become the DBOF Systems Project Office Manager after serving over 16 years of federal service at China Lake. A farewell luncheon will be held in his honor at John's Pizza on 4 January at 1130. For details, donations, or presentations, contact Jaime Rios at 939-8703, or Ginger Quezada at 927-3350 by 30 December.

**WILLIAM (BILL) STRATTON**  
William (Bill) Stratton, Standard Missile Project Director, is retiring after 32 years of civil service. A retirement dinner will be held in

his honor at the Indian Wells Lodge on 6 January at 1900. For reservations, presentations, or gift donations contact Karen Swingrover at 927-1463 by 29 December.

**BOYD HANSON  
DONNIE MILLER**  
Boyd Hanson and Donnie Miller, F-18 Core Avionics, Code 41L110D are retiring after 36 years and 29 years of federal service, respectively. A retirement dinner will be held in their honor at the Seafarer Club on 6 January. Cocktails will begin at 1800 with dinner starting at 1830. For tickets, presentations, or gift contributions, contact Tina Liszka at 939-5973, Stella Pelayo at 939-5958, or Mike Myers at 939-5995 by 29 December.

**BILL DONNELLY**  
Bill Donnelly, Code 472130D, is retiring after 30 years of federal service at China Lake. A retirement dinner will be held in his honor at El Charro Avitia on 6 January at 1830. Dinner will consist of regular menu selections. For gift contributions, presentation, or to attend the dinner, contact Arlene McKnight at 939-1534, or Kathleen Sievert at 939-1439.

**JUDY MARTIN**  
Judy Martin, Head, Information Analysis and Engineering, Information Management Department, is retiring after 25 years of civil service at China Lake. A retirement luncheon will be held in her honor at Texas Cattle Company on 5 January at 1130. For reservations, presentations, or gift donations, contact Charylene Peterson, 939-4676 by 29 December.

**LEROY CORLETT**  
Leroy Corlett is retiring after 42 years of federal service. A retirement party will be held in his honor at the Carriage Inn on 6 January at 1800. For reservations, presentation, questions, and/or gift contributions, call Kelly Barber or Yvonne Frame at 939-2488 or 939-3113.

**PAULINE OGAN**  
Pauline Ogan, Travel Accounting, is retiring after 21 years of federal service. A party will be held in her honor at the Seafarer Club on

10 January at 1130. For reservations or gift contributions, contact Carolyn Molina or Judy Post at 927-3067 or 939-2409

**JERI GIBSON (MORRIS)**  
Jeri Gibson, Program Management Office, Code 1A0000D is retiring from federal service. A retirement luncheon will be held in her honor at John's Pizza on 11 January at 1100. For reservations, presentations, or gift donations, contact Joann Battaglia at 939-4667, or Janice at 939-2131 by 5 January.

**WILLIAM (BILL) NORRIS**  
William (Bill) Norris is retiring after over 44 years of federal service. A retirement party will be held in his honor at John's Pizza on 11 January at 1800. The sunset special will be served. For reservations, presentations, questions, and/or gift contributions, contact Ruth at 939-1600, or Genie at 939-1604 by 6 January.

**NORMAN WOODALL  
TOM HAMILTON**  
Norman Woodall and Tom Hamilton are retiring after more than 60 years of civil service at China Lake. A retirement party will be held in their honor at the Seafarer Club on 12 January at 1800. For reservations, presentations, questions, and/or gift donations, call Anne Zidek at 939-8514, Shirley Schiefen at 939-8520, or Jeanne Printy at 939-8430 by 6 January.

**MARGARET McDONALD**  
Margaret McDonald is retiring from federal service on 3 January. A farewell luncheon will be held in her honor at El Charro Avitia (back room) on 18 January from 1115 to 1300. Everyone will order from the menu. For reservations, presentations, or gift donations, contact Diane Sullivan at 939-0800 by 12 January.

No. 52-011-RRS, Supervisory General Engineer, DP-801-3. Pacific Ranges and Facilities Department, Land Range Office, Test Planning Branch, Code 529210D—Area of Consideration: NAWCWPNs. Opening Date: 12-15-94. Closing Date: 12-23-94. Selecting Official: Rich Printy. HRD Contact: Rob Robinson, (619) 939-8116. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: As Branch Head, the incumbent is responsible to the Head, Land Range office, for planning, technical management, scheduling, conduct, and documentation of tests performed on the China Lake air and ground ranges. Integrates facilities, instrumentation, and multi-competency teams (from competencies internal and external to Pacific Ranges/Test Facilities Department) to support customer test activities. Aids customers in requirements definition and planning and provides cost estimates and accounting services for use of test resources. Manages direct customer funding and supervises test management personnel. Quality-Ranking Factors: Knowledge of range testing, capabilities, instrumentation, and project aircraft; ability to interface effectively with a wide range of test customers/sponsors; ability to perform as a first-line supervisor; knowledge of affirmative action principles, including willingness to implement EEO practices; ability to communicate orally and in writing. The selectee must be able to obtain and maintain a Top Secret clearance. Notes 2 and 3 apply.

No. 471-002-SM5, Engineering Technician, DT-802-3, Systems Integration Branch, Weapons/Target Division, Weapons/Target Department, 471160D—Area of Consideration: China Lake Site only. Opening Date: 12-15-94. Closing Date: 12-22-94. Selecting Official: Doug Savage (619) 939-3087. Permanent Change of Station: No. Summary of Duties: The incumbent provides manufacturing and production engineering support to weapons programs, including the design, development, and transition to production phases. Support includes participation in design reviews, audits, surveillances and first-article inspections. These functions are routinely performed in prime contractor and subcontractor facilities with a minimum of direct technical supervision. The incumbent must be able to coordinate his/her activities with other technical disciplines such as Engineering, Quality Assurance, Reliability, Configuration Management and Materials. Quality-Ranking Factors: Knowledge of manufacturing practices and inspection methods; in-depth experience in the field of Geometric Dimensioning and Tolerancing as defined by ANSI Y14.5M; and ability to prepare technical documents, audit findings, inspection reports and Quality Deficiency Reports. Selectee must be able to obtain and maintain a Top Secret security clearance. Full performance level: DT-3.

No. 52-014-RRS, Program Analyst, DA-343-3, Pacific Ranges and Facilities Department, Land Range Office, Management Information Branch, Code 529220D (C3202)—Area of Consideration: NAWCWPNs. Opening Date: 12-15-94. Closing Date: 12-23-94. Selecting Official: Jean Amundson. HRD Contact: Rob Robinson, 939-8116. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent serves as the Contracting Officers' Technical Representative (COTR) for the Land Range Support Services Contract, and as such is the technical/administrative contact between the Contractor and the Contracting Officer and/or the Contract Administrator. The incumbent provides recommendations and assistance to the Contract Administrator on contractor proposals and revisions/modifications to delivery orders, statement of work, and follow-on contracts. The incumbent also serves as the department transportation representative, developing and implementing department policies and procedures in conjunction with Public Works and other organizations as necessary. Quality-Ranking Factors: Knowledge of government contract management; ability to prepare technical proposals, work statements, and independent government cost estimates; ability to evaluate contractor bids and costs; knowledge of transportation policies and procedures; ability to set up and conduct meetings and the ability to communicate orally and in writing. Knowledge of ranges and testing capabilities is desirable. Promotion potential: DP-3. The selectee must be able to obtain and maintain a Secret clearance. Note 1 applies.

No. 52-015-RRS, Administrative Officer, DA-341-2/3, Code 525000D, Data Processing and Displays Division, Pacific Range and Facility Department—Area of Consideration: NAWCWPNs. Opening date: 12-15-94. Closing Date: 12-29-94. Permanent Change of Duty Station Authorized: No. Selecting Official: Bob Harriman, (619) 939-6053. HRD contact: R. Robinson, (619) 939-2393. Summary of Duties: The Division has personnel at both China Lake, and Point Mugu. The China Lake, Administrative Officer will provide administrative leadership for the Division. Experience with a Macintosh computer would be beneficial. Quality-Ranking Factor: Knowledge and experience of financial, personnel, procurement and security; ability to communicate orally; ability to communicate in writing; ability to work effectively across organizational boundaries and as a member of a team; ability to interface with a variety of personnel. The incumbent must be able to obtain and maintain a Secret clearance. The full performance level of this position is DA-3.

