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THE ROCKETEER

THURSDAY, JANUARY 26, 1995

NAVAL AIR WEAPONS STATION, CHINA LAKE

VOL. 51, No. 2

Former Laker nominated to head NAVAIR

Rear Admiral John A. Lockhard views China Lake as unique to the Navy

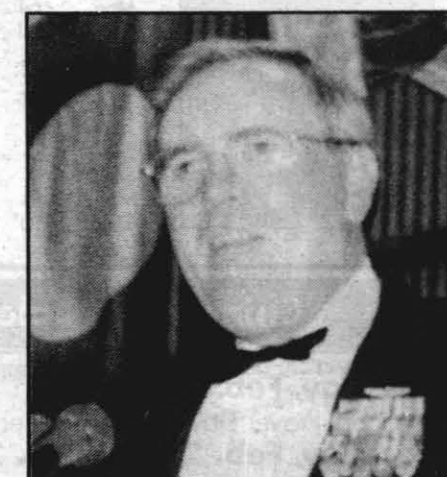
In a TeamLinks mail message dated Jan. 22, VAdm. William C. Bowes announced that RAdm. John A. Lockhard had been nominated to replace him as commander of the Naval Air Systems Command. Bowes has been nominated by President Clinton to become principal deputy assistant secretary of the Navy for research, development and acquisition. He noted that both nominations require confirmation by Congress, but that, if both are confirmed, he expects a smooth transition. "John has a very good understanding of virtually every aspect of our business," the commander wrote in his message.

As guest speaker at last year's Navy Birthday Ball at NAWS Hangar 3, Lockhard said China Lake was unique to the Navy.

"You are unique because of the partnership that exists here between contractors, military, civilians and academia. I don't know of anyplace else in the world with this strong a partnership," he said. Lockhard, now program executive officer, tactical aircraft, in Washington, D.C. was an attack weapons project officer at China Lake early in his career. As PEO (T) he is responsible for at least 10 China Lake programs and has been a frequent visitor to the high desert.

"We know it will be science, technology and our innovation that will take the Navy into the 21st Century. China Lake has a 51-year history of that and will continue to do so as long as new

Please see **LOCKHARD**, Page 6



RAdm. John A. Lockhard

Geese, other fowl make winter home at golf course

By Peggy Shoaf
Environmental Public Involvement Office

For at least the past 50 years, a variety of waterfowl and shore-birds have made the Indian Wells Valley their home for the months of September through February. Until three years ago, the most notable type of wintering birds, the geese, made George Range and the wastewater ponds located on the Naval Air Weapons Station China Lake their winter residence. For the last three years, however, they have made the China Lake Golf Course their primary winter home.

The birds, mainly snow and a few Canadian and white-fronted geese (also known as speckle-belly geese), come from as far away as British Columbia and possibly Siberia, according to Bev Kohfield, a wildlife biologist with the NAWS Environmental Project Office.

"They've discovered that the golf course is a real 'Sizzler Salad Bar,'" Kohfield said with a chuckle.

According to Paul Bruce, a worker in the golf course's Pro Shop, the birds seem very tame and don't present any problems other than the fresh fertilizer they leave on the grass. Sometimes, however, golfers have to play through them when the birds decide they don't want to move and

Please see **BIRDS**, Page 16



Photo by Margie Hammett

SNOW geese take to the air, while Canadian counterparts are content to graze.

High-energy insensitive propellant formulated by CL team

CL-20 no longer a laboratory curiosity

By Pam Harris
TID

Led by propellant formulation and design experts, Dr. May Chan and Alan Turner, both of the Research and Technology Division, a China Lake team has succeeded in developing a high-energy, insensitive (Hazard Class 1.3) propellant. The basis for this success story was the invention of an energetic solid, CL-20, by former China Laker, Dr. Arnold Nielson.

"For many years, the three services have been challenged to replace high-energy but hazard-sensitive minimum signature propellants with equally high-energy but less sensitive formulations," Chan said. "Well, China Lake finally did it."

CL-20 is a cyclic nitramine with a bipyramidal, blunt-edged morphology, a higher crystal density, a higher heat of formulation and a better oxidizer-to-fuel ratio than conventional RDX or HMX solids used in propellants. Because of this high chemical energy, propellants and explosives using CL-20 deliver superior performance over their conventional counterparts.

"Thanks to the combined efforts of government and contractor laboratories,"

Please see **PROPELLANT**, Page 7

IRIS blends functions at different sites

Virtual, live and constructive simulations employed in recent exercise

10

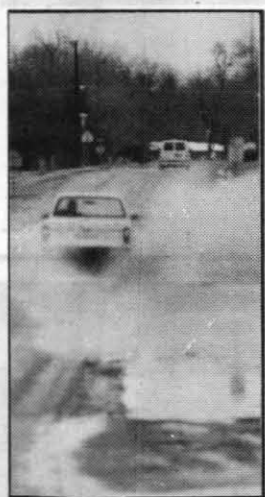
Chief of Naval Operations message

Adm. Mike Boorda spells out his agenda for 1995 to Navy personnel

12

Black History Month

- Reflections on 1895 18
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Weather

	High	Low	Gusts	Humidity
Jan. 11-17				
Wed	66	46	19	83-36%
Thurs	59	46	12	82-37%
Fri	68	41	6	85-54%
Sat	62	41	20	—
Sun	60	45	21	—
Mon	61	30	15	—
Tues	61	35	8	62-21%
Jan. 18-24				
Wed	61	33	4	72-27%
Thurs	61	30	6	78-26%
Fri	64	35	9	78-30%
Sat	55	34	6	—
Sun	57	36	6	—
Mon	48	44	8	92-82%
Tues	50	45	6	90-80%

China Lake Calendar

Thursday, Feb. 2

•National Prayer Day lunch, Seafarer Club, 11:30 a.m.
Thursday, Feb. 2, and Feb. 3, 6
•Surplus auction inspection 7:30 a.m. to 2:30 p.m. Bldg 1073, Warehouse 41

Saturday, Feb. 4

•Festival of Music at All Faith Chapel, 7 p.m.

Tuesday, Feb. 7

•Surplus auction, 9 a.m. Bldg. 1073, Warehouse 41

Wednesday, Feb. 8

•Free military luncheon featuring guest evangelist Kelly Green, Chiefs lounge, Seafarer, 11:30 a.m.

Monday, Feb. 20

•Presidents Day holiday

Saturday, March 4

•Seabee Ball at Seafarer Club

THE ROCKETEER

NAVAL AIR WARFARE CENTER WEAPONS DIVISION COMMANDER

RAdm. Dana B. McKinney

VICE COMMANDER

Capt. Roger K. Hull

NAVAL AIR WEAPONS STATION CHINA LAKE

COMMANDING OFFICER

Capt. Charles A. Stevenson

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

Staff Writer
KATHI RAMONT
Photographer
MARGIE HAMMETT

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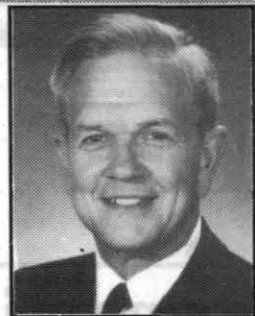
Deadline for receiving stories and photos is 4 p.m., Wednesday the week before publication.

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From The Top Reflections of 1994

By VAdm. William E. Bowes
Commander, NAWAIR



As the Naval Aviation Systems Team enters 1995 you should feel very satisfied with the enormous accomplishments that you achieved during 1994. It was a year of transition and a year of recognition. The president's Quality Award is testimony that we are making excellent progress and that we are on a path that will position us well to serve our nation and our Navy/Marine Corps team for the foreseeable future.

The closing hours of 1994 kept many of you busy providing the needed data for the very stressful BRAC process. The Navy will be making its recommendations to the Secretary of Defense in January, and the Secretary of Defense will be making his recommendations on March 1. The presidentially appointed Defense Base Closure and Realignment Commission will then commence its assessment and provide its recommendations to the president on July 1. I know how difficult these times are for each of you, but I can assure you that the Navy BRAC process is being run with extreme rigor and objectivity.

The new year brings new challenges, and I am confident you will successfully meet and conquer every obstacle. Our competency aligned organization is making good progress, and is enabling us to take the needed actions to be responsive and technically qualified to meet the demands of our Navy.

I know that many of you are concerned about promotions, which have been almost non-existent during the past several years. I am taking action to start opening promotions in our critical skill areas. The first step will be to identify the critical positions required to support program teams and competencies in the future. We must retain the right balance of critical skills to sustain our work force — ensuring continued performance with minimum disruption to the TEAM when our headquarters moves to Patuxent River.

As we continue our restructuring and start conducting more work within integrated program teams, the need for continued education and training of our work force will increase. I am pleased that so many of you are complying with my policy for a minimum of 40 hours training/education each year. However, not all of you obtained this minimum level of training in 1994. I expect total compliance with this mandate, and while I fully understand the numerous reasons one can have for not complying — these are unacceptable excuses. To succeed in the future as an effective team or to succeed as individuals, 40 hours training and education each year is a bare minimum. Make 1995 a year in which continual personal professional learning is a high priority.

Our future depends on teamwork and dedication to the customer. The customer has always been your focus, but in the past we have operated primarily in our functional areas and not as a totally integrated team for each product we support. Teamwork must be learned, and it must be stressed. We have many wonderful examples

Please see FROM THE TOP Page 21

Johnny Howard passes on Tuesday

Johnny Howard, the Casualty Assistance Calls Officer for the Naval Air Warfare Center Weapons Division and a member of the Flag Administration Staff, passed away unexpectedly at his home in Ridgecrest on Tuesday afternoon. He was 44. He had moved to the China Lake site last year after a lengthy career at the Point Mugu site of NAWCWPNS.

A native of Pryor, Okla., Howard served in the U.S. Air Force and began his civil service career with the Navy in 1974. He spent several years as a member of the Navy Reserves, ending his career as a senior chief petty officer.

He is survived by his wife, Christine and two children, Paul and Rebekah, all of Ridgecrest. Funeral arrangements for Howard are pending.

Pages From The Past

Jan. 25 & Feb. 1, 1985

Eleven years as a firing officer without an accident make Harold Parsons only the third winner of the Kit Skaar Award for Firing Officers. . . . Chaplain Aquinas Jack Smith become the first Navy chaplain to ever return to NWC for a second tour of duty when he reported aboard as the Catholic chaplain. . . . Bill Lamb, Tom Seufert, Jim Bowen, Karen Alteri, Ralph Beyer and Jim Kneppshield won Michelson Laboratory Awards. . . . TID's Walt Koerschner had a painting accepted by the Air Force Art Program.

Jan. 24 & 31, 1975

TV Booster backers, led by Don Stanton, have started a house-to-house fund drive to keep the system on the air. . . . Chuck Vuitel, NWC's 1974 singles handball champion was December's Athlete of the Month at the Center Gym. . . . RAdm R.G. Freeman III, NWC Commander, was the guest speaker as Ken Bird was installed as president of the Ridgecrest Chamber of Commerce. . . . George Silberg was elected president of the Maturango Museum Board of Directors.

Jan. 22 & 29, 1965

Clarence J. Renee of the Propulsion Development Department was named to head the 1965 Federal Joint Crusade. . . . Dr. Albert G. Hoyem was named as NOTS educational director. . . . Dr. Hugh Hunter was named to head the Research Department, returning to NOTS after a five and a half year stint in the academic world; he succeeds Dr. T. E. Phillips.

Jan. 21 & 28, 1955

Two China Lakers, Lt. Robert O. Thurston and E. H. Chilton died from polio last year. . . . Cdr. E.E. Gibson heads the 1955 March of Dimes campaign. . . . Milton Neufeld was elected president of the NOTS Employees Credit Union. . . . Dr. Hugh Hunter moved from the Research Department to become head of Central Staff. . . . The test of the new F7U-3 Outlass aerial gunnery capability were completed at China Lake. . . . Dan Sweeney is the new head of the machinists lodge.

COMMUNITY EVENTS

Social Security representatives meet with individuals every other Thursday from 9:30 a.m. to 12:30 p.m. at Kerr McGee Center, 100 W. California Ave., Ridgecrest. They will be there today, Jan. 26, and Feb. 9 and 16. For further information contact the Social Security office at 701 W. Ave. K, Suite 109, Lancaster, CA 93534, or call 1-800-772-1213 any business day 7 a.m. to 7 p.m. Lines are busiest early in the week and early in the month, so if your business can wait, it's best to call at other times.

####

On Saturday, Jan. 28, Burroughs High School multi-use room will be the site of the next Family Connection Hoedown (line dancing to country music) at 7 p.m. Cost is \$5 per family and the snack bar will be hosted by the Burroughs Band Boosters.

####

The Ridgecrest Korean Cultural Festival will be held Saturday, Jan. 28, at 7 p.m. at the Desert Christian Center, 1327 N. Norma St. (old K-Mart site). This program is sponsored by the Ridgecrest Korean Church and will feature Korean fan dances, Korean mask dances, Korean traditional musical

instruments, tea ceremony, and many Korean traditional folk songs as well as American folk songs. Refreshments and hors d'oeuvres will be provided during the intermission and after the program. If for more information, contact Dr. Abraham Yoon at 384-1903 or Young Kim at 446-5320.

####

Cerro Coso Community College Fine Arts Gallery will be showing oil paintings by Los Angeles artist, Diane Remick during the month of January through Feb. 3. The artist will present a slide lecture on Wednesday evening Feb. 1, in the 2d Art Lab, Room WW170 at 7 p.m. The Fine Arts Gallery is open during normal college hours, Monday through Friday. For more information, call the college at 375-5001.

####

Cerro Coso Community College will be offering the Standards and Training for Corrections Correctional Officer core course during the spring 1995 semester. This is an eighth unit, 160-hour course approved by Standards and Training for Corrections.

The class will be held from 8 a.m. to 5 p.m. on Saturdays and Sundays, and from 8

a.m. to 5 p.m. every other Friday, to take advantage of the NAWS flex calendar. A professional orientation session is scheduled for Wednesday, Feb. 1, from 6 to 7 p.m. Orientation will be held in the Administrative Conference Room 214D, at the college.

Registration for this course is ongoing. Students may register up to the first day of class with ticket number 0139.01. For more information on the course, please contact the Office of Instruction at 375-5001, extension 203.

####

Travel Expo '95, featuring a number of cruise lines, airlines, car rental and other businesses in the travel industry, a fashion show and food booth by the Burroughs Boosters, will be held Saturday, Feb. 4, from 11 a.m. to 3 p.m. at the Kerr McGee Center.

Monday, Feb. 6, Sergei Babayan, pianist, will appear at the China Lake Auditorium (NAWS Theater) at 7:30 p.m. as the fourth concert of the 48th Season of the Indian Wells Valley Concert Association. General admission single tickets are \$10 each, with price reduced to \$7 for full-time active duty military, those under 21, or those over 65. Advance ticket purchases can be made at The Village Bookshelf, Richer's Music, and the Maturango Museum.

####

The following 3-5 minute Parenting Advice Tapes can be heard by calling Community Connection for Child Care at 375-0446 from 5 p.m. to 8 a.m. Jan. 23 to 29, "Preschoolers and Divorce"; Jan. 30 to Feb. 5, "Children and Divorce"; Feb. 6 to 12, "Death."

Video Listings

KNID

Monday-Friday, January 30-February 3

5:30 p.m.: Navy News
5:55 p.m.: The Weapons Survivability Lab
6:05 p.m.: California Chamber of Commerce: Fighting for your business
6:15 p.m.: San Luis Obispo County
6:50 p.m.: By Their Deeds
•Monday-Friday, February 6-10
5:30 p.m.: Navy News
5:55 p.m.: Navy Laboratory Community Coordinating Group: NLCCG
6:10 p.m.: License to Succeed
6:22 p.m.: Silver Linings
6:50 p.m.: Hopper's Silence

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RENTALS.....20
REAL ESTATE.....25
BUSINESSES.....30
AUTOMOTIVE.....35
MISC. FOR SALE.....40
WANTED TO BUY.....42
PETS & SUPPLIES.....45
GARAGE SALES.....50

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

5 LOST & FOUND

FOUND BLACK & WHITE kitten at NWAS Air Field. Please call 384-4400.

15 SERVICES/SCHOOLS

1 TON DUMP FOR HIRE. Debris removal, haul dirt or rock. 377-5486.

20 RENTALS

2BR APARTMENT upstairs, med balcony, refrigerator, range, dw, small yard, garage \$400/mo. + \$400 security deposit. Dave 384-3283. (0126)

FIREPLACE FOR CHILLY DAYS. Spiffy, spacious 3bd, 2ba, lg. kitchen/dining rm., dbl. garage. \$635/mo. 446-4810.

\$575/MO NEAR BASE. Spacious 3bd., 2ba., fam/din rm, t/p in liv. rm, fresh paint, new cpt. No pets. 446-4810.

2 & 3 BD'S NICE AREA. Fireplace, garage, fenced yd. W/D hkuaps, all appliances, \$400 to \$500. Redecorated 375-7420.

EXCELLENCE NAWS LOCATION. 1,666 sq. ft. to 5,000 sq. ft. Fully secured, paved parking, fully fenced. Has office warehouse - assembly space - paved yards for lg equipment, zoned M2. Available immediately, call 1-619-375-7727.

YOU WIN WITH CLASSIFIEDS

STUDIO APT. FOR RENT has stove and refrigerator. All utilities paid. No pets. \$300/mo, 375-7727.

1BR, 1 BATH, 1 car gar. Free Water & Trash. Good Location. \$370/mo + \$150 dep. Lower Rent with 6 mo lease. 446-3799. Ask for Cheryl or Lee.

25 REAL ESTATE

3 YR. OLD HOME in great neighborhood 3BR, 2BA, FP, living & family rooms, DW, xeriscape 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 8-1/2% loan / VA \$1 down / VA or FHA. Only \$90,900, 384-1084. (t)

\$67,500 NEAR BASE. Perfect starter, spiffy, spacious, 3bd, 2ba, fresh paint, Allen Realty. 446-4810.

1 ACRE DELUXE BUILDING SITE in town. \$37,500. Allen Properties. 446-4810.

WARM & COZY 3BD, 1BA, On double lot w/pool, F/P insert, trees, completely fenced \$77,500. Call Dan at: 375-0108.

30 BUSINESSES

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

35 AUTOMOTIVE

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

1989 CARAVAN SE with V-6, 7 passenger seating, luggage rack, 120K miles, one owner, excellent condition, \$6,000/OBO. Call 446-0150 leave message.

40 MISC. FOR SALE

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

KING SIZED BED, w/firm mattress, complete. \$275. 446-2205. (0126)

BOOSTER SEAT, Quick Step, grey \$25. Brown rocker/recliner \$75. Must sell, make offers. Call 446-5188 after 5:00 p.m. daily.

DAHON FOLDING BIKE good for RV's and small airplanes, \$85. Toastermaster toaster oven. \$20. 446-2205.

GETTING MARRIED? Money tight? Men and ladies wedding trio set. \$500. Call 384-2997.

BEAUTIFUL BH GOLD, 3 diamond wedding set ring. \$250. BH gold promise heart ring \$100; BH gold necklace and earring set \$50, all in mint condition. Call 375-1657.

ANTIQUE RADIOS, men's jackets, typewriters, organ \$50, Rocking chair \$75, Misc. 446-6893.

