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THE ROCKETEER

THURSDAY, FEBRUARY 9, 1995

NAVAL AIR WEAPONS STATION, CHINA LAKE

Vol. 51, No. 3

CL chemist develops system for detection of toxic airborne metals

By Peggy Shoaf

Environmental Public Involvement Office

Since the adoption of the Clean Air Act of 1990, processes such as waste incineration that release toxic airborne metals into the atmosphere have come under increased scrutiny.

Methods currently available for measuring airborne metals are labor intensive and time consuming, and analytical results are often not available until several days after the actual measurements are made, noted Dr. Michael D. Seltzer, an analytical chemist in the Research and Technology Division at NAWCWPNS China Lake.

**Dr. Michael Seltzer's
real-time system allows continual
monitoring and adjustment of
incinerator emissions**

"If toxic metals were being released into the atmosphere, by the time it became evident, it would be too late to implement preventative or corrective measures," Seltzer stated. "Accordingly, a need has been created for faster, more sensitive and more reliable methods of monitoring these emissions." Seltzer is developing a system capable of sensitive, real-time detection of a wide range

of metals considered to be hazardous air pollutants — including lead, cadmium, arsenic, beryllium and mercury — to meet that need.

According to Seltzer, China Lake was originally approached by Naval Surface Warfare Center Crane Division, Crane, Ind., some years ago to identify a system capable of monitoring in real time airborne metals that were being emitted from an experimental pyrotechnics incinerator.

"Unfortunately, no off-the-shelf instrumentation was available for this specific application," Seltzer said. "So we looked around at what technology might be adapted

Please see **SELTZER**, Page 10

Empowerment:

**Union, management and
workers sign self-directed
work team agreement**

By Jill Guinn

TID

Corner of Hollywood and Vine: Not the historic corner set amid the glamour and glitter of Hollywood, this corner, located in the Michelson Laboratory machine shop, was the site of a history-making agreement among the Metal Trades Council (MTC) Union, the Weapons Prototype Division (WPD) and the division employees. This agreement formalizes self-directed work teams (SDWTs) and, according to MTC President Travis King, signifies the dawning of a new mind-set for the MTC Union.

This agreement started when Charles Johnson, WPD head, contracted Dr. Michael White of the Navy Personnel Research and Development Center, San Diego, to work as the design team facilitator. The team consists of division employees Bruce Clark, Del Doss, Dick Monigold, Dave Pate and Mike Pruitt

Please see **SDWTs**, Page 11

Correction

In the last issue of *The Rocketeer*, throughout the lead story on the nomination of RADM John A. Lockard to become NAVAIR commander the admiral's last name was spelled incorrectly. There is no "h" in Lockard.

Hueber recognized for R&D efforts

Deputy Commander's Award
presented after team
nominates its leader

6



Photo by Margie Hammett

DEMOLITION MAN Jerry Danyluk, Caterpillar operator for William L. Olson, Inc., rips through one of the old duplexes in the housing area north of Nimitz Ave. The work began Monday, Jan. 30, and some 20 buildings were razed in the first week. Since Monday three tractor-trailer rigs have been hauling the debris to the county dump. Danyluk said the 53-building project should be completed in another five weeks. (He promised to leave the *Rocketeer* office standing.)

Jackie Harrison donates bone marrow to save a life

By Dee Rorex

TID

Because of Jackie Harrison, this past Christmas a young woman with leukemia got the best present anyone could possibly get — a second chance at life. Harrison literally gave a part of herself — her bone marrow — through the National Marrow Donor Program.

Two years ago China Lake was involved in a drive sponsored by the Bill Young Marrow Donor Center for the Department of Defense to recruit volunteer marrow donors. Harrison and hundreds of others participated.

She received a letter the first week of October 1994 notifying her that she was a preliminary match for someone needing a transplant. "I was shocked and a little frightened," Harrison recalls. "I thought, oh my God, I don't believe I actually matched up with somebody!" That's a normal response

when you consider that the chance of being matched up with someone unrelated to you is pretty rare. "When you're first notified, people will tell you 'Oh, don't worry, you're only a preliminary match. You probably won't even match up once they start running DNA tests.' So I got to thinking that maybe it wouldn't happen after all."

A blood-draw kit was sent Federal Express to the dispensary at China Lake, where 12 vials of blood were taken from Harrison's arm and sent back for further testing.

When she did not hear anything for three weeks, she was convinced that a more suitable donor had been found. But then, to her surprise, she got a call from Kevin Antler, donor services coordinator, notifying her that she was the best match for the recipient. Because this recipient was in the hospital and seriously ill at the time, the doctors wanted to retrieve the marrow from Harrison as soon as possible. The 32-year-old recipient had severe

Please see **DONOR**, Page 8



Jackie Harrison

Weather

	High	Low	Gusts	Humidity
Jan. 25-31				
Wed	50	40	17	90-80%
Thurs	63	39	19	60-33%
Fri	61	30	8	90-40%
Sat	61	36	6	—
Sun	65	35	6	—
Mon	71	34	6	82-30%
Tues	75	34	6	82-37%
Feb. 1-7				
Wed	84	42	7	83-28%
Thurs	83	41	9	76-22%
Fri	82	38	7	67-17%
Sat	82	36	5	—
Sun	81	38	5	—
Mon	80	36	7	69-20%
Tues	76	42	20	70-22%

China Lake Calendar

Friday, Feb. 17

•Ombudsman training at Chapel annex, 1008 Blandy 7:45 a.m. to 4 p.m. Call Ginger 939-5045 to sign up
•National Engineers' Week lecture and banquet Carriage Inn, 6 p.m.

Monday, Feb. 20

•Presidents Day holiday

Saturday, March 4

•Seabee Ball, Seafarer Club

Saturday, March 25

•Bluejacket of the Year Award Dinner, Seafarer Club

Saturday, April 1

•MAD Dash

Network names change Feb. 17-20

On Feb. 17-20, China Lake will be the first NAWCWPNS site to change its Appletalk network names. This change will hopefully establish a naming scheme that will not have to be changed every time the facility is renamed or realigned.

Most of the Appletalk zone names will represent a geographical location on Station. The Presidents Day holiday weekend was chosen to give the code administrator and the network people time to work out any "bugs" and hopefully let the network settle down for a couple of days. The process will take a few hours and will change all e-mail addresses for QuickMail users. The administrators are also taking the time to change other network services names to become more generic in nature.

Most printer and fileserver names will be changed during this time also. A cross-index listing is being completed and should be available near the beginning of next week. Each code's administrator is helping with the planning and changes.

Contact your codes QuickMail, printer or fileserver administrator with your questions. More detailed information will be coming in the next week. The Point Mugu site will change over in the next 30-60 days. If on Feb. 16 employees have not received the cross-index list and don't know who their e-mail administrator is, they should call the E-mail Desk at 939-3014.

'Proper' disposal of hazardous wastes made easy at Michelson and Lauritsen

Employees within the Michelson and Lauritsen laboratory compounds may now "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.

STOP!

E. Inyokern at Richmond four-way Feb. 16

A new four-way stop will be installed at the intersection of Richmond and East Inyokern roads on Feb. 16.

The new stop signs are being placed for several reasons (1) the safety of the school children who use the cross walks, (2) members of the PRT training program, (3) observed excessive vehicular speeds, (4) numerous "close calls" between motor vehicles and bicyclist and (5) anticipated increased traffic flow when the new commissary opens.

This change is also being made in an effort to increase traffic safety for motorists and pedestrians.

Letter

Navy Exchange Officer:

This is in reference to Andy Hoving, who works at the Navy Exchange Gas Station.

On the night of Dec. 16, 1994, my wife, Susan Barrett, inadvertently left her purse (containing cash, credit cards, checkbook and personal items) in the parking lot of the Navy Commissary after loading items into her car.

Andy just happened to be walking in the area of the commissary parking lot shortly after my wife drove off. Andy retrieved the purse and, after looking for the owner at the commissary and exchange, he called our house.

My wife and I immediately went to retrieve the purse. We offered him a cash reward, but he refused to accept it and said he was just happy that he could be of service.

Just as simple as that. That's what it's all about...good service and honesty.

We wanted to thank Andy again (in writing)...you can imagine the mess of replacing all of the items in the purse. Andy wouldn't take a reward from us, but I hope there's something you can do.

Don Barrett, USN Retired
(Reprinted with permission)

Pages From The Past

Feb. 8 & 15, 1985

Maggie Pladson, associate head of the Engineering Department, announced Code 36 employees would move into the new Engineering Lab this month. . . . Dick Drake and Ken Lusk of the Aerosystems Department developed a new system to recover missile seeker and TM sections after live firings. . . . Harry Day, Hall Memorial Bowling Lanes manager said a new ACCUSCORE system is now in place on all lanes.

Feb. 7 & 14, 1975

Pierre St. Amand, Roger Reinking and former NWC employee Richard Clark are credited with development of Foggy Cloud VII, a program aimed at reducing the density of low ground fog, experiments are being done at the Visalia Airport. . . . David Kermod of the Fuze Department won a patent for optical contrast enhancement system. . . . Brandi Williams is the first head of an experimental Word Processing Center at NWC in a paperwork reduction effort. . . . Led by Dick Miles, the VX-5 pistol team won the 11th Naval District competition.

Feb. 5 & 12, 1965

LCdr. Jack Miner said the Target Drone Division successfully demonstrated dual target flight through televised remote control. . . . NOTS' All-Star basketball team lost in the second round of the 11th Naval District tournament. . . . Beverly O'Neil and Cdr. Stan Abele were singles tennis champs at NOTS. . . . A NOTS team of William White, Roy Zuber, Arlin Krueger and William McBride are heading for costs of South America to study the earth's ozone layer. . . . Kit Skaar was named head of the Inter-Range Safety Group.

Feb. 4 & 11, 1955

LCdr. George Weir is the new CO of Navy Enlisted Personnel at NOTS. Rod McClung and Duane Mack led the development and installation of photoelectric stations on C Range for new bombing technique training. . . . K.F. Ross has been named to head the Patent Division of TID. . . . The First Provisional Marine Guided Missile Battalion has been renamed the First Terrier SAM Battalion.

COMMUNITY EVENTS

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. Feb. 6 to 12, "Death"; Feb. 13 to 19 "Moving"; Feb. 20 to 26 "Blended Families."

####

The Aguabonita Flyfishers club is sponsoring a fly tying class scheduled to begin tonight. Classes will be held every Tuesday and Thursday evening through mid March at the Grace Lutheran Church. If you are interested, feel free to

attend the monthly meeting for more details, or call Chuck Newmyer at 375-5810.

####

Last-day sign ups for Indian Wells Valley Youth Baseball will be held on Feb. 11 from 9 a.m. to 3 p.m. at the Kerr McGee baseball field at the corner of Downs and Ridgecrest Boulevards. For more information call Bill Folden at 375-4320 after 6 p.m.

####

Band and orchestra students from Burroughs High School, Murray and Monroe Junior High Schools will be participating in adjudicated performances at the Solo/Ensemble Festival on Feb. 11, 8 a.m. - 3 p.m. The festival will be held in the band and orchestra rooms at Burroughs. Burroughs Band Boosters will sell hot dogs and sodas during the local festival.

####

The All Faith Chapel will be presenting Brown Bag Lunch Bible Studies at the airfield every Thursday from 11:30 a.m. to 12:30 p.m. starting Feb. 16. The location is the FMF Building, Number 20003. The chaplains urge you to bring your lunch,

Bible and your hunger for food for body and soul.

####

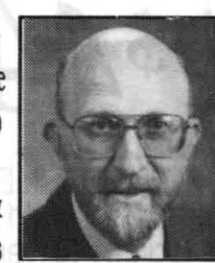
Cerro Coso Community College will feature a lecture with Roger Crawford, on Thursday, Feb. 16, from 4 to 5 p.m. in the College Lecture Center. As a featured speaker Crawford's audiences are entertained, inspired and motivated. The public is encouraged to attend the program free of charge. Having been challenged at birth with a severe physical handicap, Crawford courageously faces life with a remarkably intense positive attitude and heartwarming sense of humor. For information call 375-5001.

####

Whiskey Flat Days in Kernville will be Feb. 17-20. Activities planned will include a grand parade on Saturday, Feb. 18, at 11 a.m., a Wild West Rodeo Saturday and Sunday at 1, costume contest, gunfighters, frog contests, epitaph contest, food and craft booths, a carnival, petting zoo, small train rides, whickerino contest and more. For information, contact the Kernville Chamber of Commerce (619) 376-2629, (619) 376-4371 or write P.O. Box 397, Kernville, CA 93238-0397.