### CHINA LAKE SITE ONLY

No. 1A-001-BP5, Secretary (Typing), DG-0318-3, Program Management Group, Code 1A0000D—Area of Consideration: China Lake Site only. Opening Date: 12-15-94. Closing Date: 12-22-94. Selecting Official: Randy Langham, 939-1049. HRD Contact: Pris Bonin, 939-3118. Permanent Change of Duty Station

Authorized: No. Summary of Duties: Duties include providing secretarial and administrative support to the Deputy of the Program Management Group and the Head of Staff. Quality-Ranking Factors: Ability to communicate both orally and in writing. Ability to manage calendars, prioritize workload and provide guidance and direction to the clerical personnel. Incumbent must be proficient on the Macintosh computer using standard software applications. Must be able to obtain and maintain a Secret clearance. May be promoted to DG-4, but not guaranteed. Note 1 applies.

No. 52-008-RRS, Secretary (Typing), DG-318-2/3, Code 52D000D, Resource Office, Pacific Ranges and Facilities Office—Area of Consideration: China Lake site. Opening Date: 12-15-94. Closing Date: 12-29-94. Selecting Official: Tom Gerard, (619) 939-3731. HRD Contact: Earlene Moldenhauer, (619) 939-2393. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent provides secretarial support to the Resource Office Head, and other resource personnel. The incumbent also prepares, reviews and edits standard correspondence, reports and other documents ensuring proper grammar, spelling, punctuation, format, and presentation of information. Duties include filing reports, documents, and/or library materials using multiple file systems; receives and processes incoming and outgoing mail in accordance with standard procedures and security regulations; receives visitors and/or telephone calls; keeps meeting schedules for 52D000D Management Staff; serves as Custody Control Point (CCP) for the Pacific Ranges (China Lake site). Quality-Ranking Factor: Ability to communicate orally and in writing. The selectee must be able to obtain and maintain a Secret clearance.

No. 52-009-RRS, Secretary (Typing) DG-318-1/2, Code 522400D, Land Range Branch, Metric and TSPI Division, Pacific Ranges and Facilities Department—Area of Consideration: China Lake site only. Opening Date: 12-15-94. Closing Date: 12-29-94. Permanent Change of Duty Station Authorized: No. Selecting Official: James VanDevender, 939-6416. HRD Contact: R. Robinson, 939-2393. Summary of Duties: The incumbent will provide secretarial support to the branch head and branch personnel. Proficiency on the following applications is desirable: Microsoft word, FileMaker Pro, Fast Track, VersaTerm, PowerPoint, and Excel. Quality-Ranking Factor: Knowledge of Macintosh is required. The incumbent must be able to obtain and maintain a Secret clearance. The full performance level of this position is DG-2.

No. 73-004-NR4, Personnel Clerk/Assistant (Typing), DG-0203-A/1/2/3, Civilian Personnel Division, Code 731000D—Area of Consideration: China Lake only. Opening Date: 12-15-94. Closing Date: 12-22-94. Selecting Official: Richard Cracraft, 939-8115. HRD Contact: Evelyn McMurdo, 939-2925. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent processes all personnel actions affecting appointments, pay, separations, conversions of appointments, etc. Drafts vacancy announcements for recruitment purposes. Performs qualifications determinations and ranking

of candidates against crediting plans. May conduct ranking/selection panels. Prepares certificates of eligibles (referral lists). Makes job offer(s) and sends out letters to nonselected candidates. Closes out merit promotion case files. At the higher levels, incumbent advises supervisors and managers regarding recruitment options for various occupations and participates in job analysis and crediting plan development. Is familiar with and processes all actions in accordance with the regulations of the Priority Placement Program. Performs benefits counseling (i.e., retirement, life insurance, health insurance, Thrift Savings Plan, etc.). Job Relevant Criteria: DG-A and DG-1: Ability to plan, organize, and accomplish work independently; ability to perform a variety of clerical/technical functions; ability to research, comprehend, and apply complex regulatory information. DG-2 and DG-3: Knowledge of personnel policies and procedures related to staffing; ability to plan, organize, and accomplish work independently; ability to perform a variety of clerical/technical functions; ability to research, comprehend, and apply complex regulatory information. Full performance level is DG-3.

No. 74-002-SS4, Administrative Officer, DA-341-2, Code 740000D (C66), Security Department. Area of Consideration: China Lake. Opening Date: 12-15-94. Closing Date: 12-22-94. Selecting Official: Roy Parris, (619) 939-3521. HRD Contact: Sharon Stratton, (619) 939-8105. Permanent Change of Station Authorized: No. Summary of Duties: The incumbent identifies administrative and management problems within the scope of the department and recommends alternatives. The incumbent is responsible for project and overhead financial management, personnel management, contract management, equipment acquisition, and space resource planning and projection, and participates in department administrative and management meetings. The incumbent also provides direction and guidance to the administrative staff. Quality-Ranking Factors: (1) knowledge of NAWCWPNs financial accounting systems, terminology, and procedures; (2) knowledge of personnel policies and procedures; (3) knowledge of plant property regulations and procedures; (4) knowledge of accepted management practices and policies necessary to resolve operational and administrative matters; (5) ability to communicate orally and in writing.

### OXNARD PLAINS/CURRENT DOD EMPLOYEES

No. NAR-AA-94, (1) Accounting Technician, GS-525-4/5/6, Comptroller Department Naval Air Reserve, Point Mugu, CA, Code A851/NAR20. Opening Date: 12-15-94. Closing Date: 1-12-95. Area of Consideration: Current DOD Employees in Oxnard Plains. Selecting Official: CAPT M. G. Kellard, Comm: 989-7161/7162. HRD Contact: Ana I. Anderson, Comm: 989-3241. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent performs a variety of duties in connection with the maintenance of ledger accounts and memorandum records in support of base operations, flight operations, flight support and Reserve Personnel Navy (RPN) programs at NAVAIREs. The incumbent receives purchase orders, contracts, travel orders and similar documents for obligation account, control point and cost center, limitation and appropriation. Incumbent obligates documents, assigns appropriated codes for the general ledger accounts, obligation account, control point and cost center, limitation and appropriation. Incumbent maintains files of documents for memorandum accounting. Incumbent is responsible for reconciling differences between NAVAIREs memorandum accounting records and records maintained by individual cost centers in order to determine the exact status of all operating and maintenance funds allotted to NAVAIREs Point Mugu. Incumbent reviews and researches, obligations and accounts payable for overage and cancellations. Quality-Ranking Factor: At the GS-6 level. Knowledge of agency regulations, procedures and policies and the ability to locate and apply reference material in order to find procedures applicable to specific transactions.

### DOD WIDE

No. 82-004-JJ5, Supervisory Firefighter, (Fire Prevention Inspector), DG-081-5, Code 8242E0D. This position is located in the Fire Prevention Branch, Fire Division, Safety and Physical Security Department, China Lake Naval Air

Weapons Station—Area of Consideration: DOD wide. Opening Date: 12-15-94. Closing Date: 12-29-94. HRD Contact: Jean Johanboeke, (619) 939-8135. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent is responsible for carrying out the Fire Prevention program for the Station. Supervises three to six Fire Inspectors. Incumbent is responsible for the command of all suppression operations on duty night, which may include responding to structural, medical aid, crash, fire, and rescue incidents. Completion of Fire Command 1, National Fire Protection Life Safety Code, Fire Prevention 1A and 1B courses or equivalent is desirable, but not required. Quality-Ranking Factors: (1) Technical QRE: Ability to plan, organize, coordinate, and manage a fire prevention and a suppression program in accordance with Federal, DOD and Naval fire prevention regulations, policies, and practices. (2) Supervisory QRE: Ability to apply Affirmative Action principles, implement EEO practices, motivate and influence others, and communicate orally and in writing. Position is at full performance level. Supervisory Firefighter (Fire Prevention Inspector) supplemental form must be filled out and submitted with your application. Supplemental can be obtained from room 100 in the Human Resources Building or by contacting the HRD contact. Notes 2 and 3 apply.