42 WANTED TO BUY

WANTED: SUPER NINTENDO. Call Cindi at 446-3905 after 6 p.m. weekdays, anytime weekends. (t)

WANTED: Old auto club road signs, any condition. Jim 446-5120. (0518)

45 PETS & SUPPLIES

APPALOOSA GELDING Does it all! Safe and sound, great first horse \$1,200.00. Call 377-5461. (0126)

AKC COCKER PUPPIES. Excellent quality, 9 weeks old, shots, 377-5461. (0126)

For Rocketeer Advertising Call Peter Mulderrig 375-4481



SPORTS

Flag Football Standings (as of Jan. 17)

Team Name	Win	Loss
NADS	2	1
IYAOYAS	1	3
Bombers	3	0
Tasmanian Devils	0	3
Kay & Assoc.	1	1

Volleyball Standings (as of Jan. 17)

Team Name	Win	Loss
Shut Up & Serve	10	0
South Pac	8	3
Go for It	10	1
Reid's Raiders	6	5
Bombs Away	6	5
Just Burns	7	4
Xtreme Heat	4	6
Here for Beer	2	9
Boeing	2	10
Smith's	0	11

Intramural league and tournament play set to begin March 7

Softball season will begin the week of March 7. Deadline for league entry and roster submission is Feb. 24. Schedules may be picked up at the gym front counter after 5 p.m. on March 2.

Basketball season begins March 13. Entry deadline and roster submission is March 3, and schedules may be picked up on March 8.

Intramural 3-on-3 basketball tournament play begins March 17. Deadline for submission is March 6. Tournament times may be picked up after 5 p.m. March 15.

Intramural 2-man and 2-co-ed volleyball tournament play begins March 3. Tournament entry and roster submission deadline is Feb. 21. Play times may be picked up Feb. 28.

Please insure that rosters are complete with status and signatures. For more information contact Michelle Archuleta at 939-6542.

Fun and Fitness classes forming at NAWS gym

"Fitness and Fun" classes start Feb. 6 and run through March 17 at the gym, Mondays, Wednesdays and Fridays.

Classes run for an hour and start at 7, 8, 9 and 10 a.m. and 4:15 p.m.

These classes are for women and men of all ages. You will learn to properly use the exercise equipment at the gym and be exposed to different types of workouts.



Kern County ski resort brings action closer to home for enthusiasts

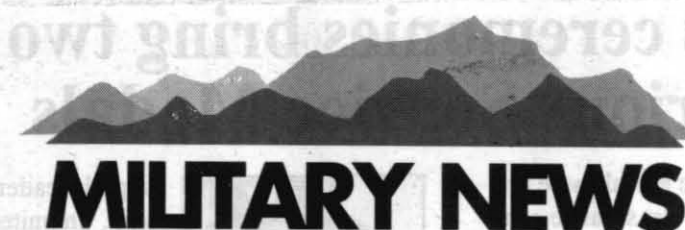
Kern County's Alpine ski area, Shirley Meadows, is located 1 1/2 miles south of Greenhorn Summit on Rancheria Road, 90 minutes from Ridgecrest.

Shirley Meadows features eight groomed runs for beginner, intermediate and advanced skiers, two chair lifts, equipment rentals, lessons and a warming hut.

The center allows both downhill skiing and snowboarding.

The facility is open Friday through Sunday and on holidays, weather and snow conditions permitting.

For lift ticket and snow information, call 619-376-4186.



MILITARY NEWS

VITA Program offers free tax assistance to military and families, seeks volunteer help

By Dee Rorex
TD

It's tax season again and the NAWS Legal/JAG Office is urging military members and their families to take advantage of Voluntary Income Tax Assistance (VITA) services provided by the office. Last year in California, more than 6,000 volunteers assisted hundreds of thousands of military personnel and their families.

The program was implemented as a way to assist military personnel and their families with their taxes at no cost. "Salaries paid to military personnel are limited," says Lt. Hatley, NAWS China Lake JAG officer. "These young men and women and their families need all the help they can get."

One person particularly appreciative of the program is OS2 Matthew Zubia. Last year, he and his wife took advantage of the program, after they moved here from San Fernando. While in San Fernando, he and his wife had filed separately. Unbeknownst to them, the person who did their taxes there made a mistake and his wife got too much money back. "When we went in to see Lt. Hatley, he was a big help," said Zubia. "He let us know that a mistake had been made and took the necessary measures to correct it. I went to see him 5 or 6 times over a 2-month period to get this problem straightened out. He was very patient and willing to answer my questions. If he didn't know the answer to something, he'd call around until he found one. I couldn't have done it without him."

Hatley's responsibilities are three-fold. He's a command advisor, a military justice officer and a legal assistance attorney. Part of his duties as a legal assistant attorney involves providing income tax advice to more than 1,000 sailors and their families. Hatley is quite familiar with the process. "This will be my third year as a VITA volunteer at China Lake," he said. "The program provides a quality of life for our troops. It demystifies the whole process for them. All you have to do is bring your W-2s in to us, and we'll get them filed."

This year a Family Service Center (FSC) was implemented at China Lake. The center provides all types of family-related services to military personnel and their families, including tax assistance. They help VITA volunteers provide better tax services by providing computer software, such as Tax Wise (IBM) and Mac & Tax. FSC tax assistance services will be provided at two locations on Station — one in the Hangar 2 annex and the other in the main Administration Building (Room 1040).

The volunteers will receive two weeks of intensive training beginning Jan. 31 on how to prepare state and federal taxes. However, assistance with federal forms is limited to forms 1040EZ and 1040A, and assistance with state forms is limited to 540EZ, 540A, and 540NR. After the course, volunteers will be required to take and pass a test certifying them to give legal tax advice.

Those who desire assistance in preparing their 1993 federal or California state income tax returns or wish to be a VITA volunteer should contact the following individuals for an appointment: Lt. Hatley, 939-2003; Pat Baczkiewicz at Family Service Center, 927-1545; or Karen Rivers at Hangar 2, 939-1018.

Walk-ins are not recommended. Lt. Hatley asks individuals to "please make an appointment early. The sooner you file, the sooner you'll get your tax returns back."

AOCM Bill Willis

New command master chief looking out for the enlisted

By Kathi Ramont
Staff Writer

"I haven't made my pet program yet," said AOCM (AW/NAC) Bill Willis, Naval Air Weapons Station's new command master chief. "My main concern is to look out for the welfare of the enlisted folks. I'm assigned to NAWS, but it doesn't matter where they are assigned, if any Sailor needs help, then I'm going to be doing it."

Willis reported onboard last November to replace now-retired Master Chief Andy Anderson. He works with commanding officer, Capt. Charles A. Stevenson, and XO Cdr. Greg Howard on quality of life issues at China Lake. "The longer I'm here, the busier I get," Willis laughed.

"Sometimes the young enlisted Sailor's biggest need is a little assistance on where to get help. If they ask their buddies for help, maybe that buddy didn't do it right, and then they repeat the mistake. By coming to me for help, I can steer them in the right direction," Willis commented.

One of Willis' programs is the Sailor of the Year selection. China Lake's Sailor of the Year has been selected, and the award package is working its way through NAWCWPNS, then to NAVAIR and on to compete at the CNO level.

Willis enlisted in the Navy in January 1970, reporting to recruit training at NTC Orlando, Fla. He attended AO "A" school at NATTC Jacksonville, Fla. His first assignment was to Naval Air Station Cubi Pt., Republic of the Philippines, where he worked in the Armament Equipment Division of the AIMD, performing depot-level overhaul and repair on many types of bomb racks. December 1972 found him transferred to Attack Squadron Twenty-Five homeported at NAS Lemoore, Calif. While assigned to VA-25 he deployed onboard USS Ranger for its last cruise to the Republic of Vietnam.

In February 1974, he moved to NAS Moffett Field, Calif., where he spent the next 18 years. "When we first moved to that area there were still orchards and fields near the station, and we really liked it. Now the surrounding areas are all filled in and overcrowded; we were happy to leave," he said. While at Moffett, he was assigned to the Weapons Department for two tours, where he served as a small arms marksmanship instructor, a nuclear weapons transshipment crew leader, the SWOPS custodian, the non-nuclear ammunition inventory control officer and as the department's leading petty officer.

Four years were spent in Patrol Squadron Forty-Six, where he served as a naval aircrewman, conventional and special weapons loading crew chief, ordnance division leading petty officer and squadron NATOPS evaluator.



AOCM (AW/NAC) Bill Willis

Another three years were with Patrol Squadron Fifty where Willis served as ordnance chief, avionics/armament division chief, maintenance control chief, and detachment leading chief.

April 1985 found Willis on the staff of Commander Patrol Wings U.S. Pacific Fleet serving as Weapons Training officer, nuclear safety officer for NAS Moffett Field and performing Navy technical proficiency inspections, conventional weapons technical proficiency inspections, mine readiness certification inspections, and operational readiness evaluations on the squadrons and air stations assigned to them.

Willis reported to Patrol Squadron Forty in June 1988 as the Maintenance Master Chief, subsequently moving into the Command Master Chief program and assuming that role within VP-40. He then reported to Fleet Air Reconnaissance Squadron Three as the Command Master Chief in October 1991, moving with the squadron from NAS Barbers Point, Hawaii to Tinker Air Force Base, Okla. in 1992.

His many awards include two Navy Commendation Medals, two Navy Achievement Medals, six Good Conduct Medals, the Armed Forces Expeditionary medal, two National Defense Service Medals, two Vietnam Service Medals, the Republic of Vietnam Campaign Medal, Navy Expert Pistol Medal, Navy Expert Rifle Medal, Navy Unit Commendation, both the Navy and Coast Guard Meritorious Unit commendation Ribbons, Navy Battle "E" Ribbon, five Navy Sea Service Deployment Ribbons and the Coast Guard Special Operations Service Ribbon.

An Oklahoma native, Willis, who lives on Station with his wife Chris and eight-year old daughter Danielle said, "We love it here. This is a big enough city to feel like you have things to do, without the urban crowds. And if my wife needs to breathe some mall air, they're close enough that it isn't a problem. My daughter thought that the recent snow was the neatest thing going."

The Rocketeer 1995

Jan. 12th-26th Jul. 13th-27th
Feb. 9th-23th Aug. 10th-24th
Mar. 9th-23rd Sep. 7th-21st
Apr. 6th-20th Oct. 5th-19th
May 4th-18th Nov. 2nd-16th-30th
Jun. 1st-15th-29th Dec. 14th

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Submitted by LCdr. T.F. Mele, CHC, USN
Command Chaplain



Closer to home

So often, and much to our amazement, we find that the real treasures in life lie close to home.

Once, there was a poor rabbi who lived in the city of Krakow. He lived on the street of the Lost Angel, in the last hovel on that street with his wife and his four children. Since he was extremely poor, he dreamed every night of riches. But one night the dream was exceptionally vivid. He dreamed that underneath a bridge in the city of Warsaw there was a treasure. When he awoke in the morning, he excitedly told his wife and his children about his dream. He then packed food and clothes and set off on the long journey to find that bridge. He traveled many long days and long nights and finally arrived at Warsaw. It was just as the dream had pictured it — except for one thing. There was a guard on the bridge, a sentinel who paced back and forth. And so the poor rabbi, tired from his journey, fell asleep in the bushes. When he awoke, he rattled the bushes with his arm and the guard spied him.

"You there, come here!" He was a simple man and he did not run. He sheepishly came forward. The guard said, "What are you doing here?" The simple man who would not run was also a simple man who would not lie. He said, "I have dreamed that underneath this bridge there is a treasure, and I have traveled many long miles to find that treasure and be rich."

The guard said, "That is strange! Just last night I too had a dream. I dreamed that in the city of Krakow, on the street of the Lost Angel, in that last hovel on that street, where lives a rabbi and his wife and four children, there is buried behind the fireplace a treasure. But, it's just a dream. It can never be true. Now, you, you get out of here before I run you in. Never let me see you again!"

So that rabbi raced away and took the long journey back home. He went to his house on the street of the Lost Angel, went into his parlor, moved away the fireplace, dug underneath and found the treasure and lived happily ever after.

Festival of Music Feb. 4 at All Faith Chapel

Saturday, Feb. 4 at 7 p.m., the All Faith Chapel will celebrate the rededication of the newly remodeled chapel and extends an invitation to the community for a Festival of Music in a Worship Setting.

Father Ken Richards will be the guest homilist and music will be provided by members of the Desert Community Orchestra, guest vocalists and a special choir.

National Day of Prayer lunch set Feb. 2

In recognition of the 42nd Annual National Day of Prayer, a prayer luncheon will be held on Feb. 2 at the Seafarer Club from 11:30 a.m. to 12:30 p.m. The cost is \$5 per person and tickets are available at the Chapel office. This

year's guest speaker is Bob Bolen, CEO of the NWC Community Federal Credit Union. Working uniforms are authorized. Come and join in this Prayer for the Nation.

Awards ceremonies bring two Meritorious Service Medals

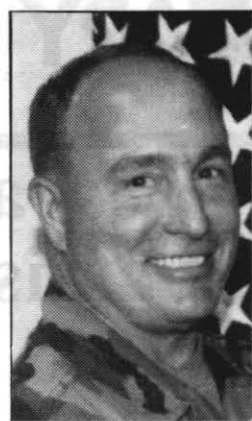
Meritorious Service Medals were presented to members of two separate commands earlier this month.



Cdr. Ramirez

Cdr. Ray Ramirez, NAWS Weapons Department head (weapons officer), received the meritorious award at quarters, Jan. 9, for service as weapons officer at his previous station, NAS North Island, from December 1990 to June 1994. "Cdr. Ramirez was directly responsible for safely receiving, issuing and processing over 42,000 tons of ordnance involving more than 11,000 separate shipments by land, air and sea," wrote Adm. R. J. Zlatoper, commander in chief, U.S. Pacific Fleet, in the citation. "He successfully guided the Weapons Department through a most demanding Defense Nuclear Surety Inspection, two Limited Navy Technical Proficiency Inspections and three MK 46 Torpedo Recertification Inspections with superb results."

At formation Jan. 13, CWO3 Thomas E. Wangler received the Meritorious Service Medal for service as administrative and operations officer at Marine Aviation Detachment, China Lake from July 1992 to April 1994. "Through his



CWO3 Wangler

superb leadership, unlimited resourcefulness and exceptional foresight, he was responsible for planning and implementing the consolidation of two aviation detachments into a single unit that was tasked with supporting all Marines and Marine-interest programs at both China Lake and Point Mugu," wrote Gen. C.E. Mundy, commandant of the Marines Corps in the citation. "Additionally, he demonstrated an extraordinary capacity for difficult problem-solving and vigorous resource management; organizing the logistic, administrative and technical support for the Marine Corps operational test of the Light Armored Vehicle-Air Defense variant at China Lake and low-cost target support for the Navy's Phalanx Gun system test by employing Marine Corps cannoners firing 155 mm howitzers. Because of his innovative approaches, he generated savings of \$600,000 of Navy and Marine Corps research and development funds."

Recognition

Also honored at the NAWS quarters were AC2 Betty M. Carter and ABH2 Jesus M. Perez, who received Good Conduct Medals.

Ombudsman Training Program set Feb. 17

All interested commands and activities are invited to send a representative to a day-long Ombudsman Training program to be held at 1008 Blandy Ave., China Lake, on Feb. 17. Courses will begin at 7:45 a.m. and end at 4 p.m. Topics will include OPNAV 1750.1C; roles, relationships and accountability;

organized records, materials, phones numbers and so on; dealing with the media and rumor control; confidentiality, peer counseling and listening skills; suicide prevention; and many others, as well as a question and answer period.

For reservations, contact Ginger Tornquist at 939-5045.

All Faith Chapel Services

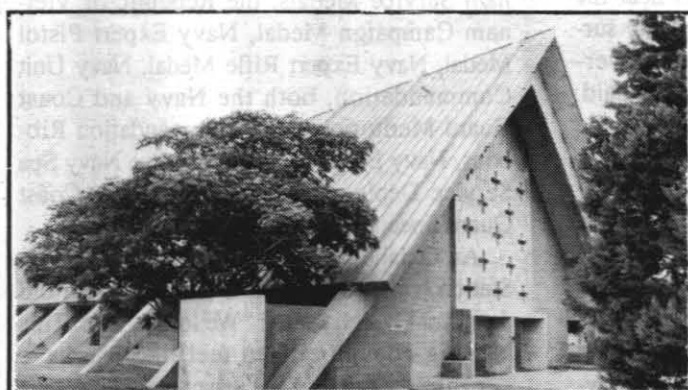
Protestant

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

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.
Islamic
Jumaa Prayer, Friday (1002 Blandy) noon

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

FROM THE TOP continued from Page 2

of teamwork in action across our many sites, but we have much more to accomplish. The TEAM and not the individual will be the key to our success. Likewise, good performance must become synonymous with teamwork, not individual performance.

As the current administration hits its halfway point for the president's four year term in office, you can expect a heightened effort to move acquisition reform forward. Focusing on commercial products, doing business in a more commercial way, eliminating most of our military specifications and standards, increasing workload inter-servicing, working more as partners with industry, greatly reducing our oversight func-

tions, focusing on total system ownership costs and reducing the cycle time for everything that we do are some of the many areas that you will be hearing much about during 1995.

The president has nominated me as a vice admiral to become the principal deputy assistant secretary of the Navy for research, development and acquisition. As I am writing this article, the president has not yet nominated my relief to become COMNAVAIR. (This article was written in December, see Page 1 story.) Both of these assignments require confirmation by the Senate, and I anticipate a very smooth transition whenever I detach.

I thank you for your continued tremendous support, and I wish you all of the best for 1995. You're the greatest.



LONGEVITY—With no plans to retire, Larry Pafford, NAWCWPNS electronics technician with the Land Range Communication Branch was recently honored for his forty-five years of federal service. Pafford is shown with the flag box presented to him by Bill Ball of the Range Department. His career spans World War II duty onboard USS Marcus Allen in the Pacific Fleet to the long beach shipyard, on to Point Mugu during the Vietnam era, and currently at China Lake, since 1977.

TRAVEL EXPO 1995 at Kerr McGee

Contributed by
Theresa Jones

On February 4th, Ridgecrest Travel/American Express is hosting TRAVEL EXPO 1995 at the Kerr McGee center. This event is co-sponsored by the Daily Independent. This travel extravaganza is open to the public from 11am to 3pm.

Ridgecrest Travel/American Express has invited over 100 travel related companies to the EXPO. The list of participants is exciting and growing daily. Just to name a few... Pleasant Hawaiian Holidays, Princess Cruises, Heritage Hotel, United Express, Amtrak, American Eagle, Seabourne Cruises, Alaska Airlines, Avis, Collette Tours, Carnival Cruise Line, Quantas Vacations, Omni Hotels, American Hawaii Cruise, Holland America Cruises, TWA, and many more!

The Travel Expo will also have two fashion shows featuring travel apparel by Visions of Love scheduled at 12 noon and 2pm. Live music will be provided by Richers throughout the expo. The Burroughs Boosters and Pierce Elementary PTA will be offering food service.

"The expo is designed to give our community the opportunity to take a look at their travel choices for 1995 and beyond. We fine that our clients main objective is finding the best travel value. The expo is chock full of travel specials and discounts that will be offered only for those attending the expo. On February 4th, we invite Ridgecrest to enjoy the travel event of the year!" explains Terry Jones, coordinator of the Expo event.