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MISC. FOR SALE.....40
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MWR Directory

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Bowling Center Seaside Bar Monday-Friday Saturday, Sunday & Holiday	10 a.m. to 8 p.m. 10 p.m. to 8 p.m.	939-3471 939-8865
Child Development Centers Monday-Friday Closed Flex Friday	6:30 a.m. to 5:30 p.m.	939-6681
Crafttech & Information, Ticket & Tour Monday-Thursday Friday (including Flex) Saturday Closed on Sunday	10 a.m. to 7 p.m. 10 a.m. to 3 p.m. 10 a.m. to 3 p.m.	939-3252
Family Child Care (FCC) Monday-Friday Closed Flex Friday	6:30 a.m. to 5:30 p.m.	939-6681
Golf Course Daily Seaside Bar Sunday-Monday Tuesday-Saturday	6 a.m. to dusk 6 a.m. to 7 p.m. 6 a.m. to 8 p.m.	939-2990 939-2563
Gymnasium Monday-Friday Flex Friday Saturday Sunday & Holidays	5:30 a.m. to 9:30 p.m. 5:30 a.m. to 9:30 p.m. 8 a.m. to 9:30 p.m. 10 a.m. to 6 p.m.	939-3334
Library Monday-Thursday Friday & Saturday Sunday	11 a.m. to 8 p.m. Closed 10 a.m. to 6 p.m.	939-2595
Main Office Monday-Friday Closed on Flex Friday	7 a.m. to 5 p.m.	939-3010
Movin' On Up Center Monday-Friday Closed on Flex Friday	6:15 a.m. to 5:45 p.m.	939-2909
Pools China Lake Community Pool Solar Park Pool	Hours are seasonal. Call the gym for specific hours.	927-3721 939-3980
SATO Leisure Travel Monday-Friday Flex Friday	8:30 a.m. to 5 p.m. 10 a.m. to 2 p.m.	446-7751
Seafarer Club Office Monday-Friday Closed Flex Friday CPO Lounge Monday-Friday Closed Flex Friday Dining Room Lunch Monday-Friday Closed Flex Friday Sunday Brunch Pizza Sports Bar-Freddy's Place Monday-Thursday Friday Flex Friday Saturday Sunday	8 a.m. to 4 p.m. 3:30 to 9 p.m. 11 a.m. to 1 p.m. 9:30 a.m. to 1:30 p.m. 11 a.m. to 10 p.m. 11 a.m. to 11 p.m. 5 to 11 p.m. 5 to 11 p.m. 10 a.m. to 5 p.m.	939-8658 939-2581 939-3166
Seaside Bar Wednesday & Friday Thursday of Flex Week	4 to 9 p.m. 4 to 9 p.m.	939-3471
Stables Monday-Friday	8 a.m. to 5 p.m.	939-3471
Teen Center Monday-Thursday Friday Saturday Closed on Sunday	10 a.m. to 9 p.m. 10 a.m. to 11 p.m. Noon to 9 p.m.	927-TEEN
Youth Center Monday-Friday Closed Flex Friday	7:30 a.m. to 5:30 p.m.	939-6884



Income tax forms are available at NAWS Community Library

The Internal Revenue Service has furnished the Community Library with a variety of materials to help taxpayers prepare their federal income tax forms. IRS publication 1132 is also available. This publication contains over 90 tax forms that can easily be photocopied.

The librarians are not qualified to advise on tax preparation, however, they

will direct you to these many helpful tax aids. Assistance with your tax preparation can be obtained through the IRS office in Bakersfield or the NAWS VITA Program.

The Community Library is open Sunday 10 a.m. to 6 p.m.; Monday through Thursday 11 a.m. to 8 p.m.; and closed Friday & Saturday.

Amusement park tickets on sale at China Lake's Craftech office

Available now at the NAWS Craftech are 1995 season tickets for the San Diego Zoo. Adult tickets are \$12.05 and children's tickets are \$6.35.

Wild Animal Park tickets are also on sale at \$13.30 for adults and \$8.25 for children.

Year-round discount tickets are now on sale for Knott's Berry Farm. Admission to Knott's gives unlimited use of all rides, shows and attractions. Adult admission is \$18.50 and for children 3 to 11, \$12.

Universal Studios, Hollywood is offering special rates for military families. Valid through Feb. 28, you can save \$11 off adult admission. Adult tickets are \$20 and \$18 for children 3-11 years. Children under three are free. These prices are not available at the studio office, and tickets must be purchased in advance.

MWR offers something for everyone

Movin' On Up Program

As usual, our "Before-and-After School" is on the move. Arts and crafts, pool, air hockey, foosball and outside activities keep the kids very busy. The children enrolled in this program are provided with a safe and well-staffed environment that is also a lot of fun. Some of the Movin' On Up program is currently filled to capacity for children who require transportation, but there are openings for some other schools and for the Kindererooz. For more information call 939-7135.

Teen Center

The Teen Center is the place to be! If you have not been to "The Vault," maybe you should drop in and look around. There are a lot of activities for local teens including pool tables, air hockey and video games. Annual membership is \$10 for military and \$12.50 for DoD.

The Teen Center will be hosting a Valentine Teen Dance at the Seafarer Club on Feb. 17. The dance will be from 8 to 12 p.m. and cost is \$3 per person, or \$5 per couple. There will be door prizes, free munchies and drinks and the disc jockey is Patrick Prince. Call 927-TEEN for more information.

Youth Sports

Youth sports is full speed ahead. Roller hockey practice has begun and the first game is Feb. 3. The season final is March 11. We hope to see you at the games. After-school skating will begin Feb. 1 on Mondays, Tuesdays, Thursdays and non-flex Fridays from 2:30-5:15. So have your kids come in and work off



some of that energy. After-school skate is open to all ages.

Adult Skate

Attention health fitness conscious people. There is adult open skate from 11 a.m. to 1 p.m. at the Youth Center. We will not be open on flex Fridays and holidays. Come on over and let's have some fun while the kids are in school. For more information call 939-6884.

Free Movie Program

The Grand Opening "Free Movie Program" for active duty, retired military, reserves and their family members begins Sunday, March 5 at noon at the China Lake Auditorium. Regular movie schedule is Friday, 6:30 and 9:30 p.m.; Saturday, noon, 7 and 9 p.m.; Sunday, 1 and 7 p.m. For more information call 939-2010.

Flex 59

A "Lonely Hearts Night" dance is set at the Seafarer Club tonight, Feb. 9, from 5 to 11 p.m. as part of the Flex 59 program. There will be a DJ, special beverages, door prizes, games and a special menu. Call 939-8658 for information.

Calendar of Events

Thursday, Feb. 9

• Lonely Hearts Night, Seafarer Club 5-11 p.m.

Saturday, Feb. 11

• Ladies Club Valentines Golf Tourney Friday, Feb. 17

• Teen Dance, Seafarer Club 8-12 p.m.

Saturday, March 4

• Ace of the Month Golf Tourney, End of Winter Lift Contest, gym 9 a.m. — 939-2334/6542

Sunday, March 5

• Free Movie Program at China Lake Auditorium, noon 939-2010

Saturday, March 11

• Ladies Club Charity Tourney

Saturday, March 25

• Mens Club 4-Man Scramble, China Lake Golf Course — 939-2990

Sunday, March 26

• Players West Pro Am, China Lake Golf Course — 939-2990

Monday-Thursday, March 27-29

• Players West (Pro), China Lake Golf Course — 939-2990

First two candidates profiled

Seven Sailors vie for Indian Wells Valley Navy League's Bluejacket of the Year Award

Celebrating the twenty-sixth Bluejacket of the Year Program, the Indian Wells Valley Council of the Navy League salutes China Lake's top bluejacket at a special dinner.

This year's event is set for the China Lake Seafarer Club on March 25.

The evening celebration honoring the Bluejacket of the Year candidates starts at 6 p.m. and the award is presented by the president of the Navy League Council at about 8 p.m.

The Bluejacket of the Year is selected from the eight sailors at the Naval Air Weapons Station (NAWS) and Air Test and Evaluation Squadron Nine (VX-9) who were Sailors of the Quarter during 1994 and all are already considered to be winners by the Navy League.

This year, VX-9 is represented by Marine Staff Sergeant Michael T. Conroy, AD1(AW) John E. Bastin, AD1(AW) Jerry A. Welsh and AZ1 Angela L. Steiert.

From NAWS China Lake, the representatives are MA1(AW) Donnamarie Torchio, AMS1(AW) William M. Singletary and AO1(AW) Gary A. Howorks.

From the Explosives Ordnance Disposal Detachment, Aviation Ordnanceman First Class Wayne M. Pavils, was second quarter Sailor of the Quarter. He has since made the rank of chief petty officer and transferred to Ingleside, Texas last November.

AD1(AW) Jerry A. Welsh

Jerry Welsh is a busy man, what with his job as leading petty officer and senior mechanic on the EA-6B Prowler at the Air Test and Evaluation Squadron Nine (VX-9), his involvement in local Cub Scout and Brownie dens, his softball team, the "Short Timers," golfing, his two children Timothy and Kimberly and house shopping with his wife. "We like the Ridgecrest area and are looking at buying a house and staying here. My wife, Wendy, works for Loral Aerospace and would like to stay here when I go on to my next unaccomplished tour of duty," he said. "Only a few more years until I retire." Wendy Welsh is also a command ombudsman for VX-9.

Welsh was born in Philadelphia and was 10 years old when his family moved to Bangor, Mich., which sent him into a culture shock. "Bangor has two stop lights, and one is blinking," he laughed. He says he's impressed with the size of Ridgecrest and thinks the elementary schools here are good.

He joined the Navy in June 1981 and attended boot camp at Naval Training Center Great Lakes. He went on to Naval Air Station Whidbey Island for AD FRAMP for the A-6 aircraft. He then transferred to the Attack Squadron (VA) 145 "Swordsmen," also at Whidbey Island. There he advanced to the rate of second class petty officer, while also being selected for plane captain of the month and sailor of the month.

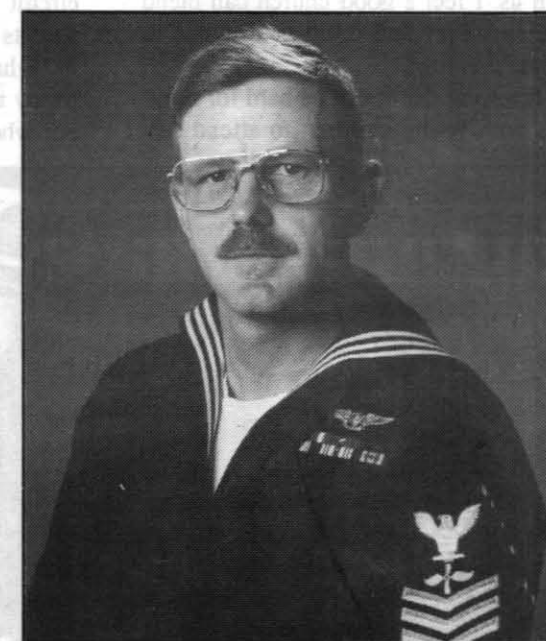
His next assignment was at NAS Kingsville, Texas. He returned to Whidbey Island to the VA-165 "Boomers," where he was meritoriously advanced to first class. In addition, he was selected as supervisor of the quarter, sailor of the month, sailor of the year and Intruder of the year.

In October 1993, he reported to the then VX-5 and has held the billets of Powerline Division night shift supervisor, F/A-18 Division leading petty officer and EA-6B Division LPO.

He was selected as VX-9 Sailor of the Month for August 1994 and then Sailor of the third Quarter, which brought him up for the 1994 Bluejacket of the Year award.

Regarding the Bluejacket Award program Welsh said, "I think it's a good way to recognize your top performers. It's nice to see the community get involved and to work together with the base on something positive for the enlisted people."

His other awards include the Navy Commendation Medal, two Navy Achievement Medals, three Good Conduct Medals, the National Defense Medal, two South West Asia Service Medals and four Sea Service Deployment Ribbons.



AZ1 Angela L. Steiert

Aviation Maintenance Administrationman First Class Angela Steiert, from Air Test and Evaluation Squadron Nine (VX-9), was selected as VX-9 Sailor of the Month for October 1994 and Sailor of the Quarter for October-December. Those honors put her in the running for Bluejacket of the Year.

She reported to VX-9 in April 1994 and has worked in the Aircraft Maintenance Evaluation Section. She is currently the Maintenance Control leading petty officer. Steiert says that it was a big challenge to get the office in shape, but "I'm tough. I think that's why they put me in there. All the people here are good and we work well together."

Regarding the Navy League's award dinner Steiert commented, "It was nice to be nominated. I'm glad they (command) think that much of me. That makes me feel like I've accomplished something. It makes what you do worthwhile."