No. 82-005-JJ5, Supervisory Safety and Occupational Health Specialist, DP-018-3, Code 824E0D. This position is located in the Safety (OSH) Office, Safety and Physical Security Department, China Lake Naval Air Weapons Station—Area of Consideration: NAWCWPNs wide. Opening Date: 12-15-94. Closing Date: 12-29-94. HRD Contact: Jean Johanboeke, (619) 939-8135. Permanent Change of Duty Station Authorized: No. Summary of Duties: The incumbent administers a variety of station programs designed to provide a safe and healthful work environment. This position requires frequent contact with all levels of management, including NAWC Commander and NAWC Commanding Officer. Some travel is required. Incumbent must be able to obtain and maintain a secret clearance. Quality-Ranking Factors: (1) Technical QRE: Knowledge of occupational safety and health programs, knowledge of occupational health hazards; knowledge of safety and health injury prevention, motor vehicle accidents, property damage prevention and safety education. (2) Supervisory QRE: Ability to apply affirmative action principles, implement EEO practices, motivate and influence others, and communicate orally and in writing. Position is at full performance level. Note 2 applies.

### NATIONWIDE/CURRENT PERMANENT DOD EMPLOYEES

No. 833-046-MLG4, (1) Utilities Systems Operator Leader, WL-5406-10, Naval Air Weapons Station, Public Works Department, Utilities Division/Utilities Operations Branch, Main Base Utilities Operation Section, Code 833620E—Area of Consideration: Current Permanent DOD Employees Nationwide. Opening Date: 12-1-94. Closing Date: 1-12-95. Selecting Official: Lt. Jose Pastrana, 989-1413. HRD Contact: Mary Lou Gutierrez, 989-3321. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent is responsible for the operations and maintenance of the following: sewage lift station facilities, commutators, aerators, valvulators, clarifiers, chlorine injection and apparatus, digester, sludge bed, and shredders to grind, aerate and stir sewage settle out solids, control bacterial action, digest sewage, and dry out and remove sludge and check distribution system. Manipulates valve and manifolds and operates well pumps to control distribution of water from five wells to main water plant surge tanks. Acts as lead for workmen on operations and maintenance within the capacity of forces permanently assigned and additional Public Works personnel when required. Must ensure proper and efficient use of vehicles assigned, and enforce safety, fire and other station regulations together with good housekeeping practices in work areas assigned. Screen-Out Element: Ability to lead. Quality Ranking Factor(s): Working knowledge of potable water systems, related purification and treatment methods, pumping systems and diesel engines and related controls, sewage treatment processes, plant and infrastructure. Note: A physical examination administered by base medical Personnel may be required to determine fitness for duty in terms of specific physical capability deemed necessary by management.



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

## CHINA LAKE

**Richard Horton**  
Richard is recuperating from back surgery.

**Mia Carreno**  
Mia was on maternity leave.

**Alvina Quintanilla**  
Alvina continues to have chronic attacks of dizziness, headaches, and fluid drainage from both ears, and is also recovering from pneumonia.

**Deanna Weetman**  
Deanna is caring for her husband who has congestive heart failure.

**Diane Richardson**  
Diane will be confined to bed for a minimum of 6 weeks following surgery on her right foot and will be in a cast for 10 to 13 weeks.

**Shante Lloyd**  
Shante is on maternity leave.

**Debra Hurt**  
Debbie is recovering from pregnancy with complications due to gestational diabetes.

**Lois Berry-Light, C2876**  
Lois had arthroscopic surgery of the left knee as a result of undefined infection of the knee joint.

**Sybil Jones, P705**  
Sybil will be on maternity leave.

**Larry Blair, P261**  
Larry is undergoing abdominal surgery.

**Carla Allen, P281**  
Carla is recuperating from major surgery.

**Maryann Hiser, C0239**  
Maryann is recuperating from surgery.

**Jackie Van Skike**  
Jackie is recovering from heart surgery and is in need of leave.

**Richard Smith, Code 47D000D**  
Richard is recovering from a total hip replacement.

**Kathleen Luecken, C3931**  
Kathleen is recuperating from surgery and will be out for several weeks.

**Jo Ella Kivett, C2614**  
Jo Ella is on maternity leave.

**Lupe Vizcarra, C219**  
Lupe is undergoing required major knee replacement surgery.

**Lucinda Lundin, C626**  
Lucinda will be undergoing surgery and will be out for several weeks.

**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.

**Dorothy Corville, 220000E**  
Dorothy is experiencing a difficult pregnancy, which requires bedrest.

**Terri Drury, P382**  
Terri had emergency surgery to correct a perforated stomach due to ulcers.

**Deborah L. Birch, C3923**  
Debbi is having arthroscopic surgery on her knee and will be at home recovering. She is indebted for leave as a result of continuing cancer treatment.

**Deby Geiger, C852**  
Deby is undergoing necessary surgery and her recovery time is estimated to be 5 weeks.

**Debra Campbell, C6142**  
Debra has had back surgery for a herniated disc.

**Sirell Hurlocker, C28J**  
Sirell is on maternity leave.

**Peggy Van Skike, C612**  
Peggy is under a doctor's care for a medical emergency.

**Mary Hise, C02461**  
Mary is recuperating from major surgery.

**Gary Newton, C8342**  
Gary will be undergoing an unexpected triple bypass open heart surgery and will be convalescing for 2 to 3 months.

**Judith Newton, C6132**  
Judith has exhausted her leave taking care of her husband, who had heart surgery.

## POINT MUGU

**John Duhon, P7363**  
John suffered a massive heart attack and has had complications from surgery.

**Myrian Connors, P653**  
Myrian had surgery performed for diagnostic laparoscope.

**Janice Henderson, C6335**  
Janice is undergoing treatment for premature coronary artery disease and is the sole source of income for her family.

**William Muhhausen, C2633**  
William had a total hip replacement.

**Frank White, C3312**  
Frank is recovering from pneumonia and valley fever.

**Tracey Manning-Stanphill, C834**  
Tracey has cancer and is undergoing radiation and chemotherapy treatments.

**Jean Rongish, C2612**  
Jean Rongish has undergone surgery on both feet for tarsal tunnel syndrome.

**Howard Gerrish, C2772**  
Howard obtained severe injuries in an accident.

**Larry Kuster, C942**  
Larry has colon cancer and is undergoing chemotherapy and radiation treatments.

**Sharon Allen, 451D00E**  
Sharon is on maternity leave.

**Melody Dates, 454000E**  
Melody is recovering from major surgery.



## CIVILIAN PERSONNEL DIVISION NEWS

## APPLICATION PROCEDURES

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

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

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

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

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

## AREA OF CONSIDERATION INFORMATION

Applications will be accepted from current appointable employees at NAWCWPNS and, unless otherwise noted in the specific announcement, the tenant commands with approved cross-service agreements. These include employees with career or career-conditional appointments; temporary employees with Veterans Readjustment Act (VRA) eligibility or reinstatement eligibility; handicapped employees serving on an excepted Schedule (A) appointment, VRA employees, and temporary employees within reach on an OPM certificate (or equivalent). If a tentative selection is made from tenant, VRA, or temporary applicants, the selection process cannot be completed until a waiver to the hiring freeze is approved by COMNAVAIR. Appointable persons include those with reinstatement eligibility, those within reach on an OPM certificate, and those eligible for noncompetitive permanent appointment (e.g., VRA, 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 DOD 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 DON employees may be subject to drug testing under certain circumstances such as reasonable suspicion and after an accident or unsafe practice. All individuals will have 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 DON 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 CRF to determine the best qualified candidates. A supplemental narrative addressing the DAWIA CRF is highly recommended. Applicants who would like to obtain more information on the DAWIA mandatory requirements and/or definitions of DAWIA career fields should contact their Department Office DAWIA representative or their Personnel Management Advisor. **Note:** Applicants selected for critical acquisition positions (GS-14/DP-4 and above) will be required to sign a service agreement to remain in that position for at least a 3-year period.