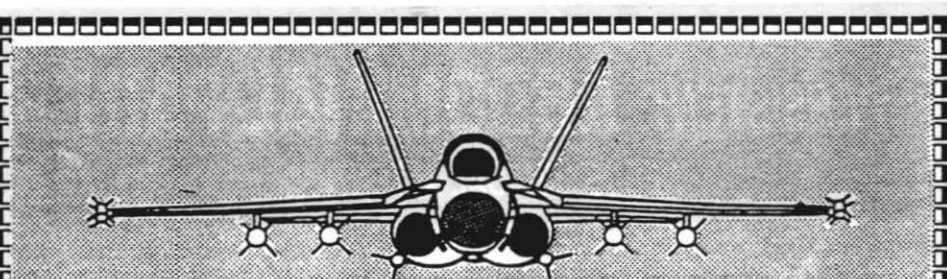
To add to the festivities of the event, Ridgecrest Travel will be giving away travel and travel items every 15 minutes. The winners of these giveaways will be announced live on KLOA and KRAJ which will have live remotes at the expo. Each person attending the expo will be given one entry form that will allow them to enter into a drawing for over 20 different travel giveaways. "We are very excited to have the opportunity to give-away two TWA tickets, two United Express tickets, one Wine Train Express weekend package and many other terrific prizes" adds Lola Traylor, Owner of Ridgecrest Travel. Winners need not be present to win.

Admission is free and Ridgecrest Travel invites you and your families to come and experience the fun of travel at Travel Expo 1995!

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Safety Sense

By Dena Christison
Safety Training Officer

Eye protection on and off the job

Eye injuries, both on and off the job, are all too common. We focus a great deal of energy on training and enforcing the use of safety glasses while at work, as we should, but, many people forget the importance of protecting our eyes at home as well. Most eye injuries can be prevented by wearing proper eye protection. What could be more simple?

Of the eye injuries that happen at home, more than 40 percent are caused by exposure to some type of cleaning product. Oven cleaners, drain cleaners, ammonia and bleach are just a few of the harsh chemicals that can irritate eyes. Following a few simple precautions can prevent some of these injuries:

- Read the label before using any cleaning product. Labels and the product's material safety data sheet (MSDS) provide a great deal of information about the product ingredients, precautions, personal protective equipment, first aid procedures and so on.

- If you are using a spray container, be sure the nozzle is aimed away from you. When you spray a cleaner from a pressurized can, you increase the danger to your eyes.

• Always wear goggles to protect eyes when handling chemicals. If a chemical gets in your eye, flush your eye with water continuously for 15 minutes or as directed by the label or MSDS. Then see your doctor or go to an emergency room.

When you are working with tools, keep them in good repair. Observe all recommended operating precautions, and always wear appropriate eye protection. Saws, sanders, grinders and even drills produce flying particles that can injure the eye.

Yard work and gardening cause more than 5,000 eye injuries each year. Power mowers and edgers throw small rocks with enough force to cause serious injury. Check your yard before mowing or trimming the lawn and always wear eye protection. Even pruning a bush can be a hazardous task if your eyes are not protected.

Hospital emergency rooms treat about 40,000 sports related eye injuries each year. Many of these injuries require long hospital stays. Some injuries cause permanent vision loss. In some sports, a racquet, a bat, a ball or a stick turns into a weapon against your eyes. In others, a finger, fist or elbow can turn a light game into a tragedy.

Unprotected eyes are not safe in any

game. Regular eyeglasses, even though they meet certain basic standards of impact resistance, do not offer adequate protection in most active sports. Wear safety glasses made of polycarbonate-plastic with lenses that have side shields or goggles to protect the side of the eyes as well.

BB guns should be considered weapons and not toys. More than 3 million air-powered guns are sold annually in this country. Some are labeled as suitable for children as young as 8 years old. These guns cause about 2,000 eye injuries each year. Children should never be allowed to use such a gun except under the direct, personal supervision of an adult and then only while wearing approved eye protection.

Finally, contact lens wearers must understand an additional concern. The use of contact lenses can make the problems of exposure or injury discussed above, worse. Hard lens contacts can lacerate the eye if hit, and all types of contact lenses can actually trap chemicals if the eye is exposed, leading to irritation, infection, burning or other injury.

Taking precautions and using personal protective equipment are the key elements of any effective sight saving program. What can be more simple than wearing a pair of safety glasses? If the equipment is properly used, it will work. Eye protection both on and off the job should be a priority for all.

UCLA engineering classes offered soon

During the spring quarter, UCLA Extension offers eight electronics engineering short courses, including new programs on multichip module design, modular avionics and nonlinear optics of bulk media. All courses meet at the UCLA Extension Building, 10995 Le Conte Ave., adjacent to the UCLA campus, 8 a.m. - 5 p.m.

The new courses include "Multichip Module Design," April 24-26; "Modular Avionics," April 24-28; "Nonlinear Optics of Bulk Media: Principles and Applications," May 1-3, "Power Hybrids," April 3-5, "Hybrid Microcircuit and Multichip Module Packaging Technologies," April 10-13, "Charge-Coupled Devices, Cameras, and Applications," May 15-18, "Design and Testability and for Built-In Test," May 15-19, and "Fuzzy Logic, Chaos, and Neural Networks: Principles and Applications," May 22-24.

For complete information, including a free booklet detailing all spring quarter engineering short courses, call (310) 825-1047, FAX (310) 206-2815, e-mail mhenness@unex.ucla.edu, or write: Department of Engineering, Information Systems and Technical Management, UCLA Extension, 10995 Le Conte Ave., Ste. 542, Los Angeles, CA 90024.

Executive order authorizes expedited naturalization for service members

On Nov. 22, 1994, President Clinton signed an Executive Order authorizing expedited naturalization of aliens and non-citizen nationals who served honorably in an active-duty status in the Armed Forces of the United States between Aug. 2, 1990 and Apr. 11, 1991. Physical presence in the Persian Gulf during that period is not required.

Personnel applying for expedited naturalization must submit INS Form N-400 (Application for Naturalization), INS Form N-426 (Certificate of Military or Naval Service), and INS Form G-325B (Biographic Form). Forms can be obtained and filed at any local Immigration and Naturalization Service office. Individuals applying for expedited naturalization under Title 8 U.S.C. Section 1440, must have been inducted, enlisted, or reenlisted in the U.S., the Canal Zone, American Samoa, or Swains Island, or have been lawfully admitted to the U.S. for permanent residence.

All required documents should be filed in accordance with 8 Code of Federal Regulations, Sec. 329 (1994). Further information is available at any Naval Legal Service office or contact Navy JAG, International Law Division or BUPERS-662D if additional assistance is required.

Enlistment bonuses offered in selected rates

By Lt Dan Bates,
BUPERS Public Affairs

Washington (NNS) — To help attract personnel to demanding assignments, the Navy is offering enlistment bonuses in select ratings and skills.

Personnel in 11 skill areas are being offered bonuses from \$1,000 to \$6,000 to enlist in the Navy. The skills desired include helo rescue swimmer aircrew, fire controlman, cryptologic technician and radioman.

To assist Navy recruiters during typically slower recruiting months, 18 other skill areas are being offered \$1,000 bonuses from Feb. 1 through May 31, 1995. Some of those skill areas are sonar technician (submarine), gunner's mate and aviation ordnanceman. More information is available in BUPERSNOTE 1130, dated Nov. 23, 1994.

Software Engineering Library created at NAWCWPNS as part of the SPII

Creation of a Software Engineering Library (SWEL) for the Naval Air Warfare Center Weapons Division provides a central repository of information related to software engineering, acquisition and management.

As part of the NAWCWPNS Software Process Improvement Initiative (SPII), the proposed SWEL will be the key source for reference material, examples and solutions to defense software acquisition and management. Rather than face a need to continuously reinvent the wheel in these areas, the SWEL offers a way to coordinate and exchange resources, experiences and solutions. According to Pamela Ross, who originated the concept for SPII and sold it to the then C29 Software Engineering Process Group (SEPG) lead by Susie Raglin the long range goals for the project include:

- Increasing interest and awareness in software;
 - Facilitating communication within the software community;
 - Encouraging standardized processes; and
 - Supplement existing software training programs;
- Services to be provided by the SWEL include:
- Current directory of software projects and people division wide;

- Good examples of common software documentation;

- Examples of proven procedures for common software processes; and

- Desktop access to the SWEL and other external software engineering libraries via the Internet.

Currently, the information and software resources needed for the SWEL are scattered throughout the division and totally decentralized. The primary challenge to creation of a SWEL is to identify, collect, coordinate and organize existing resources into a centralized, accessible data base.

An action plan has been completed by the SWEL Team (Ross, Raglin, and Bob Page) of the Engineering Competency and activity has started to implement a pilot SWEL at China Lake using SPII funding. Some of the resources are already available to the community, however the team has targeted a July 1995 grand opening date.

Team members see this as a cornerstone of software process and product improvement activities in the Weapons Division and are looking for volunteers from the community to help define their services.

For further information about the SWEL or how you can help, contact Pamela Ross at (619) 927-0005 or visit the SWEL Home Page on the Internet at URL address: <http://centaur.chinalake.navy.mil/swel.html>.

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RAdm. McKinney tells of Navy's economic impact on IWV

In addition to the largest payroll in the Indian Wells Valley (IWV), last fiscal year, the Navy's presence at China Lake was worth an estimated \$120 million in purchases of goods and labor, according to RAdm. Dana B. McKinney. Speaking on Tuesday at Ridgecrest's Eighth Annual IWV Economic Outlook Conference, the NAWCWPNS commander pointed to the more than 66,000 procurement actions, 25,000 bank card purchases and 12,000 SPEDI orders as examples of the Navy's economic impact on the community.

In his presentation, "The Navy As a

Business Partner," RAdm. McKinney outlined many of the Weapons Division's initiatives with a local impact. These include technology sharing, the geothermal program, environmental issues, international treaties, military construction projects and the increased emphasis on joint service weapons programs.

McKinney also touched on the Base Realignment and Closure (BRAC) issue, noting the division, like the rest of the Department of Defense, is in a holding pattern, busy responding to data calls, until the Secretary of Defense forwards his recommendations to the BRAC

Commission on March 1.

Other topics he covered included the continuing move toward a competency aligned organization to streamline the Naval Air Systems Team organization and reduce layers of management; the Weapons Division's ability to hire a limited number of new civilian employees to help correct skills mix problems in the work force; the Ridgenet connection for Internet access by community members; cooperative research and development agreements (CRDA's) including five that were renewed in the past year; the Ridgecrest Business Technology Incubator Center; the savings generated by the Coso Geothermal Project and the priority NAWCWPNS places on environmen-

tal compliance as a standard way of doing business at both the China Lake and Point Mugu sites.

Other guest speakers at the day-long event included Roy Ashburn, Kern County supervisor, as the luncheon keynote speaker; retired RAdm. Richard Seely; Ridgecrest Mayor Curt Bryan; Bruce Auld, superintendent of the Sierra Sands Unified School District; Jim Smith of North American Chemical Corporation; and Sheryl Barbich of Barbich Associates.

More than 200 business people from the Indian Wells Valley attended the conference sponsored by the Ridgecrest Chamber of Commerce.



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LOCKHARD from page 1

weapons are needed," Lockhard told the gathering at the ball.

"It's the people here at China Lake that are so important to the future. I talk about the work you do here every day in Washington; and I know the Washington leadership understands and values what goes on here," he added. "Your strength comes from a civilian, military, industry team. You have broken down the barriers and allow communication to take place. The future for you is bright. You are the ones that

bring this barren desert to life."

Bowes' message indicated that if all goes well and both positions are confirmed by Feb. 9, the change of command would take place on Mar. 3. In the mean time, according to the commander, Lockhard will be visiting many NAVAIR sites. "It will be a good opportunity to have each command showcase its accomplishments, its plans for the future and especially to highlight the problems for which solutions have not been identified," he wrote.

black leaders who espoused educating young people to think and develop a wide range of skills.

Booker T. Washington, the third of the giants is described as one of the most distinguished and respected men of the century. A person who changed the course of history, American education and race relations. As an advocate for industrial education and vocational training for southern blacks, Booker T. Washington created a rift among many community leaders regarding race relations. He affirmed that blacks should remain in the rural areas to work the land and serve the gentry rather than migrate to the city. He also believed that a study of the sciences was unrealistic for the time. He ushered in the era of Washingtonian politics and education.

The course of history for Black Americans was greatly influenced by these three giants, especially through their writings, support for education and political involvement. The impact of their labors, a century later is still among the main topics of discussion in educational and historical circles.

We, at ASALH, are proud to introduce the 1995 theme, "Reflections on 1895: Douglass, du Bois, Washington," and we encourage all institutions and individuals alike to discuss the philosophies and writings of these great men and their impact on black life and culture in American society.

70th National Celebration of Black History Month

1995 Schedule of Events

Feb. 3, Kick-off Mixer — Heritage Inn Flight Deck Room, 6 p.m., heavy hors d' oeuvres, sponsored by the NAWCWPNS Black Employment Program Committee. Open to the public. For more information contact Catherine Rogers, 939-8125.

Feb. 4, Gospel Concert — A tribute to great gospel singers by visiting and local individuals and choirs; Cerro Coso Community College Lecture Center 6 to 8 p.m. Tickets: \$10 (12 years old and up); \$5 (6 to 11 years); and free for those 5 and under. Tickets may be purchased at the door or by contacting Tina Jackson, 375-7639 or Deanna Ellsworth, 371-9874. Sponsored by Victory Baptist Church. Open to the public.

Feb. 7, 8 and 9, Eyes on the Prize Series Parts I and II — Training Center, Room 205, 9-11 a.m. and 1-4 p.m. (Feb. 7 and 8) and 9-11 a.m. (Feb. 9). Each episode is approximately one hour long and training credit is available. Part I, America's Civil Rights Years, includes six episodes, and Part II, America at the Radical Crossroads, includes eight episodes. The series is also available on TVIS Channel 3 (Bill Bethke, 939-0877). Open to federal employees only.

Feb. 11, Youth Day — More information will be released soon, or call Norman Alexander, 375-5397.

Feb. 19, Black History Program — Victory Baptist Church, 242 W. Panamint Ave., Ridgecrest, 5 - 7 p.m. Open to the public. For more information call Rev. E. Benjamin Thomas, pastor, 384-4416.

Feb. 23, Managing Diversity Video — Training Center, Room 115, 10 a.m. to 12 p.m. Demographic shifts over the next decade will have great impact on organizations and their managers. How an organization adapts to these changes will, in turn, have major impact on its future. Sponsored by the Federal Training Network. Open to federal employees only. For more information contact Catherine Rogers, 939-8125.

Feb. 24 and 25, Substance Awareness and Abuse Workshop — Keynote speaker will be Harold Hurtt, chief of police, Oxnard, Calif. More information will be released soon. Sponsored by the NAACP. Open to the public. For more information contact Odessa Newman-Staples, 375-8295.

If you need additional information, please call the point of contact for each event or members of the Black Employment Program Committee: Will Carey 939-7880; Colden Nutt 939-4064; Sammie Allen 939-5016; Shelia Fultz 939-1773; Brenda Waters 939-9100 or Walter Martin 939-2769.

Michelson and Lauritsen laboratory's waste disposal process now in place

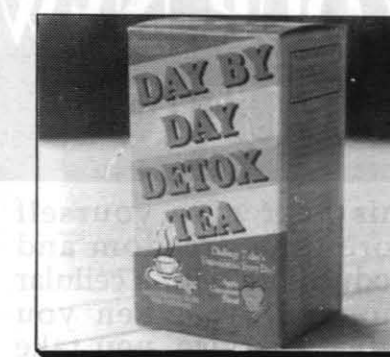
Effective Feb. 7, employees within the Michelson/Lauritsen Laboratory compounds may "properly" and easily dispose of hazardous materials by contacting Juanita Morton who will take responsibility for insuring that all materials are properly identified, all appropriate paper work is completed and will store the material for removal from the area. She will be available on Tuesday and Wednesday mornings, 8 to 11 a.m. in Building 02646, located on the north side of Wing 6 of Michelson Laboratory.

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Black History Month Reflections on 1895: Douglas, Du Bois and Washington

By Janette Hoston Harris, Ph.D.

National President, Association for the Study of Afro-American Life and History, Inc.

"The world does not want and will never have the heroes and heroines of the past. What this age needs is an enlightened youth not to undertake the tasks like theirs but to imbibe the spirit of these great men and answer the present call to duty with equal nobleness of soul."

Carter G. Woodson

"Mis-education of the Negro"

The 1995 National Black History theme reflects a milestone in the life of Black America. It causes us to be reflective of the dreams and visions of three men who were repressed by slavery, disillusioned by the 13th, 14th and 15th amendments, and despite these setbacks, championed the cause for freedom through vigilant and aggressive action. This theme sets forth the resolve, dedication and commitment of three giants, Frederick Douglass, William E. B. Du Bois and Booker T. Washington, who were profound scholars and leaders. Their determination to change the course of history for Black Americans awakened the world to the neglect and oppression of a race of people who nurtured and built the foundation of this nation.

A century ago in 1895, Black Americans acquired the right to vote. This new political power, however, became a threat to the southern Democrats, who were diligently working to revoke their political strength. Measures were therefore instituted to reduce the power of Black Americans, especially with the establishment of the poll tax, a requirement for voting. Essentially, this act was a reversal of many newly acquired freedoms, and since the environment of distrust was raging throughout the South, there was widespread fear and agreement among white southerners that blacks should be denied the right to vote. The color line had once again reappeared in almost every aspect of one's daily life.

The year 1895 ushered in a climate that was conducive to the 1896 Supreme Court decision to uphold segregation. The famous case of Plessy v. Ferguson, consummated the separate but equal doctrine.

However, the death of Frederick Douglass in 1895, at the age of 78, called attention to the fact that a great period in our history had ended, and that the greatest abolitionist of all time had passed, leaving his mark on generations, yet unborn.

As one of the three African American giants, Douglass' experiences as a slave prepared him for a life of devotion to the cause of freedom and quality of life for Black Americans. As a statesman and spokesperson for human and civil rights, he also spoke to the plight of women. Through his publication of a series of newspapers and books, his message became a guide and served to comfort many depressed and repressed by the system.

Douglass, Du Bois and Washington were oratorical geniuses who enlightened America, causing her to search her conscience regarding the treatment of Black Americans. They provided a continuum in the struggle for full freedom and by 1895, these giants of history had collectively contributed 70 years of speaking and writing in an effort to uplift the race.

William Edward Burghardt Du Bois, another of the three giants, was an activist for freedom and equality who became the first African-American to receive a doctorate degree in history from Harvard University in 1895. Dr. Du Bois actually picked up the gauntlet left by Douglass and continued the fight for education, freedom and equality for African-Americans. He began to write about the trials, tribulations and treatment that blacks received at the hands of the white oppressors. He stimulated many as he moved about the country speaking of slavery, the lynchings and mistreatment that existed in many corridors of America.

Du Bois was displeased with the compromising attitude of Booker T. Washington and was incensed with the lack of protection of black people during slavery and the race riots; therefore, he began to speak out and intensely support the Niagara Movement, which advocated civil rights for the black population. This movement later became the N.A.A.C.P.

Because of Du Bois' deep concern for the treatment of black men and the economic exploitation of Black Americans, he launched the Pan-African Congresses in Paris in 1919. As a prolific writer and profound scholar, he was disenchanted with the manner in which Black Americans were treated and disrespected as citizens of this country. These actions and inactions of America led him to move to Ghana, which became his final resting place.