A Washington state native, Steiert enlisted in the Navy in July 1981. After boot camp at RTC Orlando, Fla., she went on to NTTC Meridian, Miss. for Yeoman "A" school. After graduation, she transferred to Naval Communication Station, Rota Spain, where she crossed rated to aviation maintenance administrationman. She then transferred to the Aircraft Intermediate Maintenance Department at Naval Air Station Alameda, in July 1984. By September 1987 she had completed Data Analyst Class "C" school in NATTC, Millington, Tenn. where she was designated as "class honor student" by attaining the highest scholastic average in her class.

Petty Officer Steiert then transferred to HSL-47, San Diego, where she was selected as a sailor of the quarter.

Her next assignment was at NAS Bermuda. "Bermuda is on the English economy and very expensive. It is also only 21 miles long, so coming to a small town atmosphere at China Lake was not a problem." While in Bermuda, she met and married her husband, David, and gave birth to her son, Cody.

During her career she has earned four Navy Achievement Medals, three Good Conduct Medals, the Meritorious Unit Commendation Ribbon, the National Defense Medal, five Overseas Service Ribbons and the Expert Pistol Ribbon.

With a full-time Naval career, a toddler and continuing work towards her associates degree Petty Officer Steiert doesn't have a lot of free time. However, she does make time for a daily noon-time run and enjoys reading Stephen King novels and camping with her family.

"I like China Lake," she said. "I like the outdoors. I just wish I had more time to enjoy it."



New chaplain says he was 'called' to the military

By Kathi Ramont
Staff Writer

A new protestant chaplain has joined the Naval Air Weapons Stations All Faith Chapel. Clifford Ford reported onboard Station as a Navy lieutenant, junior grade, but just last October he was a captain in the U.S. Army.

"At 9 a.m. I was in the Army, and by 10 a.m. I was in the Navy," he laughed. Army downsizing led him to the Navy and China Lake. He had been a member of the California Army National Guard for the past 20 years, three of which were on active duty.

"I wanted to go on active duty again," he said. "My calling is to be a military chaplain. This is where God wants me to be, and I love it." He says he'd like to stay in the service for another 20 years. "My wife likes the idea. She affirmed the calling," he said.

Ford spent 14 of his 20 years of Army service in the enlisted ranks. In 1987 he

received his commission as an Army officer through the Army Officer Candidate School. He has held positions in the infantry, as a field first sergeant, and as an artillery officer. He has been a chaplain since 1989 and has held that position in five different battalions.

He received this bachelors degree in psychology in 1988 from the University of the State of New York and his masters degree from Southwestern Baptist Theology Seminary at Fort Worth, Texas. He is licensed and ordained by the Southern Baptist Convention.

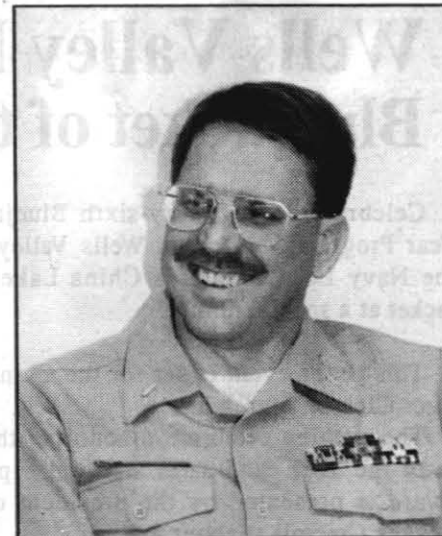
Chaplain Ford and his family, wife Michelle, son Shawn and daughter Megan, live on Station. They moved here from Paso Robles where Ford had been a senior pastor at a local church. Ford says that his family likes the desert and the small-town atmosphere. They enjoy the outdoors and camping and hope to see more of the area. "We liked the recent snow. And the chapel is wonderful. I hope to see it grow. A lot of loving people are here. The staff is very

supportive. Here you have everyone to help. They don't work against us. They work for us."

Ford says he would like to practice what he calls 'Deckplate ministry.' "I want to be with the troops... to eat up some shoe leather by going out to see the guys at least one day a week." He also calls this a "Ministry of Presence." He's planned a Thursday noon 'Brown-Bag Bible Study' for interested Sailors and Marines that starts Feb. 16, at the airfield's FMF Building 20003 from 11:30 a.m. to 12:30 p.m. Everyone interested in Bible study should bring their lunch and Bible.

"Our attendance is up at the chapel, but I would really like to see more active duty people at our services. We have many retired people and DoD families, and I'd like to see more young families join us. I feel a good church can blend contemporary and traditional music to please everyone."

Knowing that it can be hard for families with young children to attend ser-



Lt. j.g. Clifford Ford

vices, the chapel has a 'Cry Room' for parents with fussy babies. It has rocking chairs and next month will have a closed circuit TV monitor and speaker so that parents can follow the service.

"I have an open-door policy and am happy to do private counseling for anyone who needs to talk," Ford said.



COOK RETIRES—The last commander of the Naval Weapons Center and first vice commander of NAVWCWPNS, Capt. Douglas W. Cook (left), received a gold star in lieu of a fourth award of the Legion of Merit during his retirement ceremony in Washington, D.C., Dec. 31, 1994. RADM. Donald Boecker, NAVAIR vice commander, presented the award that was given in recognition of Cook's service as NAVAIR BRAC Program manager from August to December 1994.

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) 9:00 a.m.

Bible Study (East Wing), Wednesday 11:30 a.m.
(September thru June)
Men's Prayer Breakfast, East Wing, Thursday 6:00 a.m.
Adult Bible Study, East Wing, Thursday 7:00 p.m.

Jewish (446-3613 Messages)
Weekly Services, Friday, East Wing 7:30 p.m.
October through June

Hebrew Classes, Saturday, 1902 Dibb 2-5 p.m.
Adult Education, Saturday, 1902 Dibb 10 a.m. - noon

September through June
Religious School, 1902 Dibb
Tuesdays, Age 4 and up 5:30-6:30 p.m.
Friday, 2nd grade and up 6:30-7:30 p.m.

Roman Catholic

Sunday Mass, Main Chapel 9:00 a.m.
Daily Mass, Blessed Sacrament Chapel 11:35 a.m.
Confessions, Sundays 8:15 - 8:45 a.m.
Confessions, Weekdays By appointment

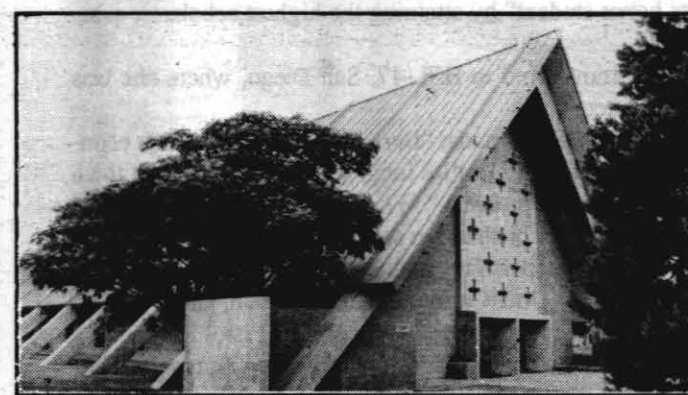
Religious Education Classes, Sunday
(September thru May)
1002 Blandy, 1008-10 Blandy
& 1903-05 Mitscher 10:30 a.m.

RCIA, St. Ann's School Library 8:15 - 9:45 p.m.

Islamic

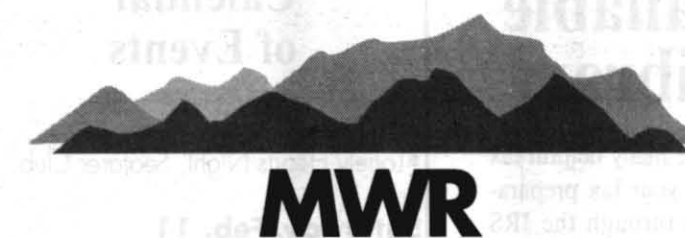
Jumaa Prayer, Friday (1002 Blandy) noon

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Chaplain Clifford Ford, Lt. j.g., CHC, USN
Joel Abraham, student rabbi
Chaplain Steve Longman, Lt., CHC, USNR

Office Hours Monday-Friday, 0730-1630; Flex Fridays, 0730-Noon
939-3506, 939-3507, 939-2773, 939-2873



MWR

THE INSIDER

Introduction to exercise class and fitness assessments at gym



'Fun and Fitness," an introduction to exercise class, is now going on at the NAWS Morale Welfare and Recreation Sports Division. This class is designed to help individuals start a regular exercise program. It will offer general instruction in the use of all of the gym's fitness equipment, orientation to and workout on the cardiovascular exercise equipment, orientation to and workout on the circuit weight training equipment and instruction by Loy Vincent, a certified personal trainer. His fitness certification is from "The Cooper Institute." Participants will also obtain a cardiovascular assessment and a body fat composition analysis.

The target group for this class is exercise beginners, intermediate exercisers or restarters (male or female) patronizing MWR Sports. Classes will be small with only thirteen people per class. A minimum of seven sign-ups is needed to start a class.

Classes started Feb. 6 and run through March 17. Another class will run March 20 to April 28. They are held Monday, Wednesday and Fridays for one hour starting at 7, 8, 10 a.m. and 4:15 p.m.

All classes are held at the NAWS gymnasium and are free for active duty military personnel. Retired

military and reserve personnel pay \$25, DoD non-gym members pay \$38.50, non-gym members community relations group pay \$50 and for all regular gym members there is a 50 percent discount off class fees.

If you have questions, or need reservations, call the gym at 939-2334 or Vincent at 939-2841.

Fitness assessments

Vincent is currently performing personal fitness assessments, on an appointment basis, to give individuals a fitness profile and general lifestyle assessment.

A total fitness assessment includes testing of your blood pressure, cardiovascular fitness, strength, flexibility, body fat composition, heart disease risk, cancer risk, nutritional habits and weight management. These test results will give individuals a fitness assessment baseline and motivate them to follow up with a fitness program.

All eligible MWR patrons may take advantage of this program. One can do all of the tests, or just certain ones. All assessments are free for active duty military and there is a cost scale for other patrons. Call the gym at 939-2334 for more information and appointments.

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* A comparison of your calling pattern and new rates are available upon request.

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† A long distance telephone message is a completed call or telephonic communication between two exchange stations located in different local service areas, between long distance stations or between a long distance station and an exchange station to which rates are applicable in accordance with the provisions of this schedule.

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POV mileage rate up to 30 cents

Uncle Sam now pays government employees 30 cents a mile when they drive their own cars on official business. The jump from 25 cents went into effect Jan. 1.

General Services Administration approved increases for use of personal cars, motorcycles and airplanes on official business. Reimbursements for using a motorcycle have increased from 20 cents a mile to 24.5 cents. Reimbursements for flying an airplane have nearly doubled, from 45 cents a mile to

88.5 cents.

The reimbursement rate for cars had been 25 cents a mile since 1991. Congress passed legislation allowing the increase, and President Bill Clinton signed it in October.

The IRS changed its rules in 1994 to allow businesses to reimburse employees at 29 cents a mile. The government reimbursement rate cannot exceed the standard mileage rate IRS allows private businesses, also 30 cents per mile in 1995.

UCLA offers engineering courses

During the Spring Quarter, UCLA Extension offers 11 short courses with defense engineering applications, including one on modular avionics. All have separate fees and meet at the UCLA Extension Building, 10995 Le Conte Ave., adjacent to the UCLA campus, 8 a.m. - 5 p.m.

These courses include "Power Hybrids," April 3-5; "Advanced Communication Systems Using Digital Signal Processing," April 3-7; "Hybrid Microcircuit and Multichip Module Packaging Technologies," April 10-13; "Network and Computer Security: Principles and Applications," April 10-13; "Airframe Stress Analysis and Sizing," April 17-21; "Modular Avionics," April 24-28; "Composite Airframe Structures," May 1-5; "Charge-Coupled Devices, Cameras, and Applications," May 15-18; "Design for Testability and for Built-In Test," May 15-19; "Fuzzy Logic, Chaos, and Neural Networks: Principles and Applications," May 22-24; and "Telecommunications Networking: Local, Metropolitan, and Wide-Area Networks," May 22-26.

For additional information, and 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.

Return to Work Center has training and resources for area job seekers

U.S. military and civil servants now entering the world of job hunting because of defense cutbacks, reaching the end of their obligated service, retiring, voluntarily or involuntarily, or separated for other reasons, qualify for the services of California's Employment Development Department (EDD).

Ridgecrest's EDD not only offers Unemployment Insurance assistance, but also offers assistance in job searches. EDD has a Return To Work (RTW) Center designed for those individuals actively seeking employment. The RTW center is a self-help program offering a solid base for job hunting operations. The RTW has a staff of professionals and volunteers which can provide one with the skills needed in today's world of job hunting.

The RTW center provides workshops to: identify your job skills; prepare a resume; get you ready for the job interview; help relieve the stress of job hunting; prepare a cover letter; and it provides a door to networking.