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

## GENERAL INFORMATION

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

All vacancies are subject to restrictions imposed by the DOD Priority Placement Program (PPP).

Incumbent must hold or be able to obtain the appropriate security clearance.

As of 1 August 1992, mandatory direct deposit/electronic funds transfer (DD/EFT) became the standard payment within DOD for pay of certain civilian personnel. Newly hired civilian personnel and employees (not currently enrolled) who are selected for competitive promotion, reassignment, transfer, etc., will be required to enroll in DD/EFT within 60 days. An asterisk (\*) preceding an announcement number indicates a modification has been made to the vacancy advertisement; please note indicated changes.

## MERIT PROMOTIONS

## ALL NAWCWPNS SITES

No. 41-004-KNS, Program Analyst, DP-343-3. Code C2107/411210D. **Area of Consideration:** NAWCWPNS. **Opening Date:** 12-15-94. **Closing Date:** 12-29-94. **Selecting Official:** Ricardo Springs, (619) 939-5980. **HRD Contact:** Kym Noh, (619) 939-2032. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** This position is that of Foreign Military Sales (FMS) Case Manager for FMS country(s) located in the F/A-18 Weapons System Support Activity (WSSA). Aircraft Weapons Integration Department (F/A). As FMS Case Manager, the incumbent is responsible for the conduct of all assigned F/A-18 FMS cases. Activities include technical management of FMS programs during the Operational Flight Program (OFF) development cycle to produce proven OFFs and transition of these OFFs and related products to the FMS customer. The incumbent will coordinate the efforts of various technical support activities including system/software engineering; system/software validation; software configuration management; coordination with common avionics/weapons activities; and liaison with technical management elements for NAVAIR, other Navy field activities, FMS customers, and the prime contractor. The incumbent will be responsible for the plans, schedules, and budgets for the assigned FMS cases. Foreign travel will be required. **Quality-Ranking Factors:** Knowledge of aircraft software and system integration, avionics, and weapons integration; ability to communicate both written and orally with senior Navy and FMS management; knowledge of FMS policies and F/A-18 Weapons Systems preferred; ability to meet the mandatory DAWIA requirements for training, experience and education for Level III of the Systems Planning, Research, Development, and Engineering Acquisition Career Field within 18 months of entering this position. **Notes 1, 3, and 4 apply.**

No. 472-005-GBS, Supervisory Interdisciplinary (General/Electronics/Physicist/Mathematician), DP-801/855/1310/1520-3, Code 472F10D—Area of Consideration: NAWCWPNS. **Opening Date:** 12-15-94. **Closing Date:** 1-12-95. **Selecting Official:** John Weaver. **HRD Contact:** Susan Bethke, (619) 939-2676. **Permanent Change of Duty Station Authorized:** Yes. **Summary of Duties:** This position is Director of the Evolved Sea Sparrow Missile (ESSM) Project Office, Guidance and Control Systems Division. The project office is responsible for development of the recently approved ESSM missile. The incumbent will be responsible for interface and coordination of activities both with the NAWCWPNS/CL/PM team, and externally with Washington sponsors, major and small contractors, Navy field activities and other organizations. The incumbent is responsible for overall project direction and serves as the supervisor of the internal project office team. **Quality-Ranking Factors:** Knowledge of a broad range of engineering disciplines; ability to plan, organize, and manage a technical program; ability to prepare, present, implement and track plans, schedules and budgets; ability to make effective presentations; knowledge of affirmative action principles including a willingness to implement EEO practices; ability to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Resource Development, and Engineering 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. 472-006-GBS, Supervisory Interdisciplinary (General/Electronics Engineer/Physicist/Mathematician), DP-801/855/1310/1520-3, Code 472G80D—Area of Consideration: NAWCWPNS. **Opening Date:** 12-15-94. **Closing Date:** 1-12-95. **Selecting Official:** John Weaver. **HRD Contact:** Susan Bethke, (619) 939-2676. **Permanent**

**Change of Duty Station Authorized:** Yes. **Summary of Duties:** This position is Director of the Standard Missile Project Office, Guidance and Control Systems Division. The project office is responsible for development of Standard Missile fuzes (forward and side looking), safe and arming devices, warhead detonators, booster motors, and target vector control devices. The incumbent will be responsible for interface and coordination of activities both with the NAWCWPNS team, and externally with Washington sponsors, major and small contractors, Navy field activities and other organizations. The incumbent is responsible for overall project direction and serves as the supervisor of the internal project office team. **Quality-Ranking Factors:** Knowledge of a broad range of engineering disciplines; ability to plan, organize, and manage a technical program; ability to prepare, present, implement and track plans, schedules and budgets; ability to make effective presentations; knowledge of affirmative action principles, including a willingness to implement EEO practices; ability to meet mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Resource Development, and Engineering Career Field within 18 months of entering position. Promotion potential to DP-4, but not guaranteed. Incumbent must be able to obtain and maintain a Secret clearance. Duty station is NAWCWPNS China Lake. **Notes 1, 2, and 4 apply.**

No. 474-003-SKS, Supervisory Research Chemist, DP-1320-3, Engineering Materials Section, Chemistry and Materials Branch, Research and Technology Division, Weapons/Targets Department, Code 474230D—Area of Consideration: NAWCWPNS. **Opening Date:** 12-15-94. **Closing Date:** 12-29-94. **Selecting Official:** John Fischer, (619) 939-1602. **HRD Contact:** Susan Koch, (619) 939-8120. **Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent shall be responsible for the supervision of approximately 15-

20 scientist, engineers, and technicians. Duties include maintaining a state-of-the-art awareness of materials characterization and analytical chemistry as these disciplines apply to ONR, NAVAIR, and NAWCWPNS program sponsors and potential program sponsors. **Quality-Ranking Factors:** Knowledge of materials characterization and analytical chemistry; knowledge of affirmative action principles including willingness to implement EEO practices; ability to apply material characterization and analytical chemistry concepts to basic and applied research, development, test, evaluation, acquisition, manufacturing technology, and in-service engineering of weapons and aircraft systems; ability to communicate orally and in writing; ability to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Research, Development, and Engineering Acquisition Career Field within 18 months of entering position. Completion of an advanced degree in materials science or metallurgy is desired; extensive travel may be required. Promotion potential to DP-4. Incumbent must be able to obtain and maintain a Secret clearance. **Notes 1, 2, and 4 apply.**

No. 474-004-SKS, Supervisory Materials Engineer, DP-806-3, Engineering Materials Section, Chemistry and Materials Branch, Research and Technology Division, Weapons/Targets Department, Code 474210D—Area of Consideration: NAWCWPNS. **Opening Date:** 12-15-94. **Closing Date:** 12-29-94. **Selecting Official:** John Fischer, (619) 939-1602. **HRD Contact:** Susan Koch, (619) 939-8120. **Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent shall be responsible for the supervision of the Materials Engineering Section, which consists of approximately 20 scientist, engineers, and technicians. Duties include maintaining a state-of-the-art awareness of materials requirements and technology which impact NAVAIR and NAWCWPNS programs, this will require developing active dialogues with on and off-center program sponsors and potential program sponsors. **Quality-Ranking Factors:** Knowledge of material engineering; knowledge of service cost center management; knowledge of affirmative action principles, including willingness to implement EEO practices; ability to apply materials engineering concepts to basic and applied research, development, test, evaluation, acquisition, manufacturing technology, and in-service engineering of weapon and aircraft systems; ability to communicate orally and in writing; ability to meet the mandatory DAWIA requirements for training, experience, and education for Level III of the Systems Planning, Research, Development, and Engineering Acquisition Career Field within 18 months of entering position. Completion of an advanced degree in materials science or metallurgy is desired; extensive travel may be required. Promotion potential to DP-4. Incumbent must be able to obtain and maintain a Secret clearance. **Notes 1, 2, and 4 apply.**