When Du Bois was making waves with his aggressive elocution on the status of Black America in 1895, Booker T. Washington, a former slave, teacher at Hampton Institute and principal of Tuskegee Institute, was delivering the famous speech at the Atlanta Exposition. This famous speech brought about much controversy among

PROPELLANT from Page 1

Chan said, "CL-20 is no longer a laboratory curiosity."

During the past year, government and contractor laboratories (primarily Thiokol Corporation) have worked together to produce over 3,000 pounds of CL-20 for energetic-materials research work. At China Lake, ordnance workers Larry Lesniak and Bob Holly were responsible for much of the CL-20 scaleup and preparation.

But Chan and Turner are the ones who turned Nielson's building block into a designer propellant. Together the duo has more than 38 combined years of experience in explosive and propellant technology.

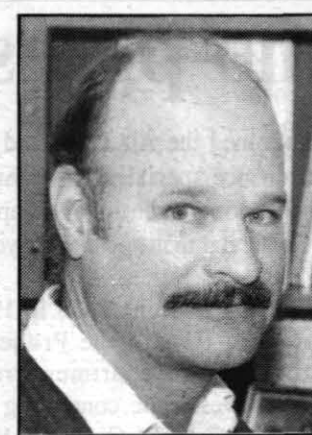
Turner's experience spans mixing and preparation of explosives, propellants, and pyrotechnics. "Over the years you learn which ingredients can go into the mix first and which can't; what problems to look for and how it is going to mix," he explained. "You also learn that the timing of each mixing cycle is critical both to the success of every mix and your safety."

When Chan arrived at China Lake more than 16 years ago, she brought with her a doctorate in biochemistry and microbiology and expertise in characterizing biological polymers. This background led to her first assignment at China Lake — working with energetic binders. From there she progressed to developing high-explosives in combination with energetic binders and finally to propellant designs and formulations. Her current specialty is characterizing new energetic materials, polymers and solids and applying them in new propellants and explosives formulations.

"Each new material is like a newborn baby. You have to learn what is good about him, his full potential and how you can assist him to find his way to maturity," Chan explained. "With new materials, each must be characterized and evaluated to see how it can be applied to advancing the science of propellants and explosives. That is what Alan and I did with CL-20."

Using CL-20 as the initial building block, Chan and Turner hoped their new propellant would first, be insensitive to external stimuli for unplanned initiation; second, have minimum exhaust in the visible, ultraviolet or infrared wavelengths; third, be "environmentally friendly" (minimal lead, hydrogen chloride and aluminum oxide emissions); and finally, deliver the same or higher performance as current high-hazard, minimum-signature propellants. By focusing on these four goals, the duo was successful.

China Lake ordnance evaluation experts and CL-20 team members, Henry John, Les Hunter, Jack Pakulak and Steven Finnegan, found that the CL-20 high-energy,



Alan Turner

evaluating the mechanical properties of the new propellant, found that it demonstrated excellent mechanical properties over a wide temperature range, making it a good candidate for tactical missile applications.

To prove this point, Ordnance Test Coordinator Phil Gattis, assisted by test engineers, John Hitner, Mike Fisher and Jim Matson, coordinated various motor firings to show that CL-20's delivered energy would meet expectations. Six rocket motors were loaded with CL-20 propellant and fired. The performance of these rocket motors matched that of conventional high-energy, minimum-smoke propellants.

Combustion stability problems were not encountered, nor were any ballistic abnormalities observed.

The CL-20 propellant has also demonstrated excellent processing properties and, as a result, has been scaled up to larger quantities without difficulty. With this initial success behind them, the China Lake group plans additional tactical motor testing of CL-20.

"You only get to work on something like this once in a lifetime," Turner remarked on the significance of the team's accomplishment. "It's that big of an evolution."

Chan and Turner lavished high praise on their China Lake team members. "Each member of the team was hand-picked for their particular talent to ensure that the entire range of events — from design through rocket motor firings — were successful," Chan said. "It was really neat because every person who worked on the project was really excited about what we were doing and made sure that we got everything done in both a professional and timely manner."

"I have always been fortunate to work with really good people; people who have been my motivators as well as my teachers. I wouldn't be where I am today if it weren't for these people," Turner remarked. He also said he feels his China Lake co-workers are the best in the world.

After the discovery of CL-20 in 1987, many scientist,

minimum-signature propellant demonstrated substantially less shock sensitivity, a much milder cookoff and a milder mechanical impact reaction than its class 1.1 HMX- and RDX-based counterparts.

CL-20 team members Pam Carpenter, Carol Meade, Stan Byrd and Gwen Albright, who were responsible for

contributed to its characterization and evaluation. They included, most notably, Chan, Thom Boggs, Richard Hollins, Terry Atien-zamoore, Alice Atwood, Jo Covino, Tim and Donna Parr, Mel Nadler, Robin Nissan, Rena Yee, Que Bui-Dang, Mike Kramer, Jim Hoover and David Vanderah. Their work laid the foundation for this recent demonstration.

The majority of the funding for this project was provided by the 6.1 Independent Research, 6.2 Propulsion and 6.3 Insensitive Munitions Advanced Development (IMAD) Propellant programs. Chan explained that, historically, funding new ingredient research is considered to be high risk, and many technology managers are reluctant to take the chance. But Chan is grateful that Rich Bowen and Don Porado (the IMAD Program Office Manager) and Susan Demay (the China Lake IMAD point of contact) had the vision and courage to fully support the CL-20 propellant design formulation effort.

"They could have spent their money on more mature technology, but they didn't," Chan remarked. "And that made all the difference."

CL-20 has great potential for providing improved performance and environmental attributes in propellant formulation, according to Chan. The near-term transitional opportunities include Hellfire, Javelin, Tube-Launched Optically-Tracked Wire-Guided (TOW) Missile and the Short-Range Antitank Weapon (SRAW), all of which require minimum-signature propellants. Other missile systems such as Sidewinder, Line-of-Sight Antitank Weapon (LOSAT), Army Smart Propulsion Technology efforts, Advanced Rocket System (ARS) and Joint Standoff Weapon (JSOW) could also greatly benefit from this technology. Intercontinental ballistic missile (ICBM) and theater missile defense (TMD) technology programs can also capitalize on the potential high energy and environmental advantages of CL-20.

"I'd like to see this CL-20 propellant in the Fleet within three to five years and in several missile systems," Turner stated. "Formulation work can be mundane at times, but if we are successful when we come up with a final product, put it into a full-scale missile and static-fire that missile, and it works, it's very rewarding."

"What has been unique and exciting about my situation," Chan explains, "is that I have had the opportunity to do this. Other people can only do the calculations and dream about the outcome. To actually be able to do it is the ultimate."



Dr. May Chan

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Globe trotting Halsey has no plans for retirement

By Kathi Ramont
Staff Writer

"This is just a hobby. If I retire I'll have to get a new hobby and that costs money," said Carl Halsey as to why he has no plans to retire. He is a man who enjoys his work. "I just want to build things and then blow them up." His long history in ordnance shows that he knows how to do that.

Halsey recently received a NAWCWPNS pin for 40 years of civil service work. With his years in the Air Force that's a total of 44 1/2 years with the government.

His work history sounds like a travel log. A recent trip to Norway brought him within a handshake of Russia, and his previous work has taken him all over the world, including the United Kingdom, Switzerland, Suez Canal, Spain, Vietnam, Guam, Libya, Egypt, Ethiopia, Japan, Republic of Senegal, Philippine Islands, Germany, Bermuda, and the United States, including Alaska. Most of these trips were not made under the best of conditions. Quick trips in and out, no time for sight-seeing.

"I really enjoy what I do. When I say 'I,' I mean all the people I work with," he said. Halsey currently manages Ord-

nance Evaluation, Code C2712 (473420D), a group of 14 whose primary expertise is test and evaluation of explosives.

While it is necessary to spend the first several months of the fiscal year finding the funding for his group's projects, his first love is the actual work of the group. "The best part of my job is that I get to do hands-on work," Halsey stated.

This includes designing the test configurations, constructing the test set up, conducting the tests, recovering data, analyzing the results, writing reports and presenting the analysis at briefings to DoD seminars, NATO countries and tri-service sponsors.

Sharon Berry, electronics technician and Halsey associate, has been working with him the last 15 years and says he's "a good teacher. He keeps us all traveling and all working. Currently our biggest push is explosive storage safety. With the world at 'peace' we need to safely store our weapons."

Halsey started his career working on 30- to 60-day details as a laborer at the then Naval Ordnance Test Station (NOTS) in July 1949. In January 1951,

he joined the Air Force and became an ordnance specialist crew chief working with nonconventional weapons out of Guam and then spent three years in England.

Back at China Lake in 1955 Halsey worked first in the Propellants and Explosives Department transporting explosives while continuing his studies at Bakersfield College. He quickly moved on to the Ordnance A&E Test

Research Department, where "the major emphasis of my duties in the preparation and testing of propellants and explosive materials was on stability, sensitivity, explosive power, burning rates, detona-

tion rates and physical and chemical properties of those materials. A portion of my daily tasks was to receive, inspect, desensitize and properly store incoming explosive materials; such as nitrocellulose, nitroglycerine and TNT. Because of the nature of these materials, it was imperative that I have a good working knowledge of explosives and their basic chemistry."

In 1960 the Halseys moved to Long Beach and worked at NOTS, Pasadena Annex, where he started as a launcher

captain ordnance test mechanic in the Polaris Pop-Up Program.

He moved on to the Underwater Ordnance Department, where his task was as a range engineer on the SUBROC Series 7A Air-Drop Test Program. March 1962 found Halsey moving to part-time quarters on San Clemente Island, where he served as assistant to the engineering director, insuring safety of all test operations, with an emphasis on operations involving explosives. By 1964 Halsey was the range engineer responsible for setting up of sea range operations. He liked this period on the island, but said that if a project failed, the men would throw him in the water clothes and all, and "it's a long way down."

Summer of 1966 found the Halsey family back on the road to China Lake and the Detonation Physics Division. There he worked as an engineering technician assigned to engineering projects to design and develop mechanical and electromechanical devices and equipment. Again he worked closely with the Research Department, assisting senior members of the division with engineering aspects of research studies and tests. During this period of time his major projects included the Scuttling and Destruct Installation Program (Bird House II) and

Please see **HALSEY**, next page



Carl Halsey

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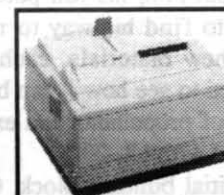
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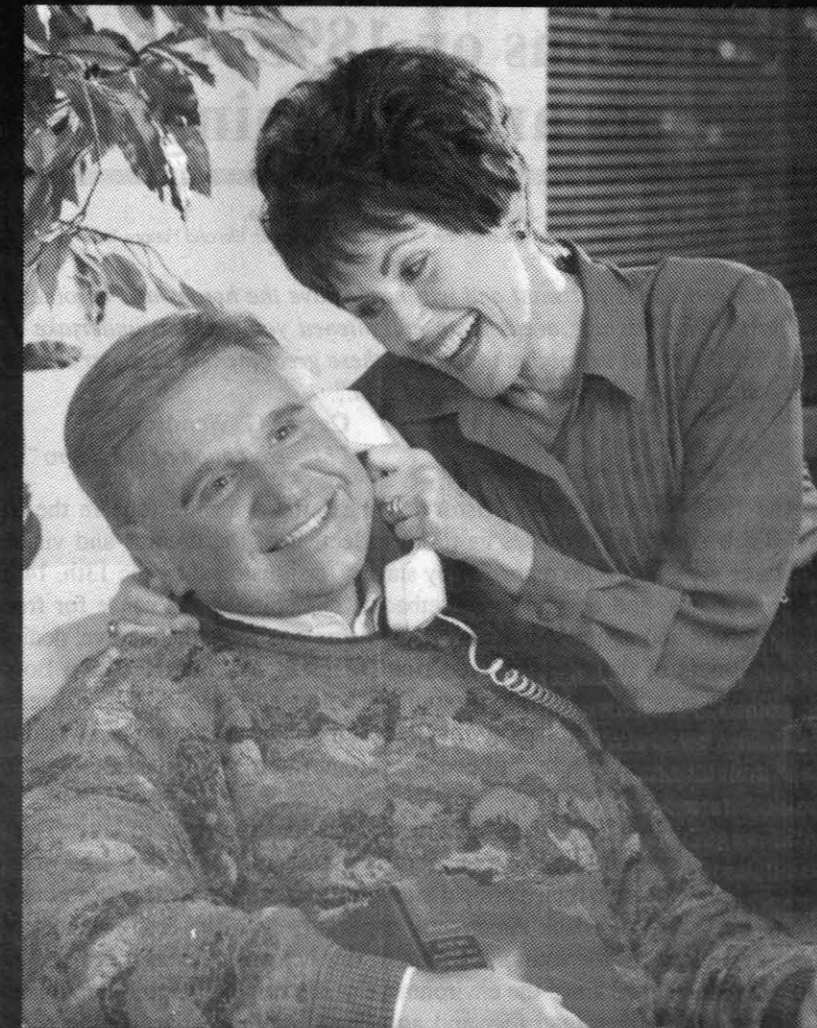
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BIRDS from Page 1

golfers hit their golf balls into the middle of the flock. Then golfers have to wade through the birds and scatter them to find their golf balls and continue play. To date, only one poor snow goose has been the victim of a golfer's ball, suffering a fatal concussion.

While the birds aren't creating a problem on the ground, they can pose a serious threat in the air, said Kohfield, especially when they are flying in a loose "V" shaped formation to and from the golf course and the City of Ridgecrest's irrigated pastureland on the east side of town, another site the birds seem to enjoy. The flight path to and from that location, however, puts the birds into China Lake's air corridor, creating a bird air strike hazard, also known as BASH, for pilots and aircraft.

"The migratory waterfowl haven't posed much of a problem historically though," said Dave Ganger, aviation safety officer for the Weapons Test Squadron at China Lake. "In the eight years I have been here, we haven't hit any ducks or geese yet."

But if a collision should occur, Ganger said that because of the size of these birds, the aircraft could be lost. That is why pilots are briefed when migratory seasons occur and why steps are taken to make the aircraft as visible to the birds as possible.

Kohfield said she thought that the birds originally migrated to Owens Lake, but when that water was diverted, they found their way to China Lake's wastewater ponds, then to the irrigated pasturelands in Ridgecrest and now the golf course. As more "wetlands" are created due to irrigation, creation of new sewage ponds and so forth, more birds will be

attracted to the area, creating a bigger BASH.

"That's why the NAWS Environmental Project Office staff monitors areas, on Station and off, in which watering or feeding areas are created that the birds might be attracted to," Kohfield said. In addition, staff monitors ponds that can dry up, which could result in the birds relocating into a more sensitive location, sensitive that is in the Navy's point of view. "As long as these particular geese are not hunted or harassed into flying higher in the sky, they should not pose a BASH problem to China Lake's flying mission," Kohfield added.

Most birds, except pigeons, European starlings and house sparrows, are protected under the Migratory Bird Treaty Act. The act does provide for hunting of some species of ducks and geese in places and seasons identified by the U.S. Fish and Wildlife Service and published annually in California Department of Fish and Game hunting regulations.

Kohfield said that the China Lake Golf Course is the most convenient place to see and hear the goose. "They 'talk' to each other while grazing on the golf course," she said. David L'Hommiedieu, a groundskeeper at the course, said birdwatchers are welcome to come see the geese, but asks that viewers use dirt roads and not drive on the fairways or putting greens, and to be courteous to the golfers.

Anyone who sees a goose with a collar band around its neck is asked to note the band color and number and to report this information to Kohfield at 927-1516. This information will be forwarded to the biologists who band the geese at the northern nesting grounds and who are trying to learn where the various flocks of geese go during the winter.

Sheriff's Department seeks members for mounted SAR group

The Kern County Sheriffs Departments' Mounted Search and Rescue Group will be conducting certifications of horse and rider for those persons interested in joining on Feb. 11. This search and rescue group was formed in April 1994 and is the newest group of the twelve search and rescue groups which serve Kern County citizens in time of need.

There are presently approximately 25 active members who are trained in the area of search and rescue while mounted. Each member must own their own horse and equipment. Both horse and rider must pass a certification process composed of 24 different exercises prior to becoming a search and rescue volunteer. After initial certification, the Mounted Search and Rescue Group members train with their horses in every aspect of search and rescue. These areas can include such topics as man tracking, map and land navigation, rope systems, litter rigging, and first aid.

Any interested horse owner who finds such activity and teamwork interesting is urged to learn more about Mounted Search and Rescue by contacting Sergeant Garry Davis at 805-391-7718 for additional details. Bakersfield area residents may pick up certification information in the lobby of Building A at the Sheriff's Department.

An informational meeting will be held tonight, Jan. 26, at 7 p.m., to answer any questions prospective members might have regarding the certification process or the Mounted Search and Rescue at Sheriff's Department, 1350 Norris Rd., Bakersfield.

HALSEY from Page 8

the Airdaler and Wolfhound, both devices for terrain clearance.

Late 1971 found Halsey assigned to the Swimmer Delivery Vehicle Program at the Special Projects Division where he was responsible for planning, building, testing and for the support facilities for the vehicle and equipment.

Halsey has also worked on numerous programs with the Marines, Air Force, Army, and the Department of Energy.

He went on to work as range engineer on the early geothermal drilling program at Coso with Dr. Carl Austin.

This included trips to Mt. Adagdak, an inactive volcano at Adak, Alaska, where two geothermal exploration observation holes were drilled and tested. His geothermal expertise lead him to become head of the Geothermal Operations Branch in April 1980. Moving right along, he worked his way up to become the associate head of the Geothermal Utilization Division.

In 1987 Halsey's branch split and he once again found himself in the Ordnance Department. "As long as its fun, I'll keep working," he said.

Numerous awards and honors have been bestowed on Halsey during these

44 years, including nine patents since 1972 and two Special Act Awards. In May 1967, he was awarded the Navy Meritorious Civilian Service Award, and in 1987 he received the Kit Skarr Award. Halsey has also authored 40 technical publications.

Carl was born in Oklahoma, but moved to the Antelope Valley when he was 10. His grandparents came to China Lake during 1943 and his parents followed in 1946. His wife, Marie, was also raised in Ridgecrest and both graduated from Burroughs High School. They were married in 1959 at the chapel on Station. They have three grown sons,

Dave, Ron and Greg.

While her husband was traveling the world, Marie said she was happy to stay home and take care of the home front. "Someday I'd like to see England, but I was happy at home. Carl has always enjoyed the job. It was good for him and good for both of us." Marie Halsey is a purchasing agent in Division 8 of the Procurement Department.

"Yes, I like the desert very much," Carl said, when asked if he planned on staying in the area once he does retire. "Too many trees make me claustrophobic."

Network Noise

Whether we use the computer network to plan a lunch date, talk to our sponsors at NAVAIR, or access the VAX from our desktops, we all use its services in some fashion. We expect the services to be available and are frustrated when they aren't. Why doesn't somebody do something about it, we ask?

Ours is a large, complex Ethernet network with many subnetworks and segments. Ethernet allows only one message on the wire at a time, requires each device on the segment to contend, or compete, for

User consideration helps increase network speed

access. At low utilization, or traffic, levels the competition for access is low, and Ethernet provides a very rapid response time. However, as the traffic grows the response time increases as devices spend more time either waiting to send their messages or retransmitting after collisions with other messages. It is much like a freeway; when there is little or no traffic it is easy to get on, but when it is busy getting on takes longer and collisions are more frequent. Understanding that makes us realize that our network's performance is a function of the traffic load on it. And, if we reduce the

load the performance will go up.