It has been proven that 85 percent or more jobs come from networking and the RTW center is the first step in reaching this hidden job market. Networking is an art often forgotten when looking for work and through the RTW center one can revive this very valuable skill.

Also available at the RTW center are job search publications, major newspapers, computers and access to the interstate job bank through the state of California's job match system. Orientations are held every Tuesday at 8:15 a.m. You can call EDD at 446-0427 for additional information or to reserve a spot.

Video Listings

•Monday-Friday, February 13-17
5:30 p.m.: Navy News
5:55 p.m.: The Navy Hot Air Balloon
6:10 p.m.: From the Sea
6:33 p.m.: Diverse Roots
7:00 p.m.: Midwest Flood

KNID

•Monday-Friday, February 20-24
5:30 p.m.: Navy News
5:55 p.m.: Safety Journal
6:25 p.m.: The Naval Sea Cadets
6:40 p.m.: MWR at NAWs
7:00 p.m.: Desert Trials

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1995 Pontiac Grand Am California Priced - was \$15,995 NOW \$15,555* Vin. #536455	1995 Cad Fleetwood Brougham was \$39,336 NOW \$36,844* Vin. #704637	1995 Sierra Club CPE P/U was \$20,806 NOW \$18,988* Vin. #1515534
1995 Pontiac Firebird Loaded - was \$18,195 NOW \$17,495* Vin. #2217981	1995 Cad Fleetwood Brougham was \$39,227 NOW \$36,925* Vin. #705161	1995 Safari Loaded - was \$23,942 NOW \$22,798* Vin. #504013
1995 Olds 88 Royale S/D California Priced - was \$20,990 NOW \$20,688* Vin. #814595	1995 Cad Deville 4 DR S/D was \$37,416 NOW \$35,167* Vin. #207531	1995 King Cab Pick-up XE was \$21,103 NOW \$19,588* Vin. #312566

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'92 Olds Cutlass Vin. #341443.....\$10,499	'91 GMC P/U Sierra Vin. #507029.....\$14,199
'91 Pontiac 6000 Vin. #6206757.....\$8,598	'91 Chevy X-Cab P/U Vin. #198549.....\$14,599
'91 Plymouth Acclaim Vin. #583007.....\$6,695	'92 S10 Vin. #148443.....\$8,295
'90 Mazda MX6 Cpe Vin. #5269621.....\$6,568	'91 Jeep Cherokee Vin. #628694.....\$14,995
'91 Ford Escort Vin. #229712.....\$6,698	'88 Suzuki Samurai Vin. #225680.....\$5,496
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Deputy Commander's Award goes to Werner Herber for R&D efforts

By Susan Hennigan
TID

When Sterling Haaland, who heads the NAWCWPNS Engineering Group at China Lake, showed up at the A-6 WSSA's recent Christmas Party, Werner Hueber's first thought was, "I bet he's gonna present some kind of gag gift, like a pig on skis." Instead, his long-time friend and co-worker joyfully presented Hueber with the Deputy Commander's Award for Research and Development.

Hueber was recommended for this prestigious award by the people who worked for him on the A-6 Team. That says a lot about Hueber's ability to motivate, to encourage, to teach and to inspire. Recalling the A-6E System/Weapon Improvement Program (SWIP) Block 1A Upgrade, former head of the A-6 Facilities Branch, John Dancy, says, "Werner's approach was always to be straightforward and honest with his team — in response, he got honest answers and respect from the people who worked for him."

Hueber, who holds master's degrees in electronics engineering and business

management from the University of Munich, moved to China Lake from Corona in 1970 as head of what was then the Naval Weapons Center's Electronics Branch. His responsibilities for the design of airborne electro-optical sensors and the development of pattern recognition techniques led to his next position as head of the Laser/Infrared Systems Division, where he managed a staff of 59 people working on the exploratory, advanced and engineering development of infrared, laser and radar avionics systems. His accomplishments have included eight patents and three formal publications.

In 1981, Hueber became project director for the A-6 Weapon System Support Activity (WSSA). What began as a couple of dozen people involved in mostly computer-related work, developed into, at its peak, a cohesive team of more than 225 people of varying disciplines. A-6 Team members believe the growth is largely a result of Hueber's intuitive management, foresight and the confidence and respect he earned from his NAVAIR sponsors.

The formidable task of assembling a team of people from disparate organizations and developing congenial working relationships was one well-suited to Hueber's capabilities, says Dancy. Under Hueber's leadership, the unit forged as the A-6 Team delivered numerous significant operational flight programs, including E-230, E/A-240, and E/A-250, to the Fleet. These programs were a cradle-to-grave effort for the A-6 Team and contributed notably to the Navy's success in Operation Desert Storm.

Hueber is well-known for saying, "If you have a good process, you'll have



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downhill skiing, weight lifting, football, baseball and basketball. It wasn't until 1987, after moving to the Indian Wells Valley, that he began concentrating on his aerobic capabilities. Since that time, George has become an accomplished cyclist, enjoying both road and mountain bike racing.

In 1994, he was a member of the High Sierra Cycling Race Team and, in addition to participating in a number of road, criterium and time-trial events, he has five times completed the strenuous Death Valley to Mt. Whitney Road Race Classic, a two-day stage race.

Endurance sports are different, George says. "You have all the time you need to think about what you're doing while you're doing it." With anaerobic sports he's used to "turning up the throttle and letting instinct and reaction do the work."

It was his interest in cycling that led to his first triathlon. "In 1990, I participated in my first China Lake triathlon as part of a team called The Three Daves. I did the bike leg. We placed fourth out of 10 male teams, but it was a lot of fun, and I think each of us put his best effort into it," George recalls.

That was the beginning. For the 1991 and 1992 China Lake Triathlon, George was on Team Hennigan and once again anchored the bike leg. Both years Team Hennigan placed first in their category. In 1993, George felt he was ready to try the event solo. "I was finally able to swim a half mile without stopping," George says with a big grin. His effort met with immediate success. He placed first in his age group (second overall) and in 1994, at age 36, improved his performance by 3 minutes and 19 seconds, enough to capture the overall title.

George has designed a two-season fitness program, concentrating on strength conditioning during the off

season, followed by intense aerobic conditioning in the spring and summer to keep fit and help him get ready for this year's triathlon, which will be held in the fall. His winter workouts rely primarily on weight lifting for muscle development. George judiciously adheres to a four-day, split-routine workout. In the spring, cycling accounts for over 80 percent of his aerobic conditioning. He also swims and runs twice a week, sometimes "piggybacking" these activities on to other workouts.

"Bicycle racing is like a chess game... It is not always the guy that is in the best physical condition who wins — but the guy who is the smartest."

— Dave George

If he isn't improving as fast as he would like, he may change a portion of the workout schedule and try that. "It is very important," he cautions, "to give whatever change is made some time to take effect. Having a structured plan and being consistent with that plan are the most important elements in my training program."

Although he enjoys participating in both bicycle racing and triathlons, George says that comparing them is like comparing apples and oranges. "Bicycle racing is like a chess game," he remarks. "The race is dynamic. The conditions can change, and the course and the players are unknown. It is not always the guy that is in the best physical condition who wins — but the guy who is the smartest; the guy who knows when and how to make the right moves; the guy who can use all of his abilities to their full potential." That aspect, George continues, is sometimes frustrating. "Losing that way is hard, especially after you've put in endless hours of training to get

yourself into top condition.

"A triathlon, however, is really just you against your body. The pain is there, but you don't focus on it — if you do, you beat yourself. If you separate yourself from it, you put in your best performance. The outcome of the race is secondary; it's determined by the course and who shows up that day."

Workout schedule

• March-to-September workout

Bike: one hour per day, weekdays; five to eight hours, weekend.

Run: two days per week (40 minutes duration for each session)

Swim: two days per week (1/2 mile each session)

• September-to-March workout

Weightlifting: four days split-routine per week: half body one day, half body the next; one day rest, repeat; two days rest (60-90 minutes per workout)

Run: two days per week (40 minutes duration for each session)

Swim: two days per week (1/2 mile each session)

Mountain Biking: two days per week

Special dietary considerations: "I take a multivitamin-multimineral supplement once or twice a day. I also eat a lot of carbohydrates in the morning before I work out — as much as four servings of fruit, maybe even a half package of 10 Fig Newtons. If I am going to do one of the Wednesday noon 'Death Rides,' I also have a Powerbar and a cup of coffee at 10:45. On the bike I drink Cytomax, or I bonk (shut down). In general, I avoid fat as much as possible in my diet, and I eat more protein than most people because I have more muscle mass than most of the guys I compete against. The balance I try to achieve is 60 percent carbohydrates, 25 percent protein, 15 percent fat."

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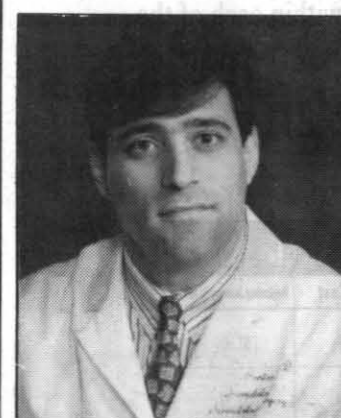
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South Pac	9	5
Bombs Away	10	4
Just Bums	10	5
Xtreme Heat	6	9
Here for Beer	2	13
Boeing	2	14
Smith's	0	14
Go for It	13	1

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Triathlon winner shares training secrets

By Pam Harris
TID

"Once in a while I give in and change my structured workouts according to how I feel," Dave George comments. "But feelings can be poor indicators of what your body is capable of doing that day. Or, more importantly, what your body needs to do that day."

George was last year's overall winner of the 13th Annual MWR-sponsored Olympic-distance triathlon, which consists of a half-mile swim followed by 25 miles of bicycling and 6.2 miles of running. He recently talked about his preparation for his winning performance of 2 hours, 13 minutes and 17 seconds.

"About 20 to 30 percent of my workouts are very intense, at or very near my anaerobic threshold. The rest of my workouts are easy or technique specific days."

George strongly adheres to the philosophy that 60 to 80 percent of his workouts should be aerobic, specifically designed to build a better physical base and giving his body time to repair and build new tissues. "If I can do more than one or two really intense workouts a

week," he says "then I'm not doing them hard enough."

A former high-school athlete, George's prowess was in more traditional anaerobic sports: track and field (he is a record-holding high school pole vaulter and short-distance sprinter),



Photo by Tim Tyson TID

TRIATHLON WINNER Dave George shows strength developed by exercise routine. He was the overall winner of the Olympic-distance triathlon.

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a good product." Over the years, the team's strong emphasis on well-defined processes for the development and testing of aircraft weapons systems did not go unnoticed. As its expertise grew, the A-6 Team was tasked by NAVAIR to do more and more. Under Hueber's direction, a process-improvement steering committee was initiated to document all A-6 WSSA processes, develop those that were needed and ensure that those processes were (and are) followed. Processes are continually evaluated to refine their effectiveness and thus improve the quality of the product.

According to Hueber, the A-6 SWIP Block 1A Upgrade, for which China Lake had system-engineering responsibility, was "the most fun because of the technical challenge and the responsibility to make things work on schedule and at or below cost."

Scott Smith, former deputy A-6 WSSA Project director, recalls that Hueber was a team-builder who was able to create an atmosphere in which

"everyone could contribute. Regardless of the different sites and organizations, the team was truly a team." According to Smith, the accomplishments of the A-6 Block 1A Upgrade, demonstrated during flight testing in 1993, attest that the hallmarks of Hueber's distinguished leadership — commitment, ownership and accountability — were shared by each member of the A-6 Team.

To Hueber, "Working with people — seeing them grow, encouraging them to be good systems or project engineers, providing them with challenging work and getting them to buy into the development of good processes and to follow those processes while having some fun and laughs is worthwhile."

His deep regard for the A-6 Team and enjoyment of the work shows in his countenance as he gazes at the beveled glass surface of the award. Says Hueber with a smile, "It's the best award you can get when it comes from the people you work with."



Photo by Margie Hammett

NO GUARD? A confused China Lake employee wants to know what is happening at each of the four entrances to the Naval Air Weapons Station. According to the China Lake Police Department, starting Feb. 27 the Main Gate will be open to traffic and unstaffed during daytime hours but will be staffed from 7 p.m. to 5 a.m. Identification must be shown by everyone over the age 16 during those hours, even if the car has a base decal. The Back Gate (Richmond Road) will also be open and unstaffed each day and will be closed to traffic from 7 p.m. to 5 a.m. Sandquist Gate will be open and staffed from 5:30 a.m. to 6 p.m. Monday through Friday except holidays and flex-Fridays, while the West Blandy (at Sandquist) Gate will be open and unstaffed for the same hours. Both will be closed to traffic at all other times.