No. 52-010-RRS, Supervisory Test Management Specialist, DP-301-3, Pacific Ranges and Facilities Department, Land Range Office, Test Planning Branch, Code 529210D—Area of Consideration: NAWCWPNS. **Opening Date:** 12-15-94. **Closing Date:** 12-23-94. **Selecting Official:** Rich Printy. **HRD Contact:** Rob Robinson, (619) 939-8116. **Permanent change of Duty Station Authorized:** Yes. **Summary of Duties:** As Branch Head, the incumbent is responsible to the Head, Land Range office, for planning, technical management, scheduling, conduct, and documentation of tests performed on the China Lake air and ground ranges. Integrates facilities, instrumentation, and multi-competency teams (from competencies internal and external to Pacific Ranges/Test Facilities Department) to support customer test activities. Aids customers in requirements definition and planning and provides cost estimates and accounting services for use of test resources. Manages direct customer funding and supervises test management personnel. **Quality-Ranking Factors:** Knowledge of range testing, capabilities, instrumentation, and project aircraft; ability to interface effectively with a wide range of test customers/sponsors; ability to perform as a first-line supervisor; knowledge of affirmative action principles, including willingness to implement EEO practices; and ability to communicate orally and in writing. The selectee must be able to obtain and maintain a Top Secret clearance. **Notes 2 and 3 apply.**

## 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, Code 733000E, 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, Code 733000D. Nomination forms should be submitted as early as possible to preclude courses being canceled 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.

## SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

## INTEGRATED LOGISTICS SUPPORT (ILS) (8 hrs.)

10 January; Tuesday, 0800-1600; Training Center, China Lake. By: Al Bucharelli, Code 321000D

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

Emphasis will be placed on what program managers need to know about integrated logistics support (ILS), and students will be provided with a working knowledge of logistics support analysis (LSA) and other related logistics documentation. This course will include discussion of the ILS concepts and objectives of a program as related to operational/supportability requirements. Approaches that can be taken by program managers to apply the ILS/LSA requirements to an acquisition program; and tailoring of these requirements to meet program complexity will also be covered. Also included will be an explanation of the relationship between ILS/LSA and other associated acquisition disciplines, and a brief synopsis of CALS as it relates to ILS.

Deadline: 27 December.

## EMC/EMI (4 hrs.)

24 January; Tuesday, 0800-1130; Training Center, China Lake. By: Robert Christiansen, Code 417000D

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

This class provides managers responsible for the design, development, and acquisition of DOD platforms, systems, and equipment with the information and guidance necessary to plan and implement an effective program to achieve the necessary degree of EMC.

**Note:** Because of increased emphasis on E3, program managers and engineers should consider attending this course.

Deadline: 10 January.

## EMC/EMI (4 hrs.)

25 January; Wednesday, 0800-1130; Building 5-1 Lounge, Point Mugu. By: Robert Christiansen, Code 417000D

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

This class provides managers responsible for the design, development, and acquisition of DOD platforms, systems, and equipment with the information and guidance necessary to plan and implement an effective program to achieve the necessary degree of EMC.

**Note:** Because of increased emphasis on E3, program managers and engineers should consider attending this course.

## ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

## BASIC SUPERVISION (40 hrs.)

30 January-3 February; Monday-Friday, 0800-1600; Training Center, China Lake. By: Donna Mackay

Intended Audience: Probationary supervisory personnel ONLY.

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

To enroll or ask questions, call Lori at 939-2686.

## LAN SECURITY (16 hrs.)

13-14 February; Monday-Tuesday, 0800-1600; Training Center, China Lake. By: Computer Security Institute

This workshop shows you what you need to know to protect your LANs. You will return to your workplace knowing how to

## 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. Tuition cost is \$500.

## 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 microeconomics 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.

assess the risks inherent in different architectures and connection methods, the security controls to look for in LAN operating systems and software, and physical security measures you can take to protect your LAN environment.

Deadline: 30 January

**Note:** Tuition fee is \$485

Enrollees may cancel 2 weeks prior to the class date without penalty. Full tuition fee applies otherwise.

To enroll or to obtain further information, call 939-0870.

## MICROCOMPUTER SECURITY (16 hrs.)

15-16 February; Wednesday-Thursday, 0800-1600; Training Center, China Lake. By: Computer Security Institute

This workshop will teach you how to develop and implement effective security measures (information and physical) for your microcomputer resources. You will learn how to develop microcomputer policies and procedures that will work within the corporate culture of your organization. Backup policies and contingency planning will also be discussed.



Deadline: 1 February

Note: Tuition fee is \$485.00

Enrollees may cancel 2 weeks prior to the class date without penalty. Full tuition fee applies otherwise.

To enroll or to obtain further information, call 939-0870.

#### ADMINISTRATIVE POLICIES AND PROCEDURES FOR NEW SUPERVISORS (32 hours)

28 February, 1, 7, 8 March; Wednesday-Thursday, 0800-1600; Training Center, China Lake. By Center Staff

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

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

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

Completing this course within the first 120 days of your supervisory probation period satisfies the mandatory safety training requirement for the probationary year.

To enroll or ask questions, call Lori at 939-2686.

#### OTHER TRAINING

##### FINANCIAL STRATEGIES FOR SUCCESSFUL RETIREMENT (12 hrs.)

8-9 February; Wednesday, 0800-1630 and Thursday, 0800-1200; Building 5-1, Auditorium, Point Mugu. 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 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.

##### CAREER WORKSHOPS FOR ALL EMPLOYEES

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

##### Workshop No. 6, INTERVIEWING TECHNIQUES

10 January 1995

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

##### Workshop No. 7, FEDERAL APPLICATIONS

17 January 1995

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

##### Workshop No. 8, CAREER DEVELOPMENT TECHNIQUES

24 January 1995

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

To enroll, call Sue Bristow at 939-2349.

#### 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 Hiltzer, CSUC, (916) 898-5748

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

Prerequisite: CSCI151: 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. This 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)

##### CSCI381A: ADVANCED COMPUTER ARCHITECTURE (3 units)

31 January-25 May; Tuesdays and Thursdays, 0800-0915; Training Center (via satellite). By: Professor Bob Britton, CSUC, (916) 898-6442.

Prerequisite: CSCI171 or equivalent or consent of instructor.

Scope: Investigation into the architectural and organizational features of experimental and contemporary commercial reduced instruction set computer (RISC) architectures, including an investigation into the associated cache memory designs. (Satisfies Computer Architecture area)

#### CONTRACTING OFFICER'S REPRESENTATIVE COURSES

The following schedule lists Naval Regional Contracting Center-sponsored training courses for FY95. To apply for the courses, complete a DD-1556 for the Naval Regional Contracting Center, 937 North Harbor, San Diego, CA 92132-5106 and send it to your training office, Code 733000E or Code 733000D, for processing. The cost is \$300. It is anticipated the NAWC COR Training Courses will be ready for delivery in early 1995.

Date	Location	Date	Location
18-20 January	San Diego	12-14 April	NWAD Corona
15-17 February	NSWC Port Hueneme	23-25 May	San Diego
28 February-2 March	San Diego	12-14 July	NSWC Port Hueneme
7-9 March	CBC Port Hueneme	25-27 July	San Diego
11-13 April	San Diego	22-24 August	San Diego

#### CSUN SPRING COURSES

The following courses are being offered this spring for the California State University, Northridge (CSUN) Engineering Program (master's degree). To enroll in these courses, call Denise at 939-2648. **Registration with a representative from CSUN will be held at the Training Center on 17 January from 1100 to 1300.** Enrollments in courses will be on a first-come, first-served basis. Courses are subject to being canceled by CSUN if there is insufficient enrollment. Classes will be received from CSUN via its Continuing Education Television Network (CETN) and will be held at the Training Center. Classes for this semester begin on 30 January and end on 26 May. Course descriptions are available from Denise by calling 939-2648. Book order forms may be obtained at registration or from Denise at the time of enrollment.