But what can the average user do to reduce traffic? Well, rarely does a single user bog down the network, but it does happen when someone tries to send a large graphic or video intensive file across the system, especially at peak times. You can help by sending those large files during off-hours. To a lesser degree this goes for normal traffic as well. Stay away from the peak times which are at the beginning and end of the day and just before and after lunch.

Proper usage of QuickMail can also reduce network loads. When QuickMail is open on your desktop the application sends out status messages every few seconds saying it's alive-even if you're not using it. You can eliminate that extra load on the net by closing QuickMail when you're done send-

ing or reading your e-mail. Those cute, animated QuickMail forms are another source of unnecessary network traffic. Stick to the boring, yet efficient, standard forms.

Your Chooser also acts much like QuickMail in that it sends out messages requesting listing updates every few seconds when it's open. Keeping your Chooser open for long periods can add significant amounts of traffic to the network. So keep your Chooser closed when it's not in use. There are many other more specialized network communications that could be optimized like file sharing and terminal emulation. If you use network intensive services regularly, ask around to be sure you're using them most efficiently.

Remember, this network benefits us all so be considerate and help conserve this resource.

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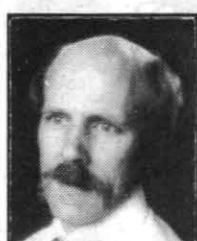
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IRIS exercise showcases three types of simulations

By Cliff Lawson
TD

Had it been a movie, they could have called it Top Gun Meets Star Wars. Keith "Hef" Heflin's F/A-18 is leading a strike force toward an enemy target, and only one thing stands in his way: a lone MiG 29 cruising high over the Pacific. As the aircraft draw closer, an air intercept controller aboard an E-2C Hawkeye uses a tactical data link to give Heflin an intercept course for the MiG. The Hornet rolls in, picks up the MiG on radar and fires a missile. Moments later the MiG fires, but not in time. Heflin's AMRAAM maneuvers to the target and destroys it.

These events did, in fact, occur recently at NAWCWPNS. The phrase "in fact," however, takes on new meaning in the age of virtual reality. The MiG was a QF-4 aircraft piloted by David Hayes on Point Mugu's Sea Range. Both Hayes' aircraft and the E-2C, from NAS Miramar, were part of a "live" simulation — real aircraft flying real missions.

But Heflin and his F/A-18 were a "virtual" simulation — a human/computer combination — running in the F/A-18 Weapon System Support Facility (WSSF) at China Lake. And the missile that downed the MiG was a "constructive" simulation, a web of electrons playing out its deadly mission with no human involvement deep within a computer at the Weapons and Tactics Analysis Center (WEPTAC).

This exercise was the culmination of the Internetted Range Interactive Simulations (IRIS) project, an 18-month NAWCWPNS venture. IRIS showed how the three types of simulations — live, virtual, and constructive —

can work simultaneously in a joint operational exercise.

Simulations are often thought of as simply cost-saving devices. Cheaper to "fly" a missile in a computer than to stick an expensive prototype missile on an aircraft, send up an expensive target and burn an expensive hole in the sky. While there is no doubt that computer simulations are making scarce development dollars go further, the simulations also result in better weapon systems. Is a new "tweak" worth incorporating in a missile's design? The design team can answer that question by running thousands of simulated flyouts to assess the effectiveness of a proposed design change.

Distributed simulations such as IRIS can be used to rehearse complex test scenarios. The players can nail down the most efficient procedures and spot potential problems before large amounts of money and limited test assets are expended in actual test firings. New tactics and operating procedures can also be dry-run and evaluated through distributed simulations at a fraction of the cost of all-live simulations. Moreover, fleet readiness gets a boost as the operational forces gain experience in dealing with multiple players.

One of the technical goals of IRIS was to be compatible with the Defense Simulation Internet for networking with other facilities worldwide. The IRIS team designed an affiliate internet using a flexible, low-cost, nonproprietary, open-systems approach. "It was a complicated task. Each site had its own software. But there had to be common software to let them communicate," said Susie Park, a China Laker from the WEPTAC facility. Park headed up the six-person team that wrote the common software module, and experts at each site wrote specialized software to address simulation-specific needs.

TECHNICAL HIGHLIGHTS

Dana Paterson, the IRIS system engineer from Point Mugu's Metric and TSPI Division, was supported by a large, dual-site, government technical team that worked on the hardware and secure-communications aspects of the network—no small feat considering the number of players and the geographical spread involved. Plus there was the rigid off-the-shelf requirement: "One hundred percent nondevelopmental stuff," said Paterson, "from phone lines to crypto gear. They put it all together with the IRIS software and it worked."

To integrate hardware, software and multiple simulation types into a smoothly functioning operation required an equally well-integrated team. The members of the IRIS team came from both China Lake and Point Mugu, and most had not worked together before. "There was a lot of culture shock," noted Paterson, "but no parochialism. We approached this with a one-lab mentality."

Lining up all the participants for the operation and making sure that they could communicate was only part of the task. It was also necessary to coordinate the various elements and make sure they came together on time, on cue, and in the right place. This was the job of Calvin Jacobs at Point Mugu's Battle Management

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Government Surplus Auction

Typewriters, monitors, cameras, sewing machines, generator sets, exercise equipment and more go on the auction block February 7

Local Auction 41-5160 of surplus government property will be held by the Defense Reutilization and Marketing Office at China Lake on Tuesday Feb. 7.

The auction will begin at 9 a.m. in Building 1073, Warehouse 41, and the public is encouraged to bid. The warehouse is unheated, so please dress accordingly.

Among the more than 300 items to be offered will be typewriters, printers, monitors, industrial sewing machine, drill press, shearing and forming machine, Graflex cameras, 30 gallon snap-ring drums, generator sets, trucks, exercise equipment and 1/4 ton jeep trailers.

The items will be on display for inspection Feb. 2, 3, 6

from 7:30 a.m. to 2:30 p.m., and on Feb. 7 from 7:30 a.m. to 9:30 a.m. A complete list as well as sales terms and conditions can be seen at Building 1073, Warehouse 41.

Registration will begin at 7:30 a.m. on the day of the sale. Bidders must be present and registered to bid. Mailed bids cannot be accepted. Items purchased may be removed on the sale date provided full payment is made. Payment must be in cash or guaranteed instrument (cashier's check, money order, travelers check, etc.). Unless otherwise specified, purchasers will have until Feb. 15 to pay and remove items.

Because the Defense Reutilization and Marketing

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

Hours of operation at Sandquist Gate are 6 to 8 a.m., 11 a.m. to 1 p.m. and 3 to 6 p.m. Those wishing to reach the DRMO at other times must use Lauritsen Gate. Both routes are indicated in our auction catalog. For further details, contact Phyllis at Building 1073, NAWS extension 939-2502/2538.

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Submitted by Colleen Hoberg

Interoperability Center (BMIC), Dianne Rindt at WEPTAC and Kerry Lytle at WSSF. "It's kind of like being a band leader," explained Jacobs. "You orchestrate things...make sure they happen when they're supposed to. You rely heavily on communications."

A strange mix of realities made up the IRIS demonstration. "The E-2 was actually flying, and I was talking to him just like I was flying," says Heflin,

describing the endgame. "I flew my laboratory to the intercept point and fired. WEPTAC's computer monitored my trigger squeeze and launched the missile. Then the computer used the kinematic information to complete the missile flyout with its own model."

And the mix proved to be an effective one. IRIS has shown that different types of simulations running at several sites can participate in a single integrated

exercise. "Through the efforts of a diverse and remarkably talented team, we've laid the groundwork for future distributed testing and training," says Point Mugu's Randy Taylor, the IRIS project manager. "The IRIS infrastructure will allow live and virtual test events to be injected into a much broader simulated environment to provide for more comprehensive testing and training."

Public review and comment sought

Officials of the Naval Air Weapons Station China Lake have announced that work will soon begin to clean up a hazardous waste site in the northern portion of Superior Valley, located in northwestern San Bernardino County.

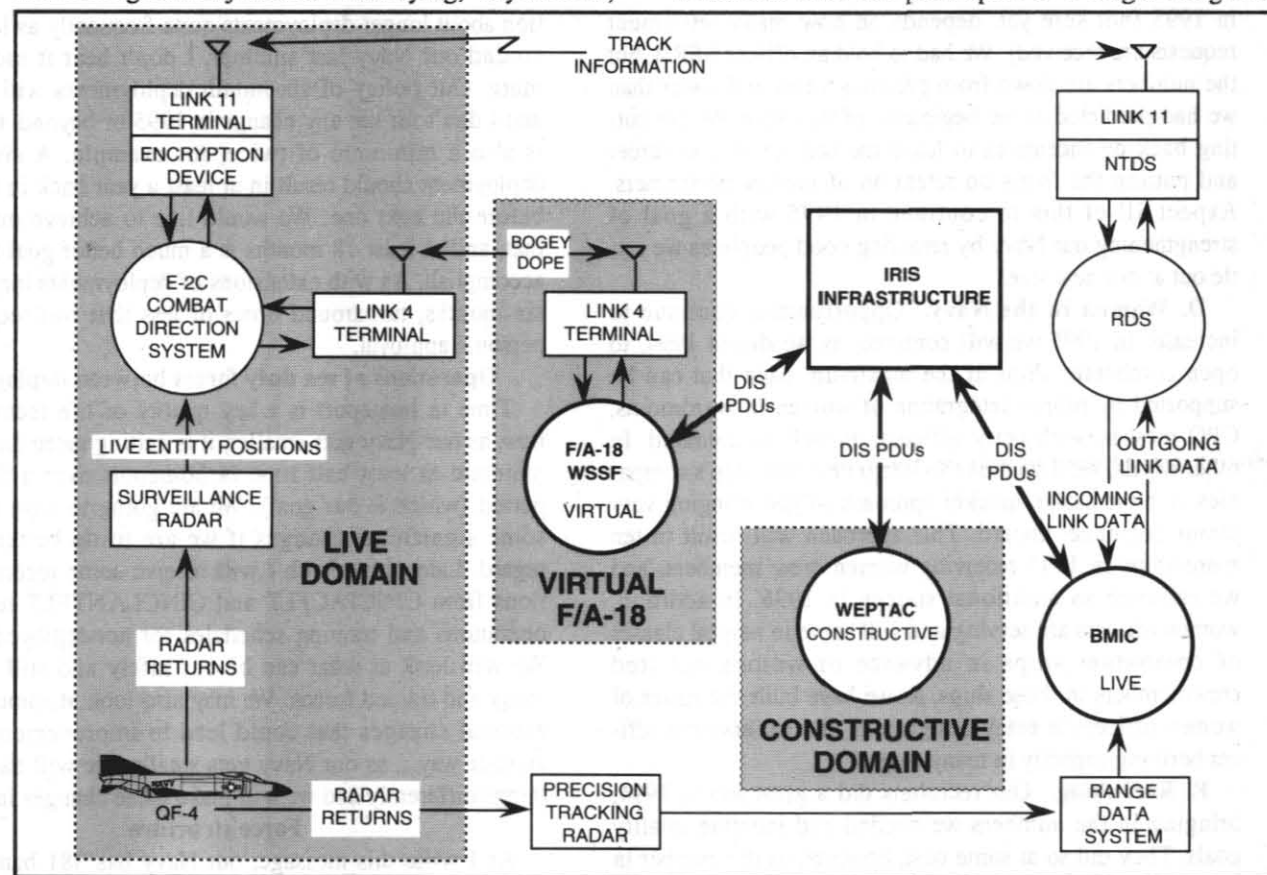
In agreement with the Federal Facility Site Remediation Agreement for China Lake, a draft report that identifies the cleanup site's background, objectives and removal action alternatives is being offered for public review and comments. The draft report also identifies and explained the preferred alternative for the removal action to be undertaken to clean up the site.

The draft report, entitled "Engineering Evaluation/Cost Analysis, Superior Valley Burn Area Site," will be open for public review and comment from Jan. 25 through Feb. 25. A copy of this report is available for review at the Ridgecrest Branch of the Kern County Library, 131 E. Las Flores, in Ridgecrest. The report is also currently undergoing review by the California Environmental Protection Agency (CalEPA).

The Federal Facility Site Remediation Agreement for China Lake is an agreement between the Department of Defense and CalEPA to identify, assess, characterize and cleanup or control contamination from past hazardous waste disposal sites at military installations.

Following the public review and comment period, the report will be made final and will be placed in the Ridgecrest Branch of the Kern County Library for additional reference.

Comments or questions should be addressed to Peggy Shoaf, Environmental Public Involvement Office, Code 750000D, 1 Administration Circle, Naval Air Warfare Center Weapons Division, China Lake, CA 93555-6001, or call 939-1683.



IRIS linked three types of simulations — live, virtual and constructive — in a single integrated exercise.

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Chief of Naval Operations

Admiral Boorda looks ahead to 1995

As we start a new year it is tempting to look back on our Navy's accomplishments for they have been many. You have worked hard, sacrificed a great deal to get the missions done and, through your efforts, built a long string of successes. From Bosnia to Somalia from Haiti to important operations in the Western Pacific this summer and fall, from Cuban migrant operations to the Persian Gulf....and more, you have worked in conjunction with our naval sister service, the Marine Corps, as well as the Army, Air Force and Coast Guard. You have been forward....from the sea and you have been on station and ready. So, rather than detailing all you did, let me just say I am proud of you. Navy's accomplishments are your accomplishments and you have continued to make this the greatest Navy in the world. Now, with that said, I'd like to use this message to look ahead to 1995 and talk about where we are going and how we intend to get there.

People are most important

Without good people, well trained and with the things they need to do their jobs, mission accomplishment is not possible. I think most everyone would agree with that. So, what are our plans for people in 1995?

A. Quality of Life. Expect quality of life to continue to get a big push. In the 1995 budget and in the 1996 submission, SECNAV put a premium on QOL and funded key QOL programs. In the pay area, it has been decided that DoD will request the maximum pay raise permitted by current law. BAQ will be brought back to proper levels during the program years. CONUS COLA will be funded. Other items are being considered such as full sea pay for tenders and BAQ for first class petty officers on sea duty. In addition to the work going on in each of the services, SECDEF has established a quality-of-life panel headed up by former Secretary of the Army Marsh with members who have significant experience in each of the services. One of the members is retired Adm. Bill Smith. CHNAVPERS and MCPON are advisors to the panel. I expect we will see important QOL gains in 1995.

B. Medical care. I am pleased with the strides made in medical care as just announced by the deputy secretary of defense and, once you are fully aware of the changes, I think you and your families will be pleased as well. The new program for care in civilian facilities will be phased in throughout the U.S. over the next three years. In my opinion, it is a big improvement as it gives all of us freedom of choice, lower costs for the average family, eliminates some of the nagging paperwork and waiting for payments and continues to make care in our military facilities available under current rules. A key feature of this new program is that all of us will have options. We can keep the "old" system if we like it better or we can switch to the "new" one. We'll get to review our individual decisions each year and change if we like. That means we are going to have to be informed customers if we are to make informed decisions. Navy's leadership will work hard to see that you have all the facts during 1995.

C. Career opportunities. We are not finished with the downsizing just yet but we are getting close. By the end of this year we will be at least 75 percent of the way. You can see the signs of our stabilizing at the new levels. Advancement opportunities are up and will continue to rise. Enlisted-to-officer programs are steady and the new Seaman-to-Admiral Program just selected its first 50 candidates. Opportunities for reserve reenlistment authority was given back to commanding officers for all but the most overmanned enlisted ratings. We were able to cancel the enlisted SERB in 1994 and hope to be able to do the same

in 1995 (not sure yet, depends on how many retirement requests are received). We had to hold an officer SERB, but the numbers are down from previous years and lower than we had predicted at the beginning of this year. We are cutting back on incentives to leave the service in mid-career and putting the focus on retention of quality performers. Expect all of this to continue in 1995 with a goal of strengthening our Navy by retaining good people as we settle out at our new size.

D. Women in the Navy. Opportunities continue to increase. In 1995 we will continue, as we did in 1994, to open combatant ships at the maximum pace that can be supported by proper integration of women in wardrooms, CPO messes, with petty officers, as well as nonrated. In other words, we'll continue to integrate entire ship's companies vice the easier, quicker approach of just bringing very junior personnel aboard. This approach will result in ten more ships in 1995 receiving women crew members, and we estimate an additional sixteen in 1996. In addition, women officers are serving and will serve in several classes of combatant ships in advance of women enlisted crewmembers in those ships, as we have built the roster of women officers in many designators, and we have the officer berthing capacity in many ships.

E. Recruiting. Our recruiters did a great job in 1994, bringing in the numbers we needed and meeting quality goals. They did so at some cost, however, as the number in the delayed entry program (the recruiters' bank account of people who have signed up early) was reduced. These are tough recruiting times. The population of enlistment aged people is the lowest in recent times. We are in competition with civilian employment and with higher education. You can help. When you are home, assist our recruiters by talking the Navy up to good candidates. There are some formal programs available to work with recruiters and your career counselors can tell you about them. Whether you are a senior officer making a speech or a junior Sailor just home on leave, you can make a difference. Those new recruits are our future.

Total Force

Many people, when they hear the words "total force," think we are talking about our naval reserve and its role in accomplishing our mission. In 1994 I worked to change that notion, and I'd like your help in 1995 to continue that effort. When I say total force that is exactly what I mean....total, active and reserves working as parts of a total Navy team to get the job done. Perhaps we had the luxury of thinking about two separate parts of the Navy when we were larger, but we don't have that luxury any longer. In the smaller Navy of today, and in the future, it takes everything and everybody working together to accomplish the mission. 1994 was full of examples with daily contributions by reservists (Seabees, frigates, logistics and tactical aircraft, medical, intelligence and more) working side by side with active counterparts in CONUS and overseas in places like the Persian Gulf, Haiti, the Balkans, Cuba and others. It is clear to me that we are, indeed, one Navy, and the sooner we plan, program and execute the missions that way the better and more capable we will be. You made great strides in 1994 and I expect all who have responsibilities in this regard to look for chances to make increases in on going programs and to develop new initiatives throughout 1995.

Length of and time between deployments

SECDEF, SECNAV, and our nation's military leaders at the top levels are in agreement with our policy to keep routine Navy deployments to six months in length. In 1994 we were able to do a good job of that, and while I got the ques-

tion about longer deployments quite frequently as I traveled around our Navy last summer, I don't hear it much anymore. Our policy of six-month deployments will remain, and I don't for see any change in 1995 or beyond. Our goal is also a minimum of twice, for example. A six-month deployment should result in at least a year back in CONUS before the next one. We would like to achieve more than that, and at least 18 months is a much better goal to try to accomplish. As with extensions of deployments longer than six months, turnaround times of less than two require my personal approval.

Operations of sea duty forces between deployments

Time in homeport is a key quality of life factor. Right now, as our Navy gets smaller, it is getting more difficult to maintain at least half time in homeport over a five year period (which is our goal). We are going to have to make some significant changes if we are to do better in this regard. Later this month I will receive some recommendations from CINCPACFLT and CINCLANTFLT regarding operations and training schedules for nondeployed forces. We will look at what can be cut safely and still provide ready and trained forces. We may also look at some organizational changes that could lead to improvements. Said another way....as our Navy gets smaller we will have to do things differently and we will make these changes in 1995.