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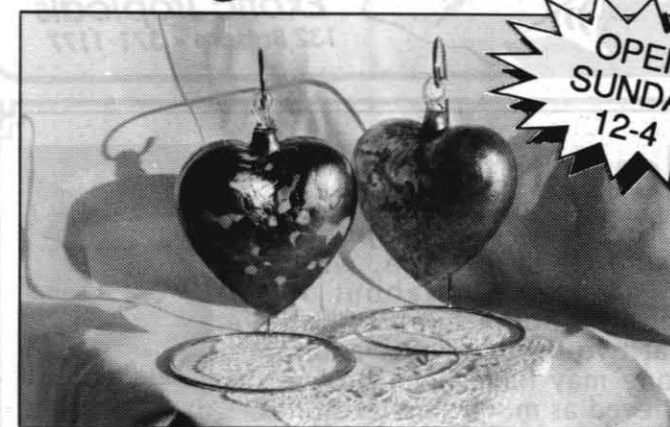
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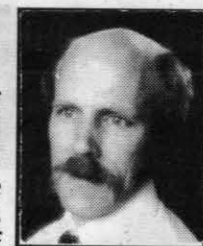


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DONOR from Page 1

aplastic anemia, a form of leukemia, which made it extremely difficult for her to fight off infection. Even a minor illness, such as an abscessed tooth, could be life threatening.

The National Marrow Donor Program and its affiliated centers maintain strict donor and recipient confidentiality. As a result, donors and recipients do not receive any specific information about each other. Harrison doesn't know her recipient's name, but she is given periodic updates of the recipient's status as the center receives information. Harrison was even encouraged to send a note signed "donor" along with her marrow to wish her recipient well. Confidentiality ensures the donor's right to privacy in making the decision to donate and in actually donating, just as it ensures the recipient's right to privacy during recovery.

The first week in December, Harrison flew to Georgetown University in Washington D.C., for more blood work and a physical examination. Harrison's exam included a general physical examination, electrocardiogram (EKG) to check the heart, chest x-ray, urinalysis and extensive blood tests for final cross matching and to rule out infectious diseases. Most donors require a blood transfusion during or after the marrow harvest to replace blood that is collected along with the marrow. It is safest for the donor to receive his or her own blood, so between one and three pints of blood were collected from Harrison before the surgery.

"You start taking better care of yourself once they notify you. It's kind of like when you're having a baby — you're responsible for somebody else's life besides your own," said Harrison. The recipient was admitted to the hospital five days before the transplant for chemotherapy treatments to destroy all her bone marrow. "This young woman was in a position where if something happened to me and she didn't get the

transfusion, she would probably die. Her life was in my hands — not something to be taken lightly."

After the physical, Harrison flew back home for the holidays and waited. On Dec. 27, she flew back to Washington D.C. The next morning at 6 she was wheeled into the operating room where the marrow was extracted. The procedure took about an hour and a half.

"I was given a choice between general anesthesia and an epidural (regional anesthetic)," Harrison said. "I chose general because I'm such a chicken. I didn't want to know anything about what they were doing to me. If I ever have to do it again, though, I think I'd go with the epidural because I got very nauseated from the general."

The hospital staff served her a gourmet meal after the surgery, but she was too sick to eat it. "In the morning before the surgery, they let you pick any one of several meals you'd like after the surgery," she said. "I ordered lobster, baked potato, Caesar salad and cherry cheesecake. When they brought it to me that night, the only thing I could say was, 'I'm going to be sick.' The nurse gave me something for the nausea, but it made me go to sleep. The last thing I remember is my friend who went with me eating my lobster dinner."

She stayed a day in the hospital, recuperated in her hotel room for another and flew home Dec. 30.

Harrison's family was very supportive of her decision to donate, but some others thought she was crazy. "A lot of people don't understand the bone marrow donation," she said. "They think it's like giving a kidney. This woman would have died without this transplant. But her chances of survival with the transplant are 40 to 80 percent. I think those are pretty good odds."

"Don't get me wrong. It's not easy. You go through all of this, and it's kind of hard, because you come back, and you're so uncomfortable and you're

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SDWTs from Page 11

disagreements between team members and poor performance problems.

In these times of budget reductions and downsizing, working smarter is becoming a way of life. SDWTs are the division's method of working smarter. "Empowered Teams" by Richard S. Wellins, William C. Byham and Jeanne M. Wilson, explains the reasoning for SDWT as: "Whenever people take responsibility for meeting the customers' requirements, and the leaders of an organization partner with their people, breakthrough improvements will take place."

Responsibility is what the design team assumed. To ensure that all legal areas were considered, the team invited MTC Chief Steward Dennis Turbett, to advise them on union legalities. The MTC Executive Council encouraged the union's involvement.

"This is a contemporary move that changes the normal policy and procedures practices, but not just for the sake of change. It's change for the betterment of the system. SDWTs are contemporary, pliable and show foresight for the future. It takes a mature work force to do this and a management that backs their people," explained Turbett.

Mike Pruitt respected the union's involvement, "Dennis Turbett has been real supportive of us. He's encouraged us to continue. He was genuinely concerned that fairness prevailed more than flexing union muscle."

"Not flexing union muscle is a new mind-set for the union. We realize that with the changing times that the union must work with management to achieve a fair working relationship for all employees," commented Travis King. He explained further why SDWTs help that relationship, "Self-directed work teams are more feasible for the base as a whole. The employees have a lot of knowledge; they're journeymen caliber and they have good ideas. SDWTs allow

them to express their ideas and function as journeymen."

King also applauded the division on empowering the employees to decide day-to-day production processes and explained that it increases the production process, cuts customers' cost and time. "This agreement opens communication, because it shows that management, employees and the council are agreeing, negotiating and working in a positive direction," he said.

Department and division managers are a key element to the agreement. At the ceremony, Paul Homer, Head of the Weapons/Target Department, praised the division's efforts, "The book, 'Empowered Teams,' gives four phases of team empowerment. This group has elements of all four phases. It is a very successful operation."

Charles Johnson explained his trust in SDWTs, "The Engineering Prototype organization has worked informally as teams for a number of years. Those teams have occurred in an informal sense, because employees know they have to work together to get the job done. The budget history over the last five years shows the teams came from behind and made budget for the last three years. All the employees deserve the credit for making it work. They did it with a management hands-off attitude. The employees recognize that we've been doing SDWTs in an informal sense. So, what we're doing now is formalizing that team relationship along some lines. This is a very mature work force as their work performance has demonstrated. They are ready for this."

After the ceremony, Vern Lemons, Engineering Prototype Branch head, stated "Basically, this is a growth period. The employees making these decisions will change a lot of aspects for them. With two sites to manage, these formalized teams allow us to work smarter because the SDWTs will handle a lot of the problems. This is a turning point."

Sudden Infant Death Syndrome

'Back to Sleep' holds promise

Nearly 6,000 infants, one in 1,000 live births, in the United States fall victim to Sudden Infant Death Syndrome (SIDS) making it the number one cause of death for infants one month to one year of age. Over the last five years, Kern County has had an average of 18 deaths a year from SIDS. This local rate is nearly 50 percent higher than the U.S. average.

In an effort to reverse the growing incidence of SIDS in the United States, the U.S. Public Health Service, American Academy of Pediatrics, Association of SIDS Program Professionals and a parent organization called the SIDS Alliance are sponsoring the "Back to Sleep" campaign. "Traditionally, American parents have placed their babies on their stomachs to sleep. It is the goal of this campaign to reverse this practice and to have nearly all babies sleeping on their back or side," according to B.A. Jinadu, M.D., M.P.H., Director of Public Health Services for the Kern County Department of Public Health. Several countries which have advocated a back or side sleeping position for infants have experienced a decrease of 50 percent or more in incidence of SIDS.

There are a few infants, such as those with certain health problems or birth defects for whom tummy sleeping may still be preferable. For more information, call the nation-wide toll-free number, 1-800-505-CRIB(2742) or the Kern County Health Department at 1-800-974-2717.

thinking, 'Why did I do this?' But then you have to stop and think that there's this other person who's going through a lot more than I did."

After the donation the donor is usually placed on the leukemia floor so he or she can see what these patients go through. "When you see how sick they are, your own pain and discomfort pales in comparison," Harrison said. "You think this is nothing compared to what these people are going through. If this

is all that is expected of me to save somebody's life, then it's worth it."

At three and six weeks after the procedure, tests are made to ensure that the marrow has been replenished. Most patients experience symptoms such as fatigue and lower back pain. Harrison went back to work just days after the procedure and within two weeks was back to her normal walking routine.

"It doesn't take much out of your life to save someone else's," she said.

Bone marrow donor program has grown significantly since first transplant in 1987

Only one bone marrow transplant was performed in 1987, the year it was first attempted. Last year more than 2,000 bone marrow transplants were performed nationwide. About 8,000 people are on the national bone marrow donor list, so the number of unrelated (not relatives) donors has grown. When someone needs a bone marrow transplant, relatives are usually tested first. Siblings, not parents, are usually the best match. The chances of unrelated people matching are quite remote. Siblings of a donor could also be matched to the recipient if a second donation were needed and the original donor were unavailable.

Once a match is made, the potential donor is examined to determine whether they have any medical conditions that would endanger them or the recipient as a result of donating marrow. The exam is performed by a physician who is not involved with the care of the recipient to prevent any conflict of interest and ensure that the donor's welfare is the physician's only concern. Depending on the donor center, the exam may be done either by a third-party physician or by a physician at the hospital where the marrow is collected.

Generally, people from the same ethnic background have a greater chance of being a suitable match. Currently, almost 86 percent of the volunteer donors on the National Registry are Caucasian. That means that chances for minorities of finding suitable donors are much less than for a Caucasian patient. More minority volunteers are needed to improve the chance for all Americans to find a matching donor.

The operation is fairly simple. The donor lies on his or her stomach and the physician inserts a hollow needle through an incision in the skin and into the pelvic bone where the marrow is located. The physician then attaches a syringe to the needle and draws out the marrow. This process is repeated until the appropriate amount of marrow is collected.

The steps leading up to actual donation may be spread over a number of weeks, depending on schedule coordination, the patient's condition, travel time for the donor if he or she does not live near a collection center, and a variety of other factors. The time from the final notification to the actual day of donation (called the workup period) could be as short as three weeks or as long as several months. The average time for a donor workup is four to six weeks.

There is no cost to the donor for exams, transportation, marrow collection or related expenses. Food, lodging and incidental expenses for the donor and a companion will be reimbursed. The recipient's insurance pays for the entire procedure for both the recipient and the donor.

Becky Bechtel and Jackie Harrison are among three China Lakers who have already donated to this humanitarian program since the drive in 1992. Anyone interested in becoming a potential donor can call 1-800-MARROW-3.

—Dee Rorex

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SELTZER from Page 1

for this problem. The result was that we obtained a laboratory-type instrument and modified it to meet the needs of this project."

The instrument was an inductively coupled plasma (ICP) spectrometer, a device normally used to measure the trace metal content of liquid samples such as wastewater. "I developed a method for introducing a sample air stream into the plasma to permit the detection of metals entrained in the air stream," Seltzer said. "An innovative calibration scheme was also developed."



DETECTOR—Dr. Michael Seltzer shows off the detection system that has sparked the interest of the EPA and Army.

The system underwent field testing in 1993, alongside the NSWC incinerator. Although this system was limited in sensitivity and the number of metals that could be detected simultaneously, measurements of airborne metals emitted by the incinerator were obtained at 40-second intervals and were in reasonable agreement with measurements made by conventional methods. The big difference, however, was that Seltzer's system provided a nearly instantaneous update on the metal emissions, while the results of conventional testing methods were not available

for nearly three weeks after the test.

Following the successful outcome of the field tests, Seltzer submitted a patent disclosure on his system and methods for calibration and sample introduction. As part of a survey commissioned by the Environmental Protection Agency Office of Solid Waste to examine emerging technologies for airborne metals detection, Seltzer not only received a favorable review of his project, but also encouragement from the EPA to further develop his approach. Seltzer is presently recognized as a leader in this field of technology and has been invited to present a number of talks on his work.

Seltzer has recently obtained a multi-year funding commitment from the U.S. Army Armaments Research, Development and Engineering Center, Picatinny Arsenal, N.J., to develop an advanced version of his system for continuous real-time detection of toxic airborne metals.

"The Army's interest in this problem is associated with the development of advanced technologies for demilitarization of ordnance," Seltzer said. "Demilitarization is carried out by subjecting the ordnance to high temperatures in a furnace and slowly destroying the explosive contents. The problem is that copious amounts of toxic airborne metals, such as lead, may be released in the process."