##### EE240: Electrical Engineering Fundamentals

Monday, Wednesday, and Friday, 1200-1250; Training Center (via CETN); By Prof. Mallard

##### EE351: Linear Systems II

Wednesday, 1900-2150; Training Center (via CETN); By Prof. Adams

##### EE422: Design of Digital Computers

Tuesday and Thursday, 1100-1215; Training Center (via CETN); By Prof. Roosta

##### EE450: Prob. Sys. in Elec. Engr. Design and Anal.

Tuesday and Thursday, 1400-1515 pm; Training Center (via CETN); By Prof. Van Alphen

##### EE561: Digital and Data Comm. Systems

Tuesday, 1900-2150; Training Center (via CETN); by Prof. Van Alphen

##### EE571: Fields and Waves II

Monday and Wednesday, 1730-1845; Training Center (via CETN); by Prof. Rangarajan

##### EE590: Digital Control Systems

Monday and Wednesday, 1730-1845; Training Center (via CETN); by Prof. Mishra

##### EE620: Switch Theory I

Thursday, 1900-2150; Training Center (via CETN); by Prof. Roosta

##### EE622: Digital Systems Structure

Monday, 1900-2150; Training Center (via CETN); by Prof. Wong

##### EE661: Communications Engineering

Tuesday and Thursday, 1730-1845; Training Center (via CETN); by Prof. Schwartz

##### EE665: Radar Systems

Thursday, 1900-2150; Training Center (via CETN); by Prof. Bekir

##### EE684: Stochastic Control

Wednesday, 1900-2150; Training Center (via CETN); by Prof. Amini

##### IE602: Advanced Engineering Management

Wednesday, 1900-2150; Training Center (via CETN); by Prof. Campbell

##### IE604: Economic Analyses of Engineering Systems

Monday and Wednesday, 1730-1850; Training Center (via CETN); by Prof. Davis

##### ME375: Heat Transfer I

Tuesday and Thursday, 0800-0915; Training Center (via CETN); by Prof. Schwartz

##### ME390: Fluid Mechanics

Tuesday and Thursday, 0930-1045; Training Center (via CETN); by Prof. Epstein

##### ME463: Fluid Power Systems

Tuesday and Thursday, 1100-1215; Training Center (via CETN); by Prof. Costea

##### ME484: Control of Mechanical Systems

Tuesday, 1900-2150; Training Center (via CETN); by Prince

##### ME501B: Seminar in Engr Analysis

Monday, 1900-2150; Training Center (via CETN); by Prof. Mincer

##### ME590: Advanced Fluid Dynamics

Thursday, 1900-2150; Training Center (via CETN); by Prof. Epstein

##### AE489: Subsonic Aerodynamics

Thursday, 1900-2150; Training Center (via CETN); by Prof. Epstein

#### 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 by the deadline dates listed below.

COURSE TITLE	COURSE DATES	DEADLINE DATE TO 733000D	COURSE TITLE	COURSE DATES	DEADLINE DATE TO 733000D
Contemporary Management Issues and Practices	14-25 Aug 95	5 Jun 95	Congressional Hearing Process	5, 6, and 9 Dec 95	1 Nov 95
Politics of National Security	27 Aug-1 Sep 95	14 Jun 95	Congressional Affairs Seminar	15-16 May 95	2 Mar 95
Managing Individual and Organizational Change	8-11 Aug 95	24 May 95	18-19 May 95	3 Mar 95	
Washington Arena	8-12 May 95	1 Mar 95	Executive Leadership (4 sessions)	New SEMDP only - TBD	
18-22 Sep 95	10 Jul 95		NEW - Managing Critical Resources	TBD-5 days	
Capitol Hill Workshop	13-16 Mar 95	3 Jan 95	NEW - Creating the High-Performance Workplace	TBD-5 days	
	8-11 May 95	1 Mar 95			
	12-15 Jun 95	3 Apr 95			

#### OFFICE OF CIVILIAN PERSONNEL MANAGEMENT WESTERN REGION

The following no tuition costs courses are available to all NAWCWPNs employees. For more information, call Lori at 939-2686.

##### San Diego, Calif.

01-02 March

08-09 March

20-23 March

22 March

28 March

03-07 April

11-13 April

17-20 April

Barstow, Calif.

25-28 April

Effective Presentations

Employee Development for Supervisors

Downsizing/RIF Workshop

TOL Seminar

EEO for Mid-Level Managers

Basic Instructor Training

Retirement Processing

Civilian Personnel Management Field Institute (CPMFI)

Introduction to EEO

##### Irvine, Calif.

29-30 March

Opportunity

##### Los Angeles, Calif.

13-17 March

##### Oak Harbor, Wash.

22-23 March

##### Silverdale, Wash.

06 April

Complaints

Commanding Officers/Executive Officers/Officer-in-Charge (CO/XO)

Symposium on Civilian Personnel and Equal Employment

Management Representative Workshop II

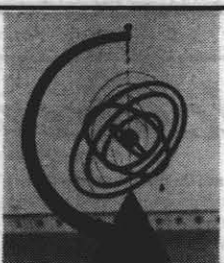
Employee Development for Supervisors

Preventing and Resolving Equal Employment Opportunity (EEO)

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 Code 75000D, Attn: Barry McDonald, FAX 939-2796 (DSN 437-2796). Personnel at Point Mugu may send items for the Announcements Section to Code 75000D, 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).



# FOR CHRISTMAS FEED THE IMAGINATION

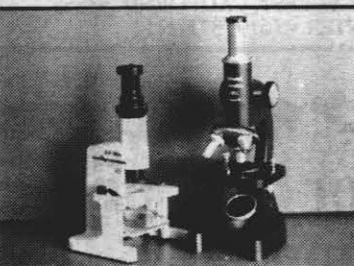
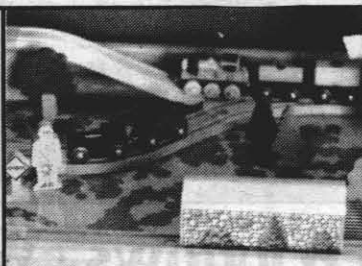


## Kinetic Solar System

Based on established scientific theory. Which allows them to grasp the universe.

## Thomas The Tank Engine

The wooden railway system. Once they begin to play they'll be entertained for hours.

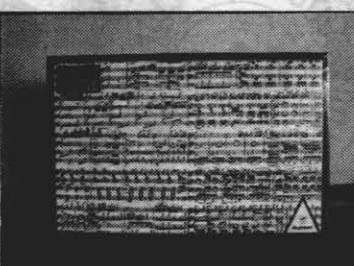
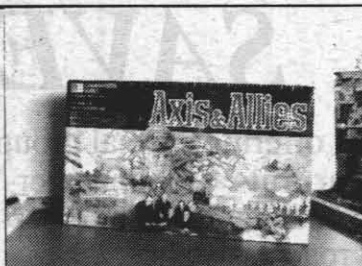


## Microscopes

Show them the universe in a new light.

## Axis & Allies

A game of high adventure. For ages 12-Adult. 2-5 players.



## Puzzles

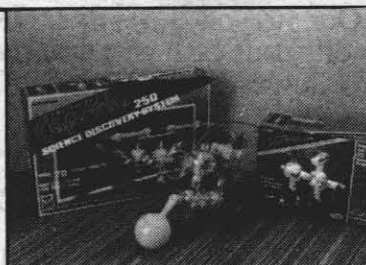
Stay entertained for hours. We carry a great selection of puzzles for every taste.

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&  
CERRO  
COSO**

*Hurry  
in  
for Best  
Selection!*

## Capsela Science Discovery System

Is your child interested in science? Show them the light with this unique system.



## Epic Titan Legions

Gigantic war munchies clash in epic conflict for ages 14 to adult.

## Magic The Gathering

They'll enjoy the hottest selling card game on the market. It's magic!



## Spectacular Marbles

An old tyme game is making a comeback. We carry a great selection to get them started.

## 3-D Adventure

Introduces your child to the fascinating world of 3-D photography.