Force structure

As I write this message, our Navy has 381 battle force ships. We are well on our way to reaching our final force structure size. The exact number of ships we will have by the end of this century will be the subject of much discussion as we begin our program review for FY97. That review starts next month. You'll hear lots of rumors. Don't believe them. What will happen is that we will look at the various options and present them to SECNAV. He will consider them as he considers the entire Department of the Navy program. What we face is what service secretaries and service chiefs and leaders have always faced. There is a finite amount of money, and decisions must be made regarding force structure, readiness and procurement of new ships and weapons systems for the future. This is a balancing function, and it is important to get it right. Keep more than you can afford, and you do not have the money to keep it up. At the same time you mortgage the future as you do not have enough money to buy new ships and airplanes. Keep too little force, and you work the crews, ships and aircraft you have too hard, and their readiness suffers in the near term. These will be key issues we will address in 1995, and I'll keep you all informed as we progress.

Acquisition

We have several programs to keep our Navy on top. In 1995 we will be testifying before Congress regarding the need for the final SSN of the Seawolf Class (SSN23). We will also be working to keep the new attack submarine on track with the first buy in FY98. Our newest aircraft, the F/A-18E&F remains on track with the first flight expected in a year. The DDG-51 program is doing well, and we expect to buy 16 new ships of this class during the next six years. These are in addition to the ones already under construction. The new amphibious ship, LPD-17 is being requested for FY98. These and other acquisitions are programs you'll hear about in 1995 as we work to keep our Navy modern and capable.

New programs

We did some outstanding work with regard to Theater Ballistic Missile Defense (TBMD) in 1994, and that will continue with some special firing tests in the next few months. The need for TBMD was clearly demonstrated

when Iraq began to fire SCUDS at our forces during the Gulf war. Navy has a significant role to play by using our CG-47 and DDG-51 classes as platforms to detect, track and destroy theater ballistic missiles. This is a fully joint program, and it is being pursued in cooperation with Army and Air Force endeavors. In a related program, the IKE Battle Group demonstrated a new capability in 1994, cooperative engagement capability (CEC). CEC is a Navy program that has applications for all services, as it offers the ability to exchange fire control weapons platforms. With CEC it is possible for a ship or shore battery to fire on a target without first seeing it on its own radars. In this era of low flying Cruise missiles and Theater Ballistic Missiles, CEC offers great promise for the future defense of naval and land forces. We will work this program hard in 1995 to accelerate it as much as possible and coordinate it with other services. There are many other new programs but, in the interest of keeping this message to reasonable length and keeping it unclassified, I'll limit it to these short descriptions. The point is that we are going to maintain our technological edge and you, Navy's men and women, are going to be in the forefront of these exciting new developments.

Leadership and discipline

As I have traveled around the Navy during my first eight months as CNO, I have been impressed by the quality of our people and of our leaders. Caring leadership is the norm, and I have seen that demonstrated in many ways. I also have been concerned by the number of good people who don't seem to get the most out of their service. While our discipline rates are the lowest in our history they still are too high. Otherwise good people too often, much too often, make mistakes that eventually find them at NJP or courts-martial. This is a difficult problem to address, but I want us to take it on in 1995. It is difficult, because we need to report and deal with offenses. Reporting, investigating as rapidly as possible in a fair way that respects everyone's rights, punishing when punishment is the right thing to do, reporting the results to all hands so that all concerned know what happened and why, are all parts of the foundations of our discipline system, and they serve not only to provide justice but also to deter those who might otherwise make similar mistakes. We can't, and won't, slack off on that.

But I am struck by the number of times otherwise good people get in trouble when the entire event was preventable. Preventable by the individuals themselves, who could have avoided the problem in the first place by simply stopping and thinking before acting in a way that violated laws or our standards. Preventable by leaders, who could have seen the signs of a bad situation developing but missed them or waited until the whole thing had reached proportions that formal action was the only reasonable course.

While this is preaching to the choir for most of us, the vast majority of us, I would like us all to make a special effort to deal with problems early during 1995. I worked for a great chief petty officer when I was younger. Everyone who worked for him was better, because he was our leader. He didn't wait for us to get motivated....he motivated us. He didn't wait for us to get in trouble but, instead, saw the warning signs and dealt with them. No, he was not always successful, and we won't always be successful either. But let's make 1995 a year where every person in our charge is better, because he or she had the opportunity to experience our leadership. Let's make 1995 a year where our discipline rates go down, not because we are ignoring offenses, but because there are less and, in the spirit of continuous improvement, let us all work hard to prevent violations by providing just the right touch at just the right time. I know we can do it.

A special note for those who might otherwise have a problem this year. One that we can and should prevent. In most cases just thinking for a moment about things will avoid the difficulty. Our standards are pretty clear. Even when you are not sure, if you simply treat others as you'd like to be treated you are probably going to be on track.

Sexual harassment and equal opportunity problems certainly fall in this category. With regard to other types of offenses, it is pretty easy to avoid them, if you really think about the predictable result and what is right and wrong. My goal as CNO is not to avoid punishing those who need to be punished (we will do that) but it is, instead, to help those who want to be helped to avoid making the error in the first place. None of us joined our Navy to get into trouble. We joined for lots of good reasons. Let's work together this year to truly be all we can be. That is a worthy goal for 1995, and it is one we can achieve.

Recruit training

Not unrelated to the preceding paragraph is the subject of recruit training. How we train new recruits is undergoing change in 1995, and it is important that you know about it. You will be the shipmates and leaders of these new Sailors. All recruit training is now done at Great Lakes. Starting this month the focus will shift away from classroom lectures and toward military and physical training. It is aimed at building teamwork and pride in oneself, shipmates, Navy and service to the nation. I expect 1995's recruit training grads to be in better physical condition with a better understanding of what it means to be a member of a military unit charged with an important mission and with increased dedication and understanding of our core values of honor, commitment and courage than ever before. These young men and women will report to your commands ready to build on what they have learned. It will be up to all of us, shipmates and leaders alike, to help them build on this strong foundation in 1995.

Equal Opportunity and taking care of our people

In my first message as CNO I talked about equal opportunity. I want to repeat part of it, because I think you have done a good job in moving us in the right direction in 1994, and I want it to set the stage for where we are going to try to go in 1995. What I said was: equal opportunity is more than not discriminating against another person because of race, religion or gender. It is more than avoiding treating a person differently, because they are not exactly like you. It is more than simply not harassing someone or not breaking rules, regulations or laws. Let's be clear: all of these things are just the minimums we all are expected to comply with, and if we don't, the result will be a predictable one. My definition of equal opportunity goes further. Because we know that, as a team, we are better when we all perform at our best, we want to help everyone do just that....be at their best. That means equal access to training, to challenging work, to all the things that lead to success. Race, religion and gender simply do not enter into the discussion. The key here is that we want everyone, repeat, everyone, to be just as good as they can be, and we will not let anything get in the way of that goal. If we all sign up to that definition of equal opportunity, our Navy will continue to get better and better as our people grow and succeed; this will be the standard while I am CNO.

A. That is what I said last April, and you have taken it aboard, and we are making progress. Now, as we enter a new year, it is time to take the next step. It is time to overhaul our program and to keep what is good, throw out what does not work and add needed things. There is nothing simple about any of this, but the desired end results are not too difficult to understand. What we are trying to achieve:

(1) We want everyone to understand that our Navy is committed to true equal opportunity for all, majority and minority personnel, men and women, all of us....each and every one of us.

(2) We want every person in the Navy to know that his or her leaders are fully committed to this basic standard and that the commitment is backed up by deeds not just by words.

(3) We want every person in the Navy to know that they can talk with their immediate leadership, that they can trust their leaders, and that when necessary, they can make formal complaints without fear of any reprisal or retribution or career damage.

(4) We want to improve our training and education so that it is really useful to all who attend and not just checking the block.

(5) We want every person in our Navy to know that success in our navy is based on personal effort and accomplishment and that one is neither advantaged or disadvantaged because of anything other than that effort and accomplishment. Similarly, we want everyone to know that discipline is administered fairly based only on the facts of cases and not on any other factor.

B. The above goals are easy to state but, let's be honest, we've been trying to achieve them for many years now, and while we are making steady progress, there is more work to do. I have tasked the chief of naval personnel to review the inputs I have received from our most senior commanders in response to a request I made in November to review the results of other examinations of equal opportunity issues in our service and to make a recommendation to me not later than April 1, 1995 for a significant upgrade of our program. But, and this is important, it isn't necessary for Navy leaders to wait for the changes to be promulgated. From the deck plates and offices, we can start right now to make the significant strides we need to make in equal opportunity. What the improved program is going to do is set some guidelines and improve the tools, but you have what you need right now to begin the 1995 improvements. You have the goals and the personal commitment to achieve them. You have the leadership skills and the ability to talk to and with your people. Don't wait for a new program. Start now. It will be one of the most important things you do this year.

Mission

I want to end this message with a most important issue. That is our mission. All of what we do is related to the reason our Navy exists....to provide for the defense of this nation and to carry out the specific tasks properly assigned to us. This year we updated our basic strategy. More than two years ago our Navy published "From the Sea." In it we outlined how we would work in concert with the Marine Corps and in a fully joint way with the other services to carry out our presence and warfare duties from the sea. With the demise of the Soviet Union and a rapidly evolving security situation around the world it was necessary to state our view of how the Navy and Marine Corps would function in the years ahead. In the fall of 1994 we updated "From the Sea." The new edition, and that is what it is, not a change to the strategy, but a new updated edition of it, is called "Forward....From the Sea." Signed by Secretary Dalton, General Mundy and myself, it outlines the way our Navy and Marine Corps will contribute to be on scene, to control crisis, to fight if necessary and to win if we must fight. It is, in summary, a statement of what our Navy and Marine Corps are all about....forward forces, trained, equipped and ready to carry out their missions. Forces that can be counted upon to do what is required. In 1994 you did just that. In 1995 we will work together to maintain that superb record. Everything we do, from buying ships and weapons to improving our equal opportunity programs, everything will contribute to our goal of mission accomplishment by and through our people.

This message is already longer than I intended. I left out many things such as the new evaluation/fitness report systems we will decide on this year, the many opportunities I expect to be available for Navy men and women who are seeking training, education and advancement and more. Even so, I hope you come away from reading this with a view that we are a Navy that is improving continuously and will do so again in 1995. I also hope you come away with the thought that I am very proud of what you accomplished in 1994, and because of that performance, I am comfortable in setting even higher goals and standards for 1995. It is a real pleasure to serve as your CNO.

All the best and Happy New Year,
Admiral Mike Boorda

established to measure performance while on the program. In some instances, assignment to these positions may be made by voluntary change-to-lower-grade in which case salary retention will apply. Failure to satisfactorily complete the training/course requirements will result in the trainee being returned to a position similar in grade and duties to their former position. Promotions to the GS-4/5/7/9 levels will be dependent upon supervisory recommendation and meeting all appropriate regulatory requirements. Promotion is not guaranteed. **Quality-Ranking Factor(s):** Ability to perform Mechanical Assembly, Calibration, and Alignment Functions; knowledge of Principles and Practices of Electronic theory; ability to communicate orally and in writing; ability to work safely; ability to plan and prioritize work. An electronics technician supplemental form must be completed and submitted with the application. Forms are available in the lobby of the HRD or by calling the HRD contact.

Notes 1 and 5 apply.

No. 56E-012-95-BD (1) Aircraft Maintenance Deputy Manager, DP-1601-03, Deputy Commander, Test and Evaluation Commander, Test Wing Pacific Aircraft Maintenance, Associate Head, NAWCWPNSDIV, Point Mugu, CA 93042, Code 562200E—Area of Consideration: Point Mugu. **Opening Date:** 1-26-95. **Closing Date:** 2-9-95. **Selecting Official:** LCDR Laird. **HRD Contact:** Julie Simental. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Monitors contractor research, analysis, design, development, test, or manufacturing operations for the government. Provides the contractor with clarifications on the technical requirements of the contract. Reviews contractor data, reports, studies, designs documentation, tests, or equipment to determine conformance with contract technical requirements. Conducts technical reviews to determine acceptability of changes to contract-required services or equipment, and/or determines the usability of items not meeting the requirements of the contract. Coordinates with and furnishes advice to government contracting officers on technical matters. Serves on government negotiation, pre-award, source selection, post-award, plant survey, first-article evaluation and inspections teams. Administers contracts or acts in an advisory capacity for complex and difficult contracts, including contracts in the multimillion-dollar range. Reviews contractor invoices and supporting documentation. **Quality-Ranking Factor(s):** Ability to manage contracts/maintenance in accordance with the Naval Aviation Maintenance Program Instruction.

No. 56E-002-5-JS-2, (1) Secretary (Typing), GS-0318-05/06, Deputy Commander, Test and Evaluation Commander, Test Wing Pacific, Weapons Test Squadron, Maintenance Officer, Code 562000E—Area of Consideration: Point Mugu. **Opening Date:** 1-26-95. **Closing Date:** 2-9-95. **Selecting Official:** LCDR Laird. **HRD Contact:** Julie Simental. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Screens calls and visitors, referring to staff and/or line members, and directs only those calls or visitors to the Maintenance Officer who required his

attention. The incumbent must be cognizant and aware of emergency-type matters, which may at times involve crucial decisions in the absence of the Maintenance Officer and his assistant. Independently prepares agenda folders for such meetings, if needed. Personally handles many requests for information and resolves and assists in resolving a variety of queries from military and civilian personnel. **Quality-Ranking Factor(s):** Ability to interpret instructions and follow through on administrative detail.

No. 56E-015-4-JS-1, (1) Office Services Assistant, GS-0303-5/6, Deputy Commander, Test and Evaluation Commander, Test Wing Pacific Aircraft Maintenance, Aircraft Target Maintenance Support, Code 562200E—Area of Consideration: Point Mugu. **Opening Date:** 1-26-95. **Closing Date:** 2-9-95. **Selecting Official:** Ed Bibb. **HRD Contact:** Julie Simental. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Performs clerical work in support of administrative functions. Provides data-processing services and support. Prepares complex charts, report, and technical documents. Reviews all incoming correspondence, including messages, and routes mail to all appropriate personnel. Audits routine records or administrative reports and corrects discrepancies. Files reports, documents, and drawings using a standard filing system. Duplicates and distributes office materials. **Quality-Ranking Factor(s):** Ability to interpret instructions and follow through on administrative detail.

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No. 4J-003-BP5, Supervisory Interdisciplinary (General/Electronics Engineer, Physicist, Mathematician, Computer Scientist), DP-801/855/1310/1520/1550-3, Code 4J2100D. Strike & ASUW Analysis Branch, Concept, Analysis, Evaluation & Planning Department, (CAEP)—Area of Consideration: NAWCWPNS. **Opening Date:** 1-26-95. **Closing Date:** 2-9-95. **Selecting Official:** Cliff Stone, (619) 939-4120. **HRD Contact:** Shirley Hauser, (619) 939-2032. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent serves as branch head for the Strike & ASUW Analysis Branch. Duties include providing budgets and FES plans, providing systems engineering support for directing and monitoring technical development and performance (hardware and software) of systems of distributed workstations in the WEPTAC production facilities. Incumbent serves as the Contracting Officers Technical Representative (COTR) and is responsible for assigning, tracking, and reporting the progress of software development tasks. **Quality-Ranking Factor(s):** Ability to prepare, present, implement and track plans, schedules and budgets; ability to communicate effectively orally and in writing; knowledge of object-oriented software development and DOD-STD 2167A; knowledge of modeling and simulation development and application; knowledge of and skills in software engineering practices, software project planning and tracking;

knowledge of configuration management practices; knowledge of the Capability Maturity Model (CMM) and the efforts of the Software Process Improvement Office (SPIO) at NAWCWPNS; knowledge of government contract management with ability to prepare technical proposals, statements of work and independent government cost estimates; knowledge of affirmative action principles including willingness to implement EEO practices. Incumbent must be able to meet the mandatory DAWIA requirements for training, experience and education for Level III of the Systems Planning, Resources Development and Engineering Acquisition Career Field within 18 months of entering position. Incumbent must be able to obtain and maintain a Top Secret clearance. Duty station is NAWCWPNS China Lake. The full performance level of this position is DP-3. **Notes 2, 3, and 4 apply.**

No. 52-019-RR5, Supervisory Interdisciplinary (General/Mechanical/Electronics Engineer/Physicist/Chemist), DP-801/830/855/1310/1320-3, Code 526100D, Threat/Sensor Support Branch, Simulation and Stimulation Division, Pacific Ranges and Facilities Department—Area of Consideration: NAWCWPNS. **Opening Date:** 1-26-95. **Closing Date:** 2-9-95. **Selecting Official:** Jerry Smith, (619) 939-9069. **HRD Contact:** Rob Robinson, (619) 939-2393. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Directs the activities of a branch consisting of engineers and technicians providing technical support and services to the threat simulator and ARM target operations within the Simulation and Stimulation Division. The incumbent will plan the activities and monitor the performance of the branch, ensuring that quality services are provided to the numerous Enterprise Teams supported. The branch is responsible for radar and multi-spectral sensor performance analysis, threat simulator upgrades, integration of new threat simulators and sensors into the Electronic Combat Range infrastructure, and operation and maintenance of the Slate Range Facility. The incumbent is responsible for all aspects of the branch's operation including fiscal management, personnel issues, and training. The incumbent will also support the division head in formulating strategic plans, program reviews, and division processes. **Quality-Ranking Factor(s):** Knowledge of the methods, techniques, and processes associated with the test and evaluation of Electronic Combat Systems; knowledge of traditional and modern radar technologies, EO/IR/laser technologies, and threat air defense systems; knowledge of, and willingness to support, affirmative action principles including EEO practices; ability to plan, monitor, and evaluate complex technical projects; ability to create a work environment with a foundation of teamwork, customer satisfaction, and continuous improvement; ability to perform as a first-line supervisor; ability to meet the mandatory DAWIA requirements for training, experience, and education for level III of the Systems Planning, Resource Development, and Engineering Career Field within 18 months of entering the position. The incumbent must be able to obtain and maintain a Top Secret Clearance. The full performance level of this position is DP-4.

Notes 2, 3, and 4 apply.



NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

TRAINING REQUESTS

Since we have been asked to continue using both old and new codes for correspondence, include both codes on DD 1556s, Off-Center Training Request Forms and 12410/2, On-Board Training Requests.

The code for China Lake is, 733000D (C622) and the code for Point Mugu is 733000E (P622)

THRIFT SAVINGS PLAN (TSP) RATES OF RETURN

According to the latest TSP fact sheet, the rates of return for the three investment funds were

	C Fund	F Fund	G Fund
December 1994	1.49%	0.69%	0.68%
Last 12 months	1.33%	(-2.96)%	7.22%

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

Note: TSP Open Season is under way and will continue until 31 January. Enrollments or changes should be submitted to your PMA Team before the end of January.

COMPUTER EXPO

The PC Lab Code 6331 is holding the Winter Computer Expo and Seminar at the Seafarer Club on Thursday, 26 January from 1000 to 1400. The seminar is free of charge. Come and see the latest innovations in computer hardware and software, mass storage systems, high end graphics, imaging systems, and secured systems.

Vendor exhibits include American Video Communications, Blyth Software, Cisco Systems, COMPUSA, Computer Associates, Dolch Computer Company, EDS, GTSI, Legacy Storage, PAIRGAIN, Silicon Graphics, Storage Computer Corporation, and many more.