Rapid and reliable means of detecting these pollutants at the source are viewed as a necessary strategy for controlling air pollution. The development of a continuous emissions monitor would give users automated and instantaneous access to analytical information, resulting in users being able to take effective remedial action in a timely manner. "It's just like the emission controls on cars; if you know too much of a particular pollutant is being emitted, you can make necessary adjustments to lower the amount of that pollutant being emitted," Seltzer explained.

Please see next page

SELTZER from Page 10

To address the needs of the Army and the projected requirements of the EPA, Seltzer has designed a second generation system capable of sensitive, real-time detection of a wide range of metals considered to be hazardous air pollutants. This system will incorporate a state-of-the-art ICP instrument and full computer automated operation. The new system will take advantage of Seltzer's previous developmental efforts, as well as several recent improvements in ICP instrument performance. Following approximately one to two years in-house development work, Seltzer anticipates that this system will be transported to a number of test sites for rigorous field evaluation.

"This project is a good example of how dual-use technology developed in Navy laboratories can be used to address environmental problems within both the Department of Defense and the private sector," Seltzer said. "The success achieved here at China Lake has attracted the attention of the power generation industry and several other operators of industrial combustors and waste incinerators, all of whom are faced with monitoring and controlling the emission of hazardous air pollutants."

In conjunction with the NAWCWPNS Technology Transfer Office, Seltzer is already exploring the possibility of implementing a cooperative research and development agreement with an industrial partner. The agreement would provide technical support for Seltzer's efforts, while establishing an avenue for transfer of this technology, once mature, to the private sector.

Seltzer has worked at China Lake for eight years. For the first two years he was on an Office of Naval Technology Postdoctorate Fellowship and has been on staff in the Chemistry and Materials Branch of the R&T Division for the past six years. His doctorate is from the University of Connecticut. He and his wife, Janet, live in Ridgecrest.

SDWTs from Page 1

from China Lake, and Mark Rodriguez from Point Mugu as voting members. Tina Rockdale, Beth Perrine, Sheila Morgan, Kathy Sherrick and Dennis Turbett are consulting nonvoting members. From June to November 1994, the design team held weekly four-hour meetings to develop the SDWT design plan and agreement.

SDWTs are small, formal groups of workers

Please see next page



PARTICIPANTS in the SDWT agreement signing ceremony were (back l-r) Dick Monigold, Mike Pruitt, Bob Gaines, Dave Pate, Paul Homer, Vern Lemons and Dennis Turbett and (front l-r) Kathy Sherrick, Sheila Morgan and Charles Johnson. Design team members not pictured are Bruce Clark, Del Doss and Mark Rodriguez.

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No. 833-015-SH, (1) Fire Protection Systems Mechanic Leader, WL-4701-10, Public Works Department, Code: 833733E—Area of Consideration: Point Mugu. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Selecting Official:** Rudolph Alcantar, (805) 989-7081. **HRD Contact:** Sylvia Henning, (805) 989-2338. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent leads four alarms system mechanics WG-4701-10 in assigned tasks. Maintains a current knowledge of all directorate policies, procedures, and written instructions. Ensures compliance with all safety and security requirements. Maintains all PMI's worksheets and keeps records on all maintenance, repairs, and deficiencies on all fire systems electrical and plumbing. Works with Fire Department, notifying them of work being done on fire systems or malfunctioning systems. Applies knowledge of fire codes and manufacturer requirements for repair and/or installation of various types of components in relation to fire alarm systems. Must be familiar with the hydraulic calculations and design techniques of all water and foam systems needed for repair of pressure switches, activated by water, air or foam. Incumbent assembles, troubleshoots, and modifies numerous types of electronic security devices. Performs inspections, removal, installation, disassembly, assembly and repairs as well as testing operation and performance of various types of fire alarm systems. Knowledge of plumbing and pipefitting installation, repairs and tools as they pertain to pipe fitting and plumbing. Incumbent must have ability to diagnose malfunctions in electronics schematics, sketches, technical instruction manuals, specifications, and procedures. Works independently under the general supervision of the supervisor. Incumbent is tasked with passing instructions to the crew and getting work started. **Quality-Ranking Factor:** Ability to lead.

No. 833-019-SH, (4) Fire Protection Systems Mechanic, WG-4701-10, Public Works, Code: 833733E—Area of Consideration: Point Mugu. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Selecting Official:** Rudolph Alcantar, (805) 989-7081. **HRD Contact:** Sylvia Henning, (805) 989-2338. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent performs wide maintenance, modification, rebuild and repair to fire suppression systems, i.e., pre-action, wet, and deluge. Applies knowledge of fire codes and manufacturer requirements for repair and/or installation of various types of components in relation to fire alarm systems. Must be familiar with the hydraulic calculations and design techniques of all water and foam systems needed for repair of pressure switches, activated by water, air or foam. Incumbent assembles, troubleshoots, and modifies numerous types of electronic security devices. Performs inspections, removal, installation, disassembly, assembly and repairs as well as testing operation and performance of various types of fire alarm systems. Knowledge of plumbing and pipefitting installation, repairs and tools as they pertain to pipe fitting and plumbing. Incumbent must have ability to diagnose malfunctions in electronics schematics, sketches, technical instruction manuals, specifications, and procedures. Works independently under the general supervision of the supervisor. Incumbent is tasked with passing instructions to the crew and getting work started. **Quality-Ranking Factor:** Ability to lead.

niques of all water and foam systems needed for repair test and installation. Installs, repairs, and assures proper operation of various types of pressure switches, activated by water, air or foam. Incumbent assembles, troubleshoots, and modifies numerous types of electronic security devices. Performs inspections, removal, installation, disassembly, assembly and repairs as well as testing operation and performance of various types of fire alarm systems. Inspects, cleans, tests, diagnoses malfunctions, modifies, repairs, replaces defective components, on electronic systems and equipment. Knowledge of plumbing and pipefitting installation, repairs and tools as they pertain to pipefitting and plumbing. Must have the ability to diagnose malfunctions in electronic circuitry, read and interpret electrical and electronics schematic, sketches, technical instruction manuals, specifications procedures. Incumbent works under the guidance of a WL-4701-10 Alarm Systems Mechanic Leader. Screen-out Element: ability to do the work at the position without more than normal supervision.

No. 7244-1BB-5, (1) Telecommunications Specialist, GS-391-11, Corporate Operations, Information Management Department, Customer Services & Operations Division, Telecommunications Support Branch, Telecommunications Support Section, Code 724420E—Area of Consideration: Point Mugu. **Opening Date:** 2-9-95. **Closing Date:** 2-17-95. **Selecting Official:** Bob Keeling, (805) 989-7400. **HRD Contact:** Belinda Bayerque, (805) 989-3260. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Performs data base and programming functions to systems software, software and hardware upgrades, facility upgrades, options features, trunking, systems configuration, and traffic studies, (sl1-xt, t-1 carriers, multiplexers, fiber optic systems, remote digital PBXs); installs, maintains, and repairs central office and relaying apparatus in accordance with manufacturer's maintenance manuals; performs maintenance functions by using manufacturer manuals to decipher and analyze program loads, error, and maintenance codes; traces calls from point of inchoation to number called and vice versa to locate troubles; performs service desk function which includes receiving and record keeping of all work requests, service calls, trouble calls and CSAs (communication service authorizations); dispatches service calls, trouble calls and work requests to communication specialist, cable splicers, repairman, electronic technicians and commercial telephone company personnel; advises engineering on configuration designs to main switch, system features available, system capability and status of cable parts. The duty station of this position is San Nicolas Island. **Quality-Ranking Factors:** Knowledge of various types of single- and multi-line, analog, digital telephones; knowledge of and ability to program the following equipment: meridian 1 (option 81), northstar, cyber csx and mitel 200 series.

OXNARD PLAIN

No. 837-029-MZ, (1) Supervisory, Distribution Facilities Specialist, DA-2030-02, Weapons Department, Code 837DOOE—Area of Consideration: Appointable persons on the Oxnard Plains. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Selecting Official:** Ronald Brattin, (805) 989-4307. **HRD Contact:** Marcela Zaragoza, (805) 989-3235. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent plans, writes, edits, or

directs the preparation of documentation. Performs or assists in planning, scheduling, collecting, or providing data. Performs or assists in developing, coordinating, conducting, analyzing, reviewing, administering, managing, or controlling functions, programs, or systems in a staff, support, or specialty area with moderate to substantial impact. Serves as a source of support to NAWCWPNS organizational subdivisions in personnel management and financial management. Assists higher level personnel in the negotiation of delivery orders, administration contracts, and or purchase orders. Assists with planning, analyzing, and/or developing computer security systems networks, software, programs, systems analyses, and systems requirements. Monitors orders from onset to completion. Coordinates and initiates expediting actions. Serves as administrative officer for an organizational unit. Performs independent tasks/studies/projects of moderate scope. Works as a team member with senior associates to identify, coordinate, and evaluate problems relative to supply operations and work performed. Monitors and controls ADP-shared access or serves as database administrator or deputy administrator. **Quality-Ranking Factor:** Ability to direct an ordnance distribution facility.

NATIONWIDE CURRENT APPOINTABLE DOD EMPLOYEES

No. 833-210-SH, (1) Facilities Support Specialist, GS-1101-09, Public Works, Code 833810E—Area of Consideration: Current appointable DOD employees nationwide. **Opening Date:** 2-9-95. **Closing Date:** 3-9-95. **Selecting Official:** Ralph Chadwick, (805) 989-7777. **HRD Contact:** Sylvia Henning, (805) 989-2338. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent establishes inspection surveillance schedules. Performs on-site inspection of maintenance service and construction contracts. Investigates and validates customer complaints. Documents contractor quality performance. Performs labor interviews to verify compliance with labor laws and regulations. Incumbent serves as the point of contact between contractor and government. Liaison between customer and contractor. Reviews and evaluates requests for contract modification. Recommends approval or disapproval of contractor payment. Review contract specifications. Generates quality assurance plans. Conducts pre-bid site visits and inspections. **Quality-Ranking Factor:** Knowledge of regulations, procedures, principles, and precedents involving facility support contract specialist.

REASSIGNMENT OPPORTUNITIES

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

REASSIGNMENT COLUMN

No. 52-007-RR5, Interdisciplinary (Electronics Engineer/Computer Scientist) DP-855/1550-3, Code 524600D, Naval Air Warfare Center Weapons Division, China Lake, CA, Test Communications Systems Division, Electronic Combat Range Communications Branch Code 524600D—Area of Consideration: NAWCWPNS. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Permanent Change of Duty Station Authorized:** No. **Selecting Official:** Gary W. Schmidt, (619) 939-2355. **HRD Contact:** E. Moldenhauer, (619) 939-2393. **Summary of Duties:** The incumbent provides systems engineering support for directing and monitoring technical development and performance (hardware and software) of the communications networks, audio networks, radio communications, and video communications systems located at the Electronic Combat Range (ECR). The incumbent performs needs and requirements analysis, system design, system specifications development, systems troubleshooting support, system documentation development, and operation and maintenance support. The incumbent will serve as the Branch technical point of contact for communications requirements for ECR. Experience in the integration of both hardware and software for a complex system with several major sub-components. Experience with fiber-optic transmission/switching, DIS/Internetting, T-1 networks, DS-3 networks, ethernet, routers and bridges. Experience with audio transmission/switching and with radio communications. Experience with video transmission/switching, scan conversion, and secure video. Experience with personal computers (IBM/MAC) and software-controlled switching. Experience with microwave systems and cryptographic equipment, including: KG-58, KG-81 KG-84, KG-95, KG-40. Experience with TEMPEST and ORSEC requirements. The selectee must be able to obtain and maintain a Top Secret clearance. To apply, submit an updated SF-171 to Gary W. Schmidt, Code 524600D. Previous applicants need not reapply.

No. 52-008-RR5, Interdisciplinary (Electronics Engineer/Computer Scientist) DP-855/1550-2/3, Code 524600D, Naval Air Warfare Center Weapons Division, China Lake, CA, Test Communications Systems Division, Electronic Combat Range Communications Branch Code 524600D—Area of Consideration: NAWCWPNS. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Permanent Change of Duty Station Authorized:** No. **Selecting Official:** Gary W. Schmidt, (619) 939-2355. **HRD Contact:** E. Moldenhauer, (619) 939-2393. **Summary of Duties:** The incumbent provides hardware/software design support for instrumentation/development, integration, documentation of range sensor data collection, processing and recording systems. Experience in the integration of both hardware and software for a multi-processor system based on VME bus architecture. Experience with RS-449 serial communications. Experience with data collection of analog, discrete, and synchro data. Experience with radar interface software development including real-time multi-tasking operating systems, assembly and "C" languages. Experience with radar interface hardware development including signal conditioning, and special use circuits. The selectee must be able to obtain and maintain a Top Secret clearance. To apply, submit an updated SF-171 to Gary W. Schmidt, Code 524600D. Previous applicants need not reapply.