# Just Imagine!

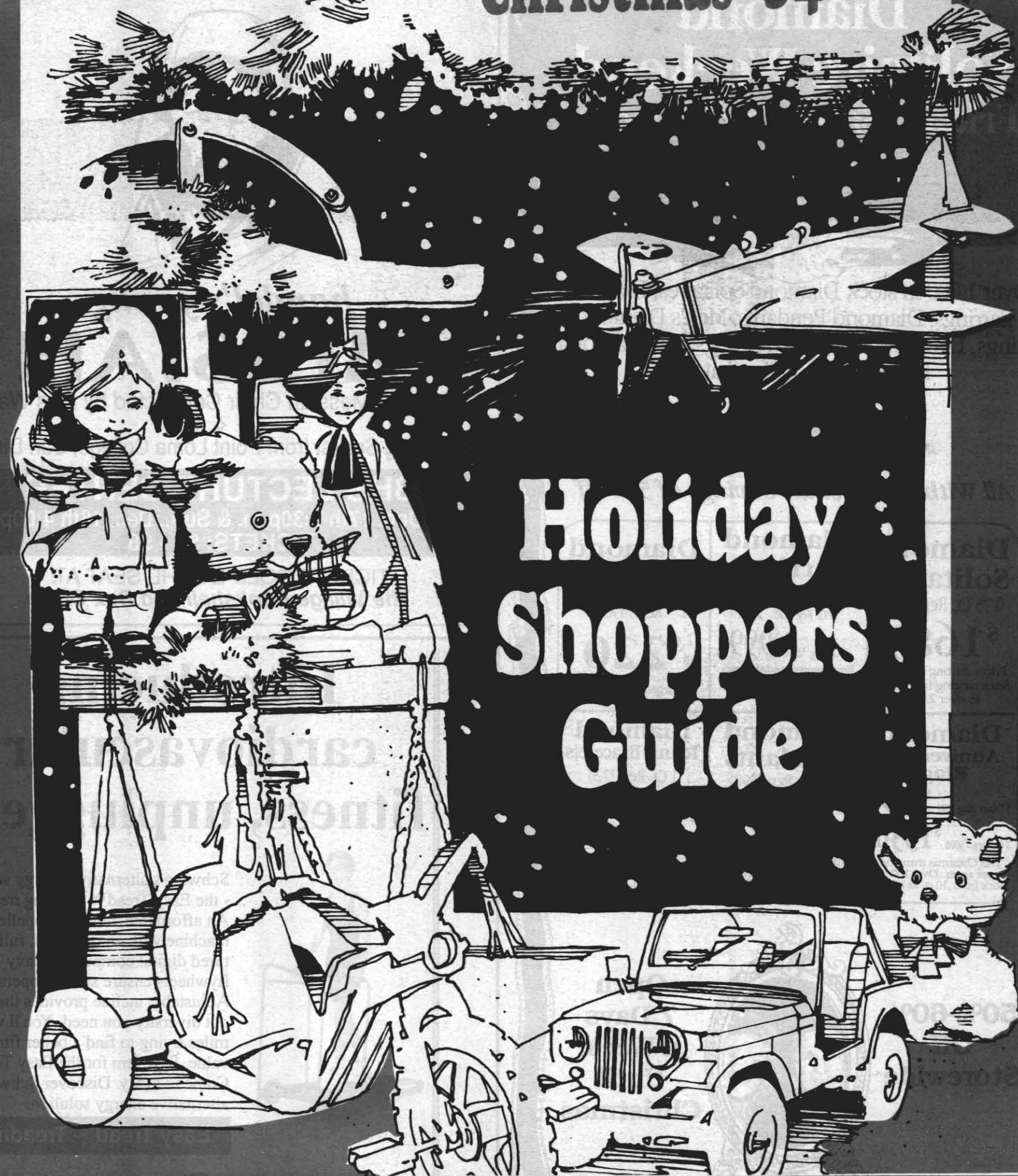


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OPEN 7 DAYS A WEEK MON.-FRI. 10-6, SAT. & SUN. 10-5



Christmas '94



# Holiday Shoppers Guide

**This week shop for great gift ideas  
and savings from local merchants!**



## Diamond Solitaire Weekend

Friday, Saturday, Sunday  
16 - 17 - 18

Over 1,000 in stock Diamond Solitaires, Diamond Earrings, Diamond Pendants, Men's Diamond Rings, Diamond Anniversary Rings and Diamond Fashion Rings valued at over

**\$500,000**

All With Spectacular Savings of 55% off

<b>Diamond Solitaires</b> 0.75 Ct. Reg. \$3750 <b>\$1687</b> Prices starting from \$99. Sizes ranging from .05 ct. to over 2.00 ct.	<b>Diamond Earrings</b> .10 Ct. Reg. \$220 <b>\$99</b> 1 Ct. Reg. \$2200 Every diamond purchase comes with our special full value upgrade policy. A great way to let your diamond grow.	<b>Diamond Wedding Trio</b> Reg. \$490 <b>\$220</b> Largest Selection!
<b>Diamond Anniversary Rings</b> 5 Diam. Reg. \$220 <b>\$99</b> 1 Ct. Reg. \$3000 This Christmas marry her over again... Over 100 in stock from .10 ct. to 1.00 ct.	<b>Diamond Pendants</b> .25 Ct. Reg. \$598 <b>\$269</b> A Holiday Tradition, a diamond from Jewelry To Go with prices starting at \$84	<b>Diamond Tennis Bracelets</b> 1 Ct. Reg. \$720 <b>\$299</b> Larger sizes in stock, also Ruby, Emerald and Sapphire bracelets available.

50%-60%  
Off  
Storewide



Al ♥ Mary Alvarado

Open  
7 Days  
a Week  
Until  
Christmas

**Jewelry to Go** 14KT GOLD

115 E. California Ave., M-F 10-5:30, Sat. & Sun. 10-4

"YOUR DIAMOND STORE"

MARK LOEWEN & SARA EDMUNSON IN



## handel's young MESSIAH

With Full Messiah Choir Conducted by Lois Ward

Featuring Soloist from Point Loma College, San Diego

### BHS LECTURE CENTER

Sat., Dec. 17th 7:30p.m. & Sun., Dec. 18th 4:00p.m.  
TICKETS: \$5 - \$8

TICKETS SOLD BY THE SEAT AT:  
The Village Bookshelf and Box Office

## Introducing cardiovascular fitness, unplugged.



Schwinn's alternative energy solution - the Easy Tread™ walking treadmill. An affordable, human-propelled machine with an on-board, full-featured digital computer. Heavy 14 lb. flywheels ensure smooth operation. Adjustable incline provides the workout diversity you need. You'll waste miles trying to find a better fitness value. Save 'em for the Easy Tread. Come in today. Discover Schwinn's alternative energy solution.

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Consult  
The  
Experts!



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50% to 60%  
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### REMEMBER

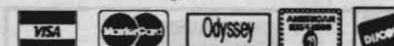
Our 50% off Beats their 60% off! Your cash gets you the lowest price in town!

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90 DAYS SAME AS CASH  
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## Say Merry Christmas with a gift of travel.

Choose the amount of gift you would like to give. This can be used towards:



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- Airline Tickets
- Cruises
- Tours
- Amtrak Tickets



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6 MONTHS  
SAME AS CASH  
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## We're Particular



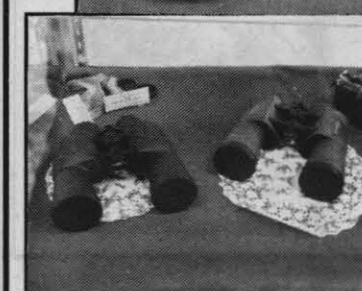
"We found the quality was excellent and installation was perfect! Windows 'n' Floors is more than a retailer; they really care about meeting your needs. P.S. This is the second house they have done for us."  
—Allen and Donna Larsen

WWF supplied carpet and insulating shades throughout the house.

## Windows • Walls 'n' Floors

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Remember that special person in your life with their picture! Available in a mug, keychain, magnet, bank or picture locket. Or how about a quality Canon camera along with all the accessories to make every picture special. Or maybe a pair of Nikon or Minolta binoculars or telescope.