Seminar schedule:

1015-1100	CA Multi-platform Connectivity by Computer Associates
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NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY95 SEMINARS		
COURSE TITLE	COURSE DATES	DEADLINE DATE TO P622
Contemporary Management Issues and Practices	14-25 Aug 95	5 Jun 95
Politics of National Security	27 Aug-1 Sep 95	14 Jun 95
Managing Individual and Organizational Change	8-11 Aug 95	24 May 95
Washington Arena	8-12 May 95	1 Mar 95
	18-22 Sep 95	10 Jul 95
Capitol Hill Workshop	8-11 May 95	1 Mar 95
	12-15 Jun 95	3 Apr 95
Congressional Hearing Process	5, 6, and 9 Dec 95	1 Nov 95
Congressional Affairs Seminar	15-16 May 95	2 Mar 95
	18-19 May 95	3 Mar 95
Executive Leadership (4 sessions)	New SEMDP only - TBD	
NEW - Managing Critical Resources	TBD-5 days	
NEW - Creating the High-Performance Workplace	TBD-5 days	

1115-1200	Enterprise Wide Storage Suite for the 90s by Storage Computer
1215-1300	ULANA II by EDS
1315-1400	High-Speed Digital Tele-Communications Systems by PAIRGAIN

For more information, call (800) 746-0099, ext. 206.

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-jet printers and applicable software are available to

help you write your resume or SF-171, determine your interests and values, or search available job listings via bulletin boards. For more information or an appointment at Point Mugu call 989-3982/3994. The China Lake Center is now in two locations: job bulletin boards are available in Room 100 at Personnel (Bldg. 02335) from 0700-1700, and checkout materials are in the Training Center, Room 100 from 0700-1630. Both locations are closed from 1130-1230. For more information, call 939-2264/2265.

CHINA LAKE GENERAL ANNOUNCEMENTS

CONFERENCE TABLE NEEDED

The Chemistry and Materials Branch needs a conference table with or without chairs. If you have a table that you no longer need or are going to excess, call Ruth at 939-1600.

GEHA REPRESENTATIVE TO VISIT CHINA LAKE

Government Employees Hospital Association Service Representative, Renee Marshall, will be here at China Lake Wednesday, 1 February. She will be available to answer questions regarding your GEHA coverage and advise you regarding any problems you may have. Bring all documentation, if applicable, so that Ms. Marshall can properly assist you. She will be at the Training Center, Room 115 from 0800 to 1130 and from 1230 to 1400, 1 February. If you have any questions, contact Pat Miller at 939-2108.

SOFTWARE COST ESTIMATING

Find out how the commercially successful software cost-estimating models Price-S and SEER can give you a handle on software costs and software project planning. Find out all the different factors that influence software costs and how you can reduce software costs and overruns. Take advantage of other people's software project experience. Contact Dinah Beres at 939-1926 or 939-1392.

MAMMOGRAPHY SCREENING

The Wellness Program (Code 733000D) will sponsor a mammography screening for NAWC/NAWS China Lake employees and their spouses. Valley Technological Services (VTS) will have their mobile mammography unit in front of the Administration Building on 3 and 9 February. The cost of the X-ray exam is \$60. Participants must be at least 35 years

old to participate unless referred by a physician. VTS is accredited by the American College of Radiology.

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

SIGAda RESUMES MEETINGS

The China Lake chapter of the Association for Computing Machinery Special Interest Group for Ada (SIGAda) will resume monthly meetings on 2 February from 1130 to 1230 at the Embedded Computing Institute, Building 00100, 605 Inyokern Road, across from the Training Center. All meetings are open to anyone who is interested.

SIGAda meetings are a forum for those people who are involved in defense software projects. Some of our attendees are recognized nationally for their expertise in software development. Because we have experienced participants and there are now

some successful (and maybe some not successful) Ada projects, we anticipate some lively discussion on the merits of Ada versus other object-oriented languages. Attend this meeting and make your ideas regarding our presentation and discussion topics.

Address questions regarding SIGAda or interest in future discussions or presentations to one of the following: Dave Bower at 927-5575, John Hammack at 939-0671, Harvey Nelson at 939-3909, or Tom Roseman at 939-4812.

FACSIMILE (FAX) MAINTENANCE CONTRACT

The FIP Resources Branch (Code 721200D) has a consolidated contract for the repair of facsimiles. This is a per-call (time-and-material) contract covering fax machines at China Lake and Point Mugu and is effective as of 1 January. It is not a

mandatory contract, but has been initiated to provide primary or alternative service support. The contract includes remedial and preventive maintenance for fax machines regardless of manufacturer or model.

For China Lake and Point Mugu service, you must call the Help Desk at the PC Lab at (619) 499-5181 with the following information: (1) model number, (2) serial number, (3) bar code, (4) a brief description of the problem, (5) contact/requestor, (6) code, (7) phone number, (8) job order number, and (9) location of equipment and code.

Direct questions or problems to Linda Dailey, Code 721700D, at 939-7283 or DSN 437-7283.

COMPOSITION SERVICES AVAILABLE

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

TYPEWRITER MAINTENANCE CONTRACT

The FIP Resources Branch (Code 721200D) has a consolidated contract for the repair of typewriters. This is a per-call (time-and-material) contract covering typewriters at China Lake and Point Mugu and is effective as of 1 January. It is not a

mandatory contract, but has been initiated to provide primary or alternative service support. The contract includes remedial and preventive maintenance for typewriters regardless of manufacturer or model.

For China Lake and Point Mugu service you must call the Help Desk at the PC Lab at (619) 499-5181 with the following information: (1) model number, (2) serial number, (3) bar code, (4) a brief description of the problem, (5) contact/requestor, (6) code, (7) phone number, (8) job order number, and (9) location of equipment and code.

Direct questions or problems to Linda Dailey, Code 721700D, at 939-7283 or DSN 437-7283.

PHOTOGRAPHIC SCANNING AVAILABLE

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

RETIREMENTS AND FAREWELLS

WILLIAM (BILL) VANBUREN

William (Bill) VanBuren, Transportation Representative and RSSC COTR, Pacific Ranges and Facilities Department, Code 529220D (C3202), is retiring after 31 years of federal service. A retirement party will be held in his honor at the Carriage Inn on 27 January at 1800. For ticket reservations, presentations, or gift donations, contact Ruth Malik at 939-6035.

ROBERT (BOB) BARLING

Robert (Bob) Barling, Architect, Range Engineering Office, Pacific Ranges and Facilities Department, Code 529230D (C32305), is retiring after 35 years of federal service. A retirement luncheon will be held in his honor at the Santa Fe Grill on 3 February at 1115. For reservations, presentations, or gift donations, contact Ruth Malik at 939-6035 or Eric Kajiwarra at 939-6263.

ELVY R. HOPKINS

Elvy R. Hopkins retired on 3 January after 31 years of federal service. A retirement dinner will be held in his honor on 26 January at the Carriage Inn at 1800. A western barbeque buffet dinner will be served at 1830 which will include fried chicken, barbeque chicken, Santa Maria

beef, range beans, baked beans, corn on the cob, bread muffins, or garlic bread, and coffee or tea at a cost of \$15 per person including gratuity, tax, and tip. RSVP by contacting Deena Nelson at 939-0474 or Jill Hamblen at 939-0455.

DR. RICHARD A. (RICK) ROBERTS

Dr. Richard A. (Rick) Roberts retired on 3 January from the Energy Program Office. A retirement party is planned in his honor at La Pasta Grill on 31 January at 1130. For reservations, gift donations, or presentations, contact Dot Johnson at 939-0069 by 30 January.

JAMES (JIM) BLAIR

James (Jim) Blair, Cost Analysis Department, Code 423000D (C0245), retired on 3 January after 35 years of federal service. A retirement luncheon will be held in his honor at Texas Cattle Company on 3 February at 1130. For reservations, presentations, or gift donations, contact Marty Zielke at 939-3303 by 31 January.

JERRY HOPPER

Jerry Hopper is retiring after 36 years of federal service. A retirement luncheon will be held in his honor on

9 February at 1100 at Texas Cattle Company. For reservations, presentations, or gift donations, contact Jeannie Denson at 939-3705 or Lydia Groat at 939-3805 by 6 February.

ROGER WHIDDON LELAND (LEE) HILL

Roger Whiddon and Leland Hill are retiring after more than 38 combined years of federal service. A retirement luncheon buffet will be held on 7 February at El Charro Avitia at 1130. For reservations, presentations, or gift donations, contact Jeannie Denson at 939-3705 or Lydia Groat at 939-3805 by 3 February.

RILLA CORDLE

Rilla Cordle is retiring after 15 years and 7 months of federal service. A retirement luncheon will be held in her honor on 3 February at John's Pizza. Contact Elaine Hooper at 939-7206 by 31 January if you plan to have the high noon special; you can also order off the menu. For gift donations or presentations, call Elaine Hooper at 939-7206 by 31 January.

POINT MUGU GENERAL ANNOUNCEMENTS

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 NAWC-WPNS Point Mugu is the National

Association of Government Employees (NAGE).

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

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

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

EMPLOYEE COMMUTE OPTIONS PROGRAM

ELIGIBILITY REQUIREMENTS

To be registered in the NAWCWPNS Employee Commute Options Program an individual must be an active-duty military member or civilian employee of NAWCWPNS Point Mugu or Camarillo Airport worksites 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 transported to a school or work, or persons who are registered and transported to a employer-sponsored day care or elder care facilities located within a 1/2-mile radius of the worksite.

RIDESHARE HOTLINE

For rideshare hotline information, contact the Employee Transportation Coordinator, Syed Hoad at 989-1360.

Contact: Nancy Robinson, (619) 939-8106.

Permanent Change of Duty Station Authorized: No. **Summary of Duties:** This position is located in the China Lake Financial Systems Section, System Operations Branch, Business Support Division of the Comptroller/Financial Management Group Code 764110D. Incumbent, under the guidance and direction of a section lead or senior computer specialist, will provide support for NAWCWPNS China Lake Financial Systems (CLFS). The incumbent assists in maintaining CLFS software documentation. Various personal computer off-the-shelf software is used as are various terminals or emulators. The incumbent manipulates the UNISYS mainframe to assist with production data processing. Incumbent will create, test, and modify CLFS production programs. The incumbent must be able to work well in a team environment and display effective communication skills. Incumbent must be able to obtain a Secret clearance. Incumbent is required to participate in classroom, informal in-house, and on-the-job training in data processing, i.e., COBOL, Oracle, PC software, UNIX, CLFS, PAX system, database management, external government organization interfaces, and software interfaces. **Quality-Ranking Factor(s):** Knowledge of or ability to learn system analysis, flowcharting of data flows, program interfaces and programs; knowledge of and ability to use Microsoft Word, Excel, Filemaker, MacFlow, Powerpoint, Quickmail and Executive Control Language (ECL); knowledge of or ability to learn to use Versatarn, Peptalk, White Pines emulators, and UTS 400 and VT 220 terminals; knowledge and ability to provide ad hoc reports; and ability to communicate orally and in writing. Promotion potential to DS-3, but not guaranteed.

No. 82-020-JJ5, Safety & Occupational Health Specialist, DA-0018-1/2/3, Code 824E00D, Occupational Safety & Health Office—Area of Consideration: China Lake. **Opening Date:** 1-26-95. **Closing Date:** 2-2-95. **Selecting Official:** Chuck Tracy. **HRD Contact:** Jean Johanboeke, (619) 939-8135. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent identifies hazards, determines root causes, and develops and recommends corrective actions to prevent unsafe conditions or acts resulting in personnel injury, property damage, or other kinds of mishaps. Incumbent will implement and administer major safety programs that include mishap prevention, mishap investigation, respiratory protection, confined space entry, explosives, radiation, and training. Some travel and training will be required. Explosive training and experience are preferred but not required. Incumbent must be able to obtain and maintain a Secret clearance. **Quality-Ranking Factor(s):** Ability to research, analyze, and evaluate data and formulate conclusions; knowledge of safety and occupational health principles and standards; and the ability to communicate orally and in writing. **Note 1 applies.**

No. 82-021-DE5 (1) Electronic Industrial Controls Mechanic, WG-2606-11, 823490D—Area of Consideration: China Lake. **Opening Date:** 1-26-95. **Closing Date:** 2-2-95. **HRD Contact:** Brenda Stuart, (619) 939-2883. **Permanent Change**

of Duty Station Authorized: No. **Summary of Duties:** This position is located in the Construction/Maintenance Utilities Division, Public Works Department. The incumbent is responsible for service calls that are physically dispersed over a large geographic area. This work involves performing recurring maintenance, repair and installation of electronic controls on all steam boilers, water distribution equipment and electronic components, responding to routine and emergency service calls on a continuing basis including off-shift hours (swing shift, graveyard, weekends, and holidays). Must be able to obtain and maintain a Secret clearance. **Quality-Ranking Factor(s):** Ability to do the work of the position without more than normal supervision (screen-out element); knowledge of equipment assembly, installation, repair, etc.; ability to use electronics test equipment; knowledge of electronics theory; ability to use hand and power tools; ability to troubleshoot. Supplemental Qualifications Statement is required, which can be obtained at Personnel Bldg., Room 100.

POINT MUGU SITE ONLY

No. 8350-20-MZ, (1) Fire Protection Specialist, GS-081-09/11, Code 835400E—Area of Consideration: Point Mugu. **Opening Date:** 1-26-95. **Closing Date:** 2-9-95. **Selecting Official:** Michael Hair, (805) 989-7303. **HRD Contact:** Marcela Zaragoza, (805) 989-3235. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent performs duties under direction of the Fire Chief for training at the Naval Air Weapons Station Point Mugu. The incumbent plans, coordinates, implements, and evaluates all phases of the fire prevention training and safety program at the installation level. Conducts firefighting certification training for firefighters assigned to the organizations. Is responsible for the administration of the training program for firefighter personnel. Performs surveillance, observes and conducts practical exercises, recommending to the Fire Chief improved methods of training. Trains firefighter personnel in the characteristics and use of a wide variety of hazardous and toxic substances used under heavy industrial operations and procedures. Provides written reports to the Fire Chief on a scheduled basis regarding the progress and effectiveness of the training programs. Provides first-level supervision of the fire protection personnel during training sessions. Acts as instructor for specific technical fire protection subjects. Serves as the Chief of Training and assumes the duties of other department chief officers in their absence when necessary. **Quality-Ranking Factor(s):** Ability to manage and perform fire protection/prevention program function. **Note 1 and 5 apply.**

No. 8350-23-MZ, (1) Firefighter, GS-0081-07, Code 835400E—Area of Consideration: Point Mugu. **Opening Date:** 1-26-95. **Closing Date:** 2-9-95. **Selecting Official:** Michael Hair, (805) 989-7303. **HRD Contact:** Marcela Zaragoza, (805) 989-3235. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is the Crew Chief in charge of one piece of motorized firefighting

apparatus. The incumbent shall exercise control over apparatus and personnel assigned or detailed to his/her fire crew subject to orders that may be issued by the Fire Captain or higher authority. Responsible for the discipline and efficiency of the personnel assigned to his/her crews and the condition of fire apparatus, special equipment, and quarters. Oversees the routine maintenance, clean-up, and testing of equipment. Responsible for taking immediate action to correct any deficiencies noted on daily checks made on all equipment located in the Fire Station. Incumbent is also responsible for ordering and controlling supplies necessary to maintain the Fire Station and fire apparatus at the Station. Responds to all alarms with assigned crew, as appropriate, during his/her tour of duty. Incumbent should familiarize himself/herself and department personnel with the physical conditions of roads, runways, buildings, and special hazards occurring on or about the Naval Air Weapons Station Point Mugu. He/she is responsible for directing, reviewing, and training personnel under his/her control in fire and rescue procedures. He/she must have knowledge of ordnance operations, storage, manufacturing, testing, and transportation, including knowledge of experimental ordnance weapons, missiles, propellants, pyrotechnics, and explosives. In absence of the Fire Captain, incumbent will assume his duties and responsibilities. **Quality-Ranking Factor(s):** Knowledge of firefighting tactics on both crash and structural fire operations.

No. 52-001-JM5, (12) Engineering Aid/Electronics Technician, GS-802-3/GS-856-4/5/7/9, Pacific Ranges and Facilities Department, Point Mugu, Code 5.2—Area of Consideration: Point Mugu. **Opening Date:** 1-26-95. **Closing Date:** 2-9-95. **Selecting Official:** Various. **HRD Contact:** Jan Meadows, (805) 989-3261. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbents will be trainees in the Technician Retraining and Improvement Program (TRIP) and will participate in a managed work/study program consisting of classroom study, on-the-job training and individualized attention over a 2-year period. The program is designed to provide knowledge and skills required of entry-level technicians. Incumbents will use basic test instruments and perform adjustments to standard electronic equipment and will carry out prescribed procedures according to an established schedule. They will receive training in the use of more specialized test instruments and learn troubleshooting procedures. They will also learn to follow specific layout and schematic diagrams to construct and package simple devices and components of electronic equipment. Classroom study will be provided by Oxnard Community College (two classes per semester) and on-board courses. On-the-job training assignments will include rotational assignments to develop skills that coordinate with formal course work. In addition, the supervisor or lead technician in the student's home code will provide individualized training and assignments. Rotational work assignments will include various Sea Range work sites including off-shore islands. Permanent placement/home code may be at any one of these sites. Physical examinations may be required before placement. A formal evaluation process has been

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. Applications must be submitted for each vacancy. LATE APPLICATIONS WILL NOT BE ACCEPTED UNLESS ON APPROVED LEAVE, TDY, ETC. THE ENTIRE TIME THE ANNOUNCEMENT IS OPEN. Please make a copy of your SF-171 application for your own retention before you submit it. (Only applications with original signature and date will be accepted.)

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

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

When multiple-grade levels are advertised, applicants will only be rated for the lowest grade level 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 QRF to determine the best qualified candidates. A supplemental narrative addressing the DAWIA QRF is highly recommended. Applicants who would like to obtain more information on the DAWIA mandatory requirements and/or definitions of DAWIA career fields should contact their Department Office DAWIA representative or their Personnel Management Advisor. **Note:** Applicants selected for critical acquisition positions (GS-14/DP-4 and above) will be required to sign a service agreement to remain in that position for at least a 3-year period.

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

GENERAL INFORMATION

The Naval Air Warfare Center Weapons Division is an equal opportunity employer. Selection will be made on a fully equal basis without discrimination. Selection will not be made on non-merit reasons such as race, color, religion, sex, national origin, age, politics, marital status, physical handicap, or membership or non-membership in an employee organization. All vacancies are subject to restrictions imposed by the DOD Priority Placement Program (PPP). Incumbent must hold or be able to obtain the appropriate security clearance.