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. (Employee Development Information, Code 733000D (C622)and 733000E (P622)).

INTELLIGENCE BRIEFING

The periodic intelligence briefing will be held at China Lake at 0900 on Thursday, 16 February in the Mich Lab Auditorium, Room 1000D. The briefing will be NO CONTRACT and will last about 1 hour. If you have any questions, call Jerry Broaker at 939-1503 (Code 4J4000D).

NATIONAL ENGINEERS WEEK MEETING

The dinner meeting on "How To Prosper in Design Engineering" will be held on 17 February at the Carriage Inn, Ridgecrest. Product introductions, concept developments, and other indicators of innovation are appearing at record rates. The design engineer and all his co-workers needs to know how to identify and take advantage of these new opportunities. Information will be presented on career transition, skills assessment, resume development, communications, and other techniques need to place the effective

worker in a position for his or her next advancement.

Everyone is invited. The speaker will be John T. McHale, who is an accomplished Human Resource professional with more than 27 years experience in personnel, employment training, and general management. John McHale holds a Bachelors degree in Business Administration, is a member of Employment Management Association and the American Management Association, and is a former founding member of the North Caroline Chapter of the American Society of Training and Development. Master of ceremonies will be Burrell Hays, former Technical Director, NWC, China Lake.

Cocktails will be at 1800, dinner at 1830, and the program at 1930. Dinner choices are Marco Polo chicken or Filet of Sole Veronique (choose one). Both are served with salad, potatoes, vegetable, rolls and butter, beverage, and dessert mousse. Tickets are \$17.50 when purchased before 15 February or \$20 after 15 February. For tickets, contact Jim Serpanos at 939-2619, "Tree" Crabtree at 927-1507, or Valerie Rogers at 939-0308/3515.

CHINA LAKER'S BOOK IN TECHNICAL LIBRARY

Dr. Hanson-Parr has donated a new book to the Technical Library: "Non-Intrusive

Combustion Diagnostics," edited by Kenneth K. Kuo of Pennsylvania State University and Timothy P. Parr, Code 474320D. This book consists of papers presented at the Third International Symposium on special topics in chemical propulsion, held 10-14 May 1993, in Scheveningen, the Netherlands.

Topics include: laser-induced fluorescence techniques, raman spectroscopies, absorption and emission spectroscopies, particle diagnostics, x-ray diagnostics of liquid and solids, diagnostics of gaseous reaction systems, combustion diagnostics of solid propellants, flow field measurements and visualization, and diagnostics in practical combustion systems.

The book will be located on the "new book shelf" for the next 2 weeks, after which it may be found in the circulation section at QO515 N63 1994. You can also borrow this book by calling 939-3389.

ELECTRONICS MANUFACTURING SEMINAR

The 19th annual Electronics Manufacturing Seminar/Advanced Technology Training will take place 22-24 February at the Kerr McGee Center. Scheduled papers include topics such as Acquisition Reform, Low Residue/No Clean Fluxes, Conformal Coatings, CFC Alternatives, SPC Programs, and Environmental Issues (i.e., ODC, VOC

etc.). The final day will be devoted to a report and open forum discussion with the Low-Residue Soldering Task Force. This 2 1/2-day course may well fulfill some of your training needs.

For fees and schedule information, contact the Manufacturing Technology Training Center at 446-5571.

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 software are available to help you write your resume or SF-171 or OF-612, determine your interests and values, or search available job listings via bulletin boards. To obtain more information about the CTPC or an appointment, call 989-3982/3994 at the Point Mugu site or 939-2264/2265 at the China Lake site.

CHINA LAKE GENERAL ANNOUNCEMENTS

ASSOCIATION OF AVIATION ORDNANCEMEN

Re-instatement of the China Lake "AAO" Chapter meeting will be held Thursday, 16 February at 1800 at the Sierra Lanes Bowling Center meeting room. Refreshments will be provided compliments of CDR R. Rameriz, LCDR M. Taylor, and R. Brigham. We will have applications for new members. Come join us to get the "ordies" back on track in China Lake, where the weapons start. Remember, we are the "arms" of the fleet. For additional information, call 927-0314 or 375-6211.

FRESHSTART PROGRAM (SMOKING CESSATION)

The American Cancer Society's Freshstart Program is scheduled for 21, 22, 28 February and 2 March from 1530 to 1630 in the Training Center. The four-session program is designed to help you transition from smoking to non-smoking by providing information and strategies to direct your own efforts at stopping. Nicotine patches are available at no cost through the Branch Medical Clinic to military personnel and their dependents if enrolled in a smoking cessation program. The workshop will be led by a person trained by the American Cancer Society. To reserve a space, call 939-8019 or the Wellness Program Office, 939-2468.

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 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.

WACOM LUNCHEON MEETING

The February luncheon meeting will be held on Tuesday, 14 February with a social period at 1100 and lunch at 1130 at the Seafarer Club. This month's meeting will feature "Valentine Treats" from singers Jan Lacey and Lance Phillips. Jan has appeared in dinner theaters and Los Angeles Civic Light Opera shows at the Music Center. She is also a favorite among passengers on Princess Cruises. Lance has appeared exclusively for the past 3 years as a featured vocalist for the Cunard Cruise Lines. This baritone was also onboard the brand-new Royal Viking Queen for its maiden-voyage world cruise. Reservations are required; call 375-5434.

RETIREMENTS AND FAREWELLS

DEANNA WEETMAN

Deanna Weetman is retiring after 23 years of civil service at China Lake. A retirement party will be held in her honor at Farris' at the Heritage on 9 February. No-host cocktails will be at 1800 and a buffet dinner at 1845. For reservations, presentations, or gift donations, contact Pat Lloyd or Peggy Mavis at 939-3500 by 1 February.

PAM THOMPSON

Pam Thompson has been at China Lake since 1983. A farewell party will be held in her honor at the Carriage Inn on 9 February. Tickets are \$10 and the theme is "The Wizard of Oz." Cocktails are at 1830, hors d'oeuvres at 1900, and showtime and presentations at 1930. For presentations and tickets, contact Julie Francis at 939-8166 or Paula Gurney at 939-8157.

REX L. SMITH

Rex Smith retired 3 January after 53 years of federal service. A retirement luncheon will be held in his honor on 17 February at the Seafarer Club. Choices for lunch are steak sandwich, chicken breast sandwich, chef salad, or buffet. To make reservations and lunch selection, presentations, or gift donations, call Cherie Hall at 927-2826 or Terry Robbs at 927-2864 by COB 16 February.

RITA GLOVER

Rita Glover, Airfield Operations, is retiring after 26 years of federal service. A retirement luncheon will be held in her honor at La Pasta Grill at 1115 on 28 February. A buffet including pasta, salad, bread, and soft drinks will be served. The cost is \$7.95 per person. Tickets and reservations must be made by COB 22 February. For reservations, gift donations, or presentations, contact Sherri Flaharty at 939-5037 or stop by Hangar 3, Rm 3215.

PAT CHILDERS

Pat Childers, Property Management Branch, Code 72510D (C6335), is retiring on 1 April after 41 years of combined federal service. A retirement luncheon will be held in his honor on 17 March at 1100 at Texas Cattle Company. Lunch will be ordered from the menu. For reservations, presentations, and gift donations, call Jan Henderson at 939-1216. Reservations are required by Thursday, 9 March.

The NAWCWPNS Announcements and Human Resources Department Information are published by the PAO on the Thursday before payday. Copies of the insert are provided to the Albuquerque and White Sands sites. Personnel at China Lake, Albuquerque, and White Sands may send items for the Announcements section to Code 75000D, Attn: Barry McDonald, FAX 939-2796 (DSN 437-2796). Personnel at Point Mugu may send items for the Announcements Section to Code 75000D, Attn: Pat Hollenbaugh, FAX 989-1785 (DSN 351-8094). Items included in the Human Resources Department Information Section are provided by the Civilian Personnel Division, Employee Development Division of the Human Resources Department. The deadline for all submissions is Wednesday at 1700, 8 working days prior to the alternate Thursday publication date. **Note:** All inputs MUST include the sponsor's code and phone number. Any questions or issues pertaining to this insert may be addressed to Ron Rogers at 989-3318 (DSN 351-3997), FAX 989-4388 (DSN 351-4388).

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 service or information on this contract, call Linda Dailey, Code 721200D (C6331) at 939-7283, DSN 437-7283. You will need to provide 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) telephone number, (8) job order number, and (9) location of equipment and code.

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.

VIDEO PROJECTS TOURS

If you are curious about how videos are made, are unsure how videos can benefit your job, or have any questions about industrial video production, the Video Projects

Branch can help. We are now giving tours of the Branch's video facility. For questions about the tours, or to sign up for a tour, call Fran at 939-3697.

COMPOSITION SERVICES AVAILABLE

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

February 9, 1995

POINT MUGU GENERAL ANNOUNCEMENTS

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

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

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

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.

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.

LOCKOUT/TAGOUT (2 hrs.)

15 February, Tuesday, 0800-1000; 22 and 23 February, Wednesday and Thursday, 0800-1000 and 1300-1500; Bldg. 323, Minitheater Training Center, Point Mugu.

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 Hoda at 989-1360.

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 (Telmar) 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

Barbara Giesen

Barbara has been hospitalized for extended medical treatment.

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.

Deanna Weetman

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

Carolyn King-Deleon

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

Kathleen Luecken, C3931

Kathleen is recuperating from surgery and will be out for several weeks.

Alvina Quintanilla

Alvina is recovering from surgery.

Shante Lloyd

Shante is on maternity leave.

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.

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.

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.

Jo Ella Kivett, C2614

Jo Ella is on maternity leave.

Jackie Van Skike

Jackie is recovering from heart surgery.

Dorothy Corville, Code 220000E

Dorothy is experiencing a difficult pregnancy that requires bed rest.

Brenda Davis, Code 731000E

Brenda is experiencing lupus erythematosus.

Sharon Allen, Code 451D00E

Sharon is on maternity leave.

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.

Laura Bourne, Code 763700E

Laura is recovering from acute pneumonia.

POINT MUGU

February 9, 1995

No. 73-005-NR5, Personnel Management Specialist, DA/DP-201-3, Code 731000D, Civilian Personnel Division—Area of Consideration: NAWCWPNS. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Selecting Official:** Richard Cracraft, (619) 939-8115. **HRD Contact:** Nancy Robinson, (619) 939-8106. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent operates in a broad generalist model and is responsible for the full range of personnel functions, including staffing, classification, employee and labor relations, position management, and other functions as necessary. Provides advisory services to supervisors, managers, and employees. **Quality-Ranking Factors:** Knowledge of staffing regulations and procedures and a wide range of staffing tools; ability to apply the principles of position classification to the full range of Demonstration Project, General Schedule, and Federal Wage System positions; ability to provide advice in the full range of discipline/adverse actions, performance management issues, and benefits issues. Full performance level is DP-3. **Note 1 applies.**

No. 82-024-JJ5, (1) Emergency Communications Center Assistant, DG-303-2/3, Code 824120D, Administration Branch, Police (Physical Security) Division, Safety and Physical Security Department—Area of Consideration: All four sites. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Selecting Official:** Larry Brunson, (619) 939-2709. **HRD contact:** Jean Johanboeke, (619) 939-8135. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Operates, maintains, and integrates various types of communication media for security, fire, emergency medical, and disaster operations. In this capacity, he/she serves as a link between the reporting person and the Police, Fire, Ambulance, or Security representative who he/she selects to respond to the emergency situation at hand. Incumbent must be able to obtain and maintain a Secret clearance. **Quality-Ranking Factor:** Ability to adapt rules and regulations to emergency communication situations through the use of computer systems and verbal and written communication skills. **Notes 1 and 3 apply.**

CHINA LAKE SITE ONLY

No. 41-005-KN5, Secretary (Typing), DG-318-A/1/2, Weapons Survivability Laboratory (WSL), Systems Vulnerability Branch, Survivability Division, Systems Engineering Department, Code 418300D—Area of Consideration: China Lake. **Opening Date:** 2-2-95. **Closing Date:** 2-23-95. **Selecting Official:** Allan Weamer, (619) 927-1249. **HRD Contact:** Kym Noh, (619) 939-2032. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent provides secretarial and administrative support for the branch head and staff. Duties include: directing WSL customers and visitors, answering telephones, time keeping, typing, filing, walk-through of stubs and other documents, and training and travel arrangements. **Quality-Ranking Factors:** Knowledge and experience with Macintosh computers systems, knowledge of filing systems, ability to perform receptionist and telephone duties, ability to review outgoing correspondence, and ability to plan and coordinate travel arrangements. Incumbent must be able to obtain and maintain a Secret clearance. **Note 1 applies.**

No. 41-006-KN5, Secretary (Typing), DG-318-3, Tactical Weapons Office, TACAIR Weapons System Division, Systems Engineering Department, Code 4141J0D—Area of Consideration: China Lake. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Selecting Official:** Ray Blackwell, (619) 939-3290. **HRD Contact:** Kym Noh, (619) 939-2032. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Provides secretarial and administrative support to the Head, Tactical Weapons Office and project personnel. This position involves interaction with all levels of management and off-site project personnel and customers. Incumbent performs a

full range of secretarial and administrative duties including receiving visitors, answering and placing calls, making travel arrangements, planning for meetings and conferences, maintaining and coordinating supervisor's calendar, reviewing incoming correspondence and reports, establishing and maintaining hard copy and electronic files of project and data, and researching issues to provide summary information to support management decisions. **Quality-Ranking Factors:** Ability to interface effectively with personnel at all organizational levels, proficiency with Macintosh computer and its standard business software, and skill in applying NAWCWPNS administrative policies and procedures such as travel, timekeeping, and acquisition/accounting for supplies, materials and equipment. Incumbent must be able to obtain and maintain a Secret clearance. Previous applicants need not reapply.