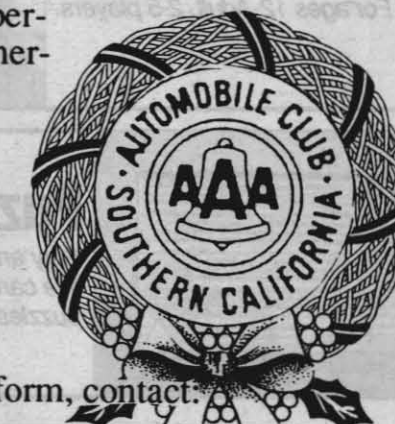
## Photo Quik

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## A Special Gift For You or A Loved One!

**SAVE \$10**

AAA is offering special group rates on first year Auto Club membership. You'll get 24-hour emergency road assistance, along with travel and touring services (free of charge) and "Member Only" discounts. Discover all the ways the Club can help make your life run smoother. For all the details and a membership form, contact:



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114 S. Gemstone Ste. A

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Special offer for the base, please mention this ad.



## Celebrate The Season



Candy Filled  
Canning Jar

\$5.00

Large Mix Nut  
Assortment  
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Unique  
Bottles

Filled with assorted  
nut of your choice.

\$6.95



ENJOY  
CHRISTMAS  
CAROLING  
WITH LA  
PALOMA

Saturday,  
December 17th  
3:00-4:00pm  
and  
Friday,  
December 23rd  
6:00-7:00pm

**M**other Earth  
MARKET, CAFE & BAKERY

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## Jewelry Jottings

When found in its natural form, a diamond looks like a lump of washing soda which few people would recognize as a precious gem. Only about one-fourth of all diamonds are suitable for gem purposes. Gem-quality diamonds are the most suitable of gifts for any occasion...always appropriate, always appreciated.  
Mr. T's, your diamond dealership!



**Mr. T's Fine Jewelry**

Sierra Lanes Plaza



## WOOD'S CHRISTMAS TREE FARM

Open 9:00 AM to 4:30 PM., Sat. & Sun.  
through Dec. 18

Choose and cut your own Christmas  
Tree - just can't be fresher!

**\$3.50 per foot plus tax**  
**11' & over \$38.50**

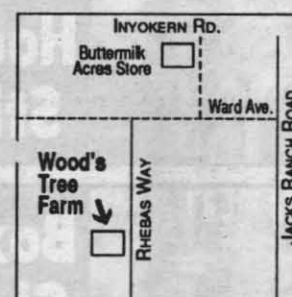
Plenty of trees left. If you need one  
after December 18, please call for  
an appointment.



Claude & Beverly Wood

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(1 & 1/2 miles so. of  
Buttermilk Acres)



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"The Uncommon Gift Store"  
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Eagle Mountain is now bigger and better than ever! There's a lot more than you see here, so take a walk through the store and you'll find the perfect gifts for everyone on your list without ever having to



Fine  
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**Crabtree Evelyn  
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These product lines are among the finest you can purchase for that special person. We stock over 60 different fragrances. Choose from Soaps, Lotions, Talcum Powder, Bubble baths, Shampoo and Room Sprays. Come in and pamper them for Christmas.

**Hurry In For  
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Then you'll like this  
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## Pewter Fairies

Help their imagination soar with our fairy collection. These pewter sculptures are lovingly painted by American crafts people. Choose from: Blossom, Whisper, Rosie, Sparkle Flutter & many more.

Starting at **\$25.95**



## Thirsty Stones

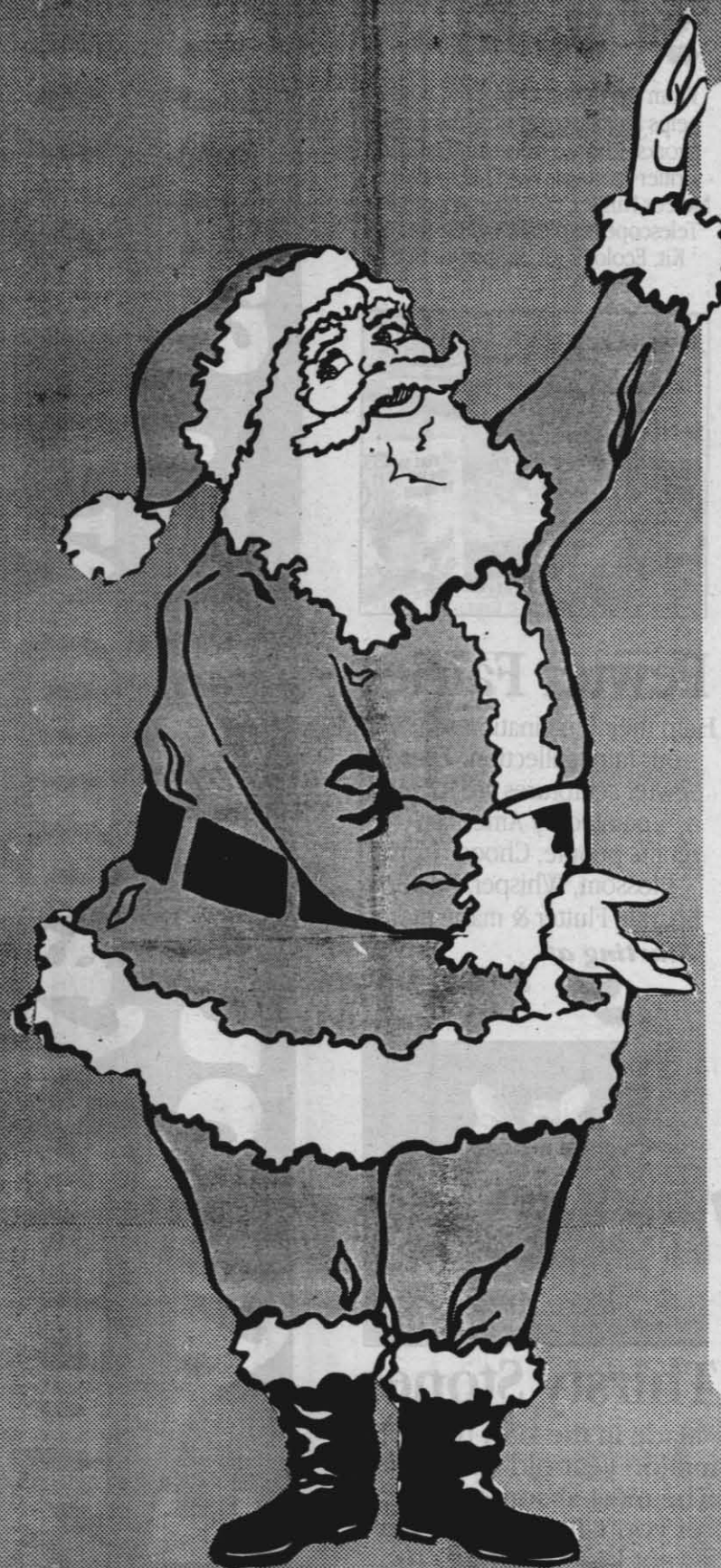
Made in the USA from 75 million year old Sandstone. The most absorbent coaster you will ever use. Will not lose the ability to absorb over time. Choose from over 30 designs.

Only **\$26.95** Set



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And, if you have friends who have moved away, giving **The Daily Independent** is a great way to let them keep up on all the hometown news. (some out-of-region subscriptions may be slightly higher; please call 375-7778 for information)

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- Popcorn
- Candies
- Stuffed Critters
- Much More

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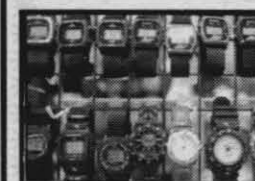
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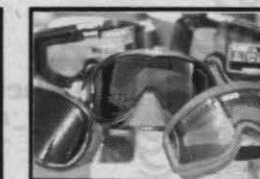
**Sports Jackets**



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