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

MERIT PROMOTIONS

CHINA LAKE SITE ONLY

No. 4J-002-BP5, Secretary (Typing), DG-318-2/3, Code 4J1000D. Anti-Air Warfare Analysis Division (TACAIR), Concept Analysis Evaluation and Planning Department (CAEP)—Area of Consideration: China Lake. Opening Date: 1-26-95. Closing Date: 2-9-95. Selecting Official: J. J. Morrow, (619) 927-3268. HRD Contact: Shirley Hauser, (619) 939-2032. **Permanent Change of Duty Station Authorized: No. Summary of Duties:** Incumbent provides secretarial support to the Head of the TACAIR Division of the CAEP Department. **Quality-Ranking Factor(s):** Ability to perform receptionist and telephone duties; ability to manage Division Head's calendar and set up conferences; ability to review and distribute incoming mail and review outgoing correspondence; ability to compose correspondence and/or nontechnical reports; and must possess good communication and problem-solving skills in order to work effectively with all levels of personnel. Incumbent must be able to obtain and maintain a Secret clearance. Promotion potential to DG-3, but not guaranteed. **Note 1 applies.**

No. 473-002-SK5, Explosives Operator, WG-6502-8, Ordnance Processing Section, Propulsion Branch, Airframe, Ordnance, and Propulsion Division, Code 473210D—Area of Consideration: China Lake. Opening Date: 1-26-95. Closing Date: 2-9-95. Selecting Official: Bill Durvin, (619) 939-7517. HRD Contact: Susan Koch, (619) 939-8120. **Permanent Change of Duty Station Authorized: No. Summary of Duties:** Incumbent is responsible for the scale-up and processing of explosives and solid rocket propellants and for the casting/loading of energetic materials into rocket motors or warheads. Incumbent operates small- to large-scale propellant and explosives processing equipment, such as hammer mills, mixers, ovens, etc. Reads meter and gauges to determine pressures of steam, vacuum, air, nitrogen, or water systems, chemical material flow, product temperature, and physical properties of materials. Records test data. Assembles and disassembles propellant casting molds. **Job Elements:** Ability to do the work of the position without more than normal supervision, knowledge of safety procedures and safe practices, and ability to communicate both orally and in writing. Position is covered by the Code 473210D Development Plan for Explosives Workers. Full performance level to Explosives Test Operator, WG-6517-10. **Note 1 applies.**

No. 474-006-SK5, Secretary (Typing), DG-318-3, Technology Advancement, Research and Technology Division, Weapons/Target Department, Code 474B00D—Area of Consideration: China Lake. Opening Date: 1-26-95. Closing Date: 2-9-95. Selecting Official: Frank Markarian, (619) 939-3241. HRD Contact: Susan Koch, (619) 939-8120. **Permanent Change of Duty Station Authorized: No. Summary of Duties:** Provides secretarial and administrative support to the Deputy, Technology Advancement in the Research and Technology Division. **Quality-Ranking Factor(s):** Ability to interface effectively with personnel at all organizational levels, ability to maintain and coordinate supervisor's calendar and to arrange conferences, and ability to compose correspondence and/or prepare nontechnical reports. Incumbent must possess good communication and problem-solving skills in order to provide guidance and direction to staff clerical personnel. Incumbent must be able to obtain and maintain a Secret clearance. **Note 1 applies.**

No. 76-001-NR5, Computer Specialist, DS-334-1, Code 764110D (Multiple Vacancies)—Area of Consideration: China Lake. Opening Date: 1-26-95. Closing Date: 2-2-95. Selecting Official: Margaret Porter, (619) 927-1568. HRD



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 989-3355 (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 (Telmart) 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

Joan Johnson

Joan is unable to work as a result of a heart attack and diabetes complications.

Erin Strand, Code 474530D

Erin is on maternity leave.

Nancy K. Bryant

Nancy is suffering from severe fibromyalgia.

Carolyn King-Deleon

Carolyn has severe patellar chondromalacia of both knees and is undergoing arthroscopic knee surgery.

Richard Horton

Richard is recuperating from back surgery.

Alvina Quintanilla

Alvina is recovering from surgery.

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 caused by gestational diabetes.

Lois Berry-Light, C2876

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

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.

Denise Evans, C6111

Denise, who is a single mother, suffered a stroke and will be unable to return to work for an extended period of time.

Debra Campbell, C6142

Debra has had back surgery for a herniated disc.

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, C842

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

Lupe Vizcarra, C219

Lupe is undergoing required major knee replacement surgery.

Jo Ella Kivett, C2614

Jo Ella is on maternity leave.

Brenda Davis, Code 731000E

Brenda is experiencing lupus erythematosus.

Carla Allen, P261

Carla is recuperating from major surgery.

Sharon Allen, Code 451D00E

Sharon is on maternity leave.

POINT MUGU

Paul Sailer, P3924

Paul is recovering from injuries sustained in a traffic accident.

Jamie Vreeland, Code 836500E

Jamie is on maternity leave.

John Duhon, P7363

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

William Carter, Code 834210E

William is hospitalized for asphmatic bronchitis.

Dorothy Corville, Code 220000E

Dorothy is experiencing a difficult pregnancy that requires bed rest.

Laura Bourne, Code 763700E

Laura is recovering from acute pneumonia.

EMPLOYEE DEVELOPMENT DIVISION NEWS

ON-BOARD TRAINING COURSE SCHEDULE

To enroll in a class, nominations should be submitted to the site where the course is being held. The On-Board Training Request Form (NAWCWPNS 12410/1 (9-92)) is used for submitting nominations and is available at Servmart/Telemart. To enroll in a course, call the phone number listed in the announcement. If there is no phone number listed, submit the On-Board Training Request Form to Code 733000D or Code 733000E. Nomination forms should be submitted as early as possible to preclude courses from being canceled because of low enrollment. NAWCWPNS employees may attend training at either site with supervisory approval and on a space-available basis.

SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

SYSTEMS ENGINEERING MANAGEMENT (24 hrs.)

7-9 February; Tuesday-Thursday, 0800-1600; Training Center, China Lake. By: Robert E. Olson, Code 41E000D

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

This course provides an overview of systems engineering, addressing what is a system, why systems engineering is needed in the development/change of complex systems, what are the basic elements of the systems engineering process as it is implemented within the DOD acquisition structure, what engineering specialty areas interface with systems engineering, and how systems engineering must interface with the engineering specialties to form an effective interdisciplinary team. Included are discussions on need definition, identification and definition of alternative solutions and their associated system concepts,

system requirements definition, system design (requirements allocation/system architecture definition), detail design, system integration, and system verification and validation. In addition, topics such as risk management, technical performance measures (TPM), government/industry teaming, the systems engineer's role in Request for Proposal (RFP) preparation, technical reviews, and program documentation requirements are also addressed. This course is based on practical experience rather than textbook theories and uses examples from actual programs to illustrate the pros and cons of particular approaches. This class consists of a reading assignment that is to be completed prior to the beginning of the class; 24 hours of classroom instruction; two short, evening assignments; and a take-home test given at the end of the class. (It is desirable that the Navy Systems Acquisition Management course be completed prior to taking this course.)

To enroll, call Dorothy at 939-2359.

ENVIRONMENTAL ENGINEERING (8 hrs.)

15 February; Wednesday, 0800-1600; NAVAIREs, Building 323, Point Mugu. NAWCWPNS Instructor

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

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

To obtain further information, contact Cliff Lewis at 989-3337 (DSN 351-3337).

SYSTEMS SAFETY (8 hrs.)

14 March; Tuesday, 0800-1600; NAVAIREs, Bldg. 323, Point Mugu. NAWCWPNS Instructor

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

This course will include what the technical manager (not the practitioner) should know about systems safety: what it is, why

SOFTWARE QUALITY ASSURANCE AND TESTING

30 January-2 February; Monday-Thursday, 0800-1600; Annex 5, 531 W. Hueneme Road, Oxnard. By NSWC

Deadline: 26 January
To obtain further information and reserve a space for this class, contact Linda Morock at (805) 982-8193.

it is important, how it is integrated into the acquisition program, and what elements are required in such a program.

To obtain further information, contact Cliff Lewis at 989-3337 (DSN 351-3337).

RELIABILITY/MAINTAINABILITY

15 March; Wednesday, 0800-1600; NAVAIREs, Bldg. 323; Point Mugu. NAWCWPNS Instructor

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

This course is designed to acquaint managers with the elements of reliability and maintainability. The latest activities by

DOD, CMN, and NAWS will be discussed. Topics include R&M requirements, R&M management, design criteria, design analysis, parts and materials programs, integrated test programs, failure recurrence control, and documentation review. Help in tailoring these elements to a particular contract because of program phase cost and schedule will be provided.

To obtain further information, contact Cliff Lewis at 989-3337 (DSN 351-3337).

QUALITY ASSURANCE (8 hrs.)

16 March; Thursday, 0800-1600; NAVAIRE, Building 323, Point Mugu. NAWCWPNS Instructor
REQUIRED FOR ENROLLEES IN THE TMC/TMDP OR SEC/SEDP PROGRAMS.

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

To obtain further information, contact Cliff Lewis at 989-3337 (DSN 351-3337).

SYSTEMS ANALYSIS (8 hrs.)

21 March; Tuesday, 0800-1600; Training Center, China Lake. By: Dr. Frank Reed, Consultant
REQUIRED FOR ENROLLEES IN TMC/TMDP PROGRAMS.

This 1-day seminar is designed to make the program manager aware of the classical tools of systems analysis. Without going into mathematical detail, the modeling efforts suitable for different types of system analysis problems will be discussed. Methods by which the program manager and systems analyst together can arrive at a modeling effort whose assumptions and limitations are understood and whose results guide program development will be discussed. In addition to classical systems analysis, the effect of software development on system design will be covered. The importance of supportive or complementary systems on system design will be presented.

Deadline: **7 March.**

To enroll, call Dorothy at 939-2359 or 939-0874.

INFRARED WINDOW AND DOME MATERIALS (8 hrs.)

28 March; Tuesday, 0800-1700; Conference Room B-C, Mich Lab, China Lake. By: Dr. Daniel C. Harris, Code 474220D.

This 1-day course presents an overview of the optical, thermal, and mechanical characteristics of infrared-transmitting window and dome materials, with a special section on chemical-vapor-deposited diamond technology. Other topics include thermal shock response, rain and particle erosion, protective coatings, antireflection coatings, and electromagnetic shielding. Single-crystal growth, ceramic hot pressing, chemical vapor deposition, and optical finishing will be described. The latest advances in dome and window design and testing will be discussed. The course is directed at engineers, scientists, and managers who need an introduction to properties, performance, and manufacture of windows and domes. The textbook, *Infrared Window and Dome Materials* by Daniel C. Harris (SPIE Press, 1992), is included with the course materials.

Deadline: **14 March.**

To enroll, call Dorothy at 939-2359 or 939-0874.

OFFICE OF CIVILIAN PERSONNEL MANAGEMENT WESTERN REGION

The following no-tuition courses are available to all NAWCWPNS employees. For more information, call Lori at 939-2686 or DSN 437-2686.

San Diego, Calif.

01-02 March	Effective Presentations
08-09 March	Employee Development for Supervisors
20-23 March	Downsizing/RIF Workshop
22 March	TQL Seminar
28 March	EEO for Mid-Level Managers
03-07 April	Basic Instructor Training
11-13 April	Retirement Processing
17-20 April	Civilian Personnel Management Field Institute (CPMFI)

Barstow, Calif.

25-28 April	Introduction to EEO
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Irvine, Calif.

29-30 March	Commanding Officers/Executive Officers/Officer-in-Charge (CO/XO) Symposium on Civilian Personnel and Equal Employment Opportunity
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Los Angeles, Calif.

13-17 March	Management Representative Workshop II
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Oak Harbor, Wash.

22-23 March	Employee Development for Supervisors
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Silverdale, Wash.

06 April	Preventing and Resolving Equal Employment Opportunity (EEO) Complaints
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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 that the NAWC COR Training Courses will be ready for delivery in early 1995.

Date	Location	Date	Location
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
12-14 April	NWAD Corona		

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.

STRESS MANAGEMENT (8 hrs.)

3 February; Friday, 0800-1600; Training Center, China Lake. By: Dr. Suzanne Hard, Consultant

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

To enroll, call 939-2468.

FILES IMPROVEMENT AND RECORDS DISPOSITION (8 hrs.)

8-9 February; Wednesday-Thursday, 0800-1130; Training Center, China Lake. By: Pam Williams

This class is designed to help record-keepers understand and apply basic rules related to filing. Topics covered are standard filing procedures; eliminating needless filing; cross-referencing; indexing; and using filing aids such as color codes, labels, file guides, and recommended file folders. Use of the Navy Standard Subject Identification Code and the use of micro-filing, identification of record material, disposal of records, and use of the Federal Records Centers for storage will be discussed.

Enrollment is on a call-in basis only. To enroll, call Sue at 939-2349.

Deadline: **3 February**

RETIREMENT PLANNING FOR YOUNGER EMPLOYEES (8 hrs.)

15 February; Wednesday, 0800-1600, Training Center, China Lake. By: Employee Relations, Code 731000D

This seminar consists of several lectures which discuss the facts affecting retirement, such as those relating to Civil Service Retirement System and FERS, Thrift Savings Plan, Health Insurance, Life Insurance, Social Security, Income Tax and Financial Planning, Estates, Trusts and Wills. This course includes pertinent topics from the Pre-Retirement Seminar, with emphasis on what to look for in planning for retirement. This is recommended for employees beyond 2 years of employment and those within more than 5 years of retirement.

Enrollment is on a call-in basis only. To enroll, call Sue at 939-2349.

Deadline: **8 February**

CAREER TRANSITION WORKSHOP (16 hrs.)

15-16 February; Wednesday-Thursday, 0800-1600; Marriott Courtyard, Camarillo. By Julie Streets, Employee Development Specialist

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

To enroll, call Mary at 989-3982/DSN 351-3982 or submit a completed On-Board Training Request Form (NAWCWPNS 12410/1 (9-92)) to Code 733000D/E.

INDIVIDUAL DEVELOPMENT PLAN WORKSHOP (1 hr.)

22 February; Wednesday, 1000-1100; TBD, Point Mugu. By Julie Streets, Employee Development Specialist

Learn how to develop a systematic plan to acquire the competencies you or your employees need to excel in the workplace. The Individual Development Plan (IDP) is a tool to make that plan specific and meaningful to the individual and the organization. Participants will learn about development planning, goal setting, prioritizing competencies, and identifying developmental opportunities.

To enroll, call Mary at 989-3982/DSN 351-3982 or submit a completed On-Board Training Request Form (NAWCWPNS 12410/1 (9-92)) to Code 733000D/E.

INDIVIDUAL DEVELOPMENT PLAN WORKSHOP (1 hr.)

23 February; Thursday, 1000-1100; Training Center, China Lake. By Staff, Human Resources Development Division

Learn how to develop a systematic plan to acquire the competencies you or your employees need to excel in the workplace. The Individual Development Plan (IDP) is a tool to make that plan specific and meaningful to the individual and the organization. Participants will learn about development planning, goal setting, prioritizing competencies, and identifying developmental opportunities.

To enroll, call Sue at 939-2349/DSN 437-2349 or submit a completed On-Board Training Request Form (NAWCWPNS 12410/1 (9-92)) to Code 733000D/E.

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

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

Intended Audience: New supervisors during the first-year probation period.

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

Topics covered include a summary of general guidelines (organizational structure of DOD and subordinate commands, safety, security, privacy act, ethics, workers compensation, plant account, Drug Free Workplace Program, and EEO including 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.

Note: 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; location TBD, Point Mugu. By: Financial Focus

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.

APPLICATIONS FOR ACADEMIC FELLOWSHIPS ARE BEING ACCEPTED

The NAWCWPNS Fellowship Program (NFP) is seeking applications for long-term graduate- and undergraduate-level Fellowships (training off-Center for a period of more than 120 consecutive working days). Applications are invited from NAWCWPNS and subordinate command employees at all sites for programs of study beginning in fall 1995. To be eligible for a Fellowship, interested individuals should be employed at NAWCWPNS for at least 3 years at the time studies begin and if applying for undergraduate level training, must be within 2 years of completing the undergraduate program.

A Fellowship may be considered to meet any of the following objectives:

1. To update employees' knowledge where several years have passed since they have completed or left academic or in-service training.
2. To update employees' knowledge and background in their job specialty.
3. To teach employees aspects of another occupation that relates to their present occupation where responsibilities are interdisciplinary or multidisciplinary.

The NAWCWPNS Fellowship Committee (NFC) will consider applications in any area of study that relates directly to NAWCWPNS critical skill needs. The primary criteria the NFC follows in determining when long-term training is used instead of after-hours, part-time, or short-term programs are as follows:

1. The new knowledge and skills required of the employee, either in present or planned career assignments, necessitate a comprehensive, concentrated program of study.
2. The time span for acquisition of new skills and knowledge is such that an accelerated study program of long-term full-time duration is required.
3. It is determined that the academic superiority of the institution selected is such that it is clearly in the best interest of the government that the employee attend the selected educational institution.
4. There is no educational institution or academic program in the local commuting area for part-time or after-hours training.

Training funds are available to cover the employee's salary (including MTP funding), tuition, and fees required for enrollment. The Academic Fellowship Office, Code 733000D/E, will be responsible for supervision of employees while they are participating in the NFP.

Julie Streets, Administrator of the NAWCWPNS Fellowship Program, will discuss the Fellowship Program in two presentations: Point Mugu on **8 February** from 1000 to 1130 at Building 3015 Auditorium; and at China Lake on **9 February** from 1000 to 1130 in Mich Lab, Room 1000D. Julie's talk will cover Fellowship Program objectives, entitlements, eligibility, critical needs, application procedures, selection process, and funding. All interested employees are encouraged to attend.

Further details of the NAWCWPNS Fellowship Program and application forms are available from the Employee Development Division, Code 733000D/E, Julie Streets at (805) 989-3984 (DSN 351-3984) or Sue Murray (619) 939-2349 (DSN 437-2349).

The deadline for submission of applications is **17 March.**

Critical needs for fellowships are as follows:

ELECTRONIC/ELECTRICAL ENGINEERING

Test and Evaluation
Computer Hardware and Software
Radio Frequency Theory and Design
Antenna Systems/Design
Communications
Instrumentation
Signal Processing
Computer Networking
Aircraft/Radar/Missile Systems Design
Design and Analysis of Aircraft Modification

AERONAUTICAL ENGINEERS

Flight Stability
Flight Control Systems

PHYSICISTS

Infrared Radiation Generations and Measurement

METALLURGISTS

Composite Materials
Radiation Spectrums

AEROSPACE/MECHANICAL ENGINEERING

Machine Design
Systems Design Optimization
Design Methodology
Computer-Aided Design
Concurrent Engineering Processes

SOFTWARE ENGINEERING/COMPUTER SCIENCE/ COMMUNICATION ENGINEERING

Distributed Embedded Systems Architecture
Real-Time Operating Systems
Software Analysis
Software Test (Assy, C++, Pascal, ADA, etc.)

SEI Affiliates Program

3D Graphics
Software Project Management
Software Design
Network
systems Engineering Analysis
High-Speed Communication Technology

SYSTEMS ENGINEERING/INTEGRATION

Neural Net Theory/Fuzzy Logic
Signal Processing (Digital and Analog)
Electronic Intelligence and Analysis
Multisensor Integration (Passive/Active Sensor Technology, GPS, Inertial Navigation, etc.)
Range Systems
Range Communications

OTHER/INTERDISCIPLINARY

Signal Processing (Advanced for Radar Imaging)
Applied Electromagnetic Theory
Advanced Computational Graphics
ECM/ECCM (System Analysis, Waveform Analysis, Threat Analysis)
Electronic Intelligence and Analysis
Electronic Warfare
Optics
Electro-Optics/IR Engineering
Microwave Receiver Design
Laser Systems
RF Solid-State Devices
Threat Analysis
Aircraft Tactics Design
Project Engineering/Management
Safety/Environmental Engineering
Contract Management
Data Management