No. 472-008-GB5, Secretary (Typing), DG-318-2, Code 472240D—Area of Consideration: China Lake only. **Permanent Change of Duty Station Authorized:** No. **Selecting Official:** Chuck Maples, (619) 927-1421. **HRD Contact:** Susan Bethke, (619) 939-2676. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Summary of Duties:** This position is located in the Guidance Technology Section, Air-to-Air Guidance and Controls Branch, Guidance and Controls Division. The incumbent provides secretarial support to the section head and section personnel. Knowledge of and working skills on the Macintosh required. Duties include answering and placing calls, making travel arrangements, planning for conferences, and maintaining and coordinating supervisor's calendar. Reviews and edits standard correspondence, reports, and other documents ensuring proper grammar, spelling, punctuation, format, and presentation of information. Other duties include filing, receiving, and processing incoming and outgoing mail in accordance with standard procedures and security regulations. **Quality-Ranking Factors:** Ability to communicate orally and in writing. The incumbent must be able to obtain and maintain a Secret clearance.

No. 472-009-GB5, Secretary (Typing), DG-318-2, Code 472240D—Area of Consideration: China Lake only. **Permanent Change of Duty Station Authorized:** No. **Selecting Official:** Mary Beth Borst, (619) 939-1988. **HRD Contact:** Susan Bethke, (619) 939-2676. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Summary of Duties:** This position is located in the Missile Systems Electronic Section, Air-to-Air Guidance and Controls Branch, Guidance and Controls Division. The incumbent provides secretarial support to the section head and section personnel. Knowledge of and working skills on the Macintosh required. Duties include answering and placing calls, making travel arrangements, planning for conferences, and maintaining and coordinating supervisor's calendar. Reviews and edits standard correspondence, reports, and other documents ensuring proper grammar, spelling, punctuation, format and presentation of information. Other duties include filing, receiving, and processing incoming and outgoing mail in accordance with standard procedures and security regulations. **Quality-Ranking Factors:** Ability to communicate orally and in writing. The incumbent must be able to obtain and maintain a Secret clearance.

No. 472-010-GB5, Secretary (Typing), DG-318-2, Code 472270D—Area of Consideration: China Lake only. **Permanent Change of Duty Station Authorized:** No. **Selecting Official:** Warren Brackey, (619) 939-2131. **HRD Contact:** Susan Bethke, (619) 939-2676. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Summary of Duties:** This position is located in the Actuator and Component Engineering Section, Air-to-Air RF Guidance and Controls Branch, Guidance and Control Systems Division. The incumbent provides secretarial support to the section head and section personnel. Duties include answering and placing calls; making travel arrangements; planning for conferences; maintaining and coordinating supervisor's calendar; receiving and processing incoming and outgoing mail in accordance with standard procedures and security regulations; reviewing and editing standard correspondence, reports and other documents, ensuring proper grammar, spelling, and punctuation format. **Quality-Ranking Factors:** Ability

to communicate orally and in writing; knowledge of Macintosh computer and applications. Incumbent must be able to obtain and maintain a Secret clearance. The full performance level of this position is DG-2.

No. 54-020-RR5, Electronics Technician, DT-856-2/3, Code 542400D, Test Article Preparation Department, Aircraft Instrumentation Division—Area of Consideration: China Lake. **Permanent Change of Duty Station Authorized:** No. **Selecting Official:** John Repik, (619) 939-5381. **HRD Contact:** Rob Robinson, (619) 939-2393. **Opening Date:** 2-9-95. **Closing Date:** 2-16-95. **Summary of Duties:** The Division provides the people, skills, knowledge, processes, facilities, and equipment for the development of requirements, specifications, plans, and procedures required to design, develop, procure, fabricate, install, test, evaluate, calibrate, configure, operate, and maintain data acquisition systems to support aircraft avionics and weapons systems testing; for test planning, coordination, and documentation; and for providing laboratory, ground, and flight test support to integrated program teams. **Quality-Ranking Factors:** Ability to develop and prepare aircraft modification proposals; ability to install aircraft instrumentation systems; ability to perform laboratory environmental tests and studies; and ability to design and develop specialized electronic devices and equipment. The full performance level of this position is DT-3.

No. 7G-002-SP5, Secretary, DG-318-2/3, Naval Air Warfare Center Weapons Division, Corporate Operations Support Office (COSO), Code 7G0000D—Area of Consideration: China Lake. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Selecting Official:** Judith Yates, (619) 939-2312. **HRD Contact:** Sharon Page, (619) 939-8105. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent serves as the sole clerical and/or administrative support person in the Corporate Operations Support Office (COSO), 7.0 Competency, to coordinate and carry out clerical and administrative requirements independently of any other such position in the immediate organization. Duties include, but are not limited to, using Microsoft Word and Filemaker on the Macintosh for timecards, travel, and training requests; reviewing correspondence to ensure that DON standards are met; coordinating meetings and Head of COSO calendar; and maintaining current DOD library of relevant instructions. **Quality-Ranking Factors:** Ability to use the Macintosh computer with proficiency on the Microsoft Word and Filemaker Pro; ability to communicate effectively in writing; and ability to communicate orally. Incumbent must be able to obtain and maintain a Top Secret Clearance, adjudicated to DCID standards. Full performance level of this position is DG-3, but not guaranteed. **Notes 1 and 3 apply.**

No. 75-001-SP5, Public Affairs Specialist, DA-1035-2/3, Naval Air Warfare Center Weapons Division, China Lake Public Affairs Office, Code 750000D—Area of Consideration: China Lake. **Opening Date:** 2-9-95. **Closing Date:** 2-16-95. **Selecting Official:** Cathy Partusch, PAO, (619) 939-3511. **HRD Contact:** Sharon Page, (619) 939-8105. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent provides public affairs assistance to NAWCWPNS/NAWS China Lake and to local area tenant commands. Works closely with the editor of the Rocketeer and with the Public Affairs Officer on newspaper and public affairs associated projects. **Quality-Ranking Factors:** Knowledge of Secretary of the Navy Public Affairs regulations and the ability to apply that knowledge to public affairs programs including internal/external information programs and media and community relations; working knowledge of newspaper writing style including AP Style Guide; knowledge of public affairs processes, including development of news releases and feature and news articles; ability to use Macintosh word processing and page layout and design, including Microsoft Word and Quark Express for newspaper layout and design; and the ability to communicate effectively both verbally and in writing. Promotion potential to the DA-3, but not guaranteed. **Note 1 applies.**

No. 82-022-DE5 (1) Boiler Plant Operator Leader, WL-5402-10, 823490D—Area of Consideration: China Lake. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **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. Incumbent leads the Boiler Plant Operators in performing repairs, adjustments, and maintenance of equipment. The incumbent performs work which includes lighting and securing boilers, testing boilers and feed water samples and adding appropriate chemical treatments. Additionally, the incumbent analyzes operating conditions and maintains correct operating pressures and temperatures. Must be able to obtain and maintain a Secret clearance. **Quality-Ranking Factors:** Ability to do the work of the position without more than normal supervision (screen-out element); ability to act as group leader; knowledge of technical practices; ability to use handtools and measuring instruments; ability to interpret instruction, procurement regulations, etc.; ability to operate safely. Supplemental Qualifications Statement is required, which can be picked at Personnel Bldg., Rm. 100.

No. 82-023-DE5, (1) Secretary (Typing), DG-0318-3/4—Area of Consideration: China Lake. **Opening Date:** 2-9-95. **Closing Date:** 2-16-95. **Selecting Official:** Col. John Moyer, (619) 939-6603. **HRD Contact:** Brenda Stuart, (619) 939-2883. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent provides secretarial and administrative support to the NAWCWPNS Executive Advisor for Marine Corps Programs, Deputy, Weapons/Targets Department, the Commanding Officer, Marine Aviation Detachment (MAD) and Marine Corps Systems Command Liaison Officer. The incumbent's responsibilities include receiving and screening calls and visitors from all levels of the internal organization and external organizations including Navy and Marine military personnel; preparing speeches and briefing material; originating and preparing correspondence; reviewing all correspondence for signature, maintaining the Colonel's appointment, travel and flight calendars, providing coordination and requirements for meetings and conferences attended or chaired by the Colonel; and providing liaison to the China Lake and Point Mugu organization for the Colonel and the MAD Administrative staff. Incumbent must be able to obtain and maintain a Secret clearance. **Quality-Ranking Factors:** Ability to perform the full range of secretarial and administrative support duties including answering telephones and placing calls, making travel arrangements, planning for conferences, maintaining files, processing stubs, and initiating personnel actions. **Note 1 applies.**

POINT MUGU SITE ONLY

No. 833-013-SH, (1) Housing Management Assistant, GS-1173-05, Public Works Department, Code: 833520E—Area of Consideration: Point Mugu. **Opening Date:** 2-9-95. **Closing Date:** 2-23-95. **Selecting Official:** Eileen Richard, (805) 989-7520. **HRD Contact:** Sylvia Henning, (805) 989-2338. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent conducts joint tenant-management check-in and pre-termination and termination inspections. Orients the tenant to quarters, ensures that maintenance requirements are communicated to the tenant, and ensures that they are complied with prior to termination of quarters. Conducts make-ready inspections, including scheduling and coordination of maintenance, repair, or other work required and performs QAE functions to ensure conformance with established guidelines. Performs inspections such as street and traffic signs, road and pavement conditions, parking problems, utility lines, stray animals, etc. Required to scan the various improved ground areas, reporting infractions to the Housing Division for evaluation and subsequent referral to the command. Incumbent inspects fire damage, water damage, accidents

WORD ON THE MACINTOSH, BEGINNING (16 hrs.)

14-15 March; Tuesday-Wednesday, 0800-1600; Training Center, China Lake. By: Marjorie Hunter, C0239

Prerequisite: Basic Macintosh skills (create folders, launch applications, use clipboard).

Intended Audience: Beginning users of the Word program on the Macintosh.

In this course you will learn to: use the MicroSoft Word program to create documents, move text between files using the clipboard and glossary, add, change, delete text, format using font and format, use the spell checking facility, paginate, print, and save documents.

Presentation Method: Hands-On Workshop

Deadline: 28 February
To enroll or obtain further information, call 939-0870.

DATABASE DESIGN IN FILEMAKER PRO (16 hrs.)

20-21 March; Monday-Tuesday, 0800-1600; Training Center, China Lake. By Marjorie Hunter

Prerequisite: Must have taken Filemaker Pro. This course will teach you how to create several databases beginning with a simple database and ending with a fairly complicated, fully automated database. Scripts will be written to complement many of the automated features assigned to a button. In other words, multiple tasks will be completed with one click of the mouse. Topics also covered are password protection and networking of databases.

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

EQUIPMENT CUSTODIAN (3 hrs.)

23 March; Thursday, 1300-1600; Training Center, China Lake. By: Debra Schlick, Code 7251000

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

Management responsibilities from equipment acquisitions through useful life and proper disposition of equipment will be covered in this course. A way of accessing CERMS through ACC2 network will also be explained and a guide will be handed out.

Enrollments are on a call-in basis. To enroll, call Sue at 939-2349.

FILEMAKER PRO (16 hrs.)

28-29 March; Tuesday-Wednesday, 0800-1600; Training Center, China Lake. By: Marjorie Hunter, C0239

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

Presentation Method: Hands-On Workshop

Note: Tuition fee is approximately \$60

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

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

OTHER TRAINING

RETIREMENT PLANNING FOR YOUNGER EMPLOYEES (8 hrs.)

15 February; Wednesday, 0800-1600, Training Center, Room 114, China Lake. By: Employee Relations, Code 7310000

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.

To enroll, call Sue Murray at 939-2349 or DSN 437-2349.

RETIREMENT FOR THOSE WITHIN 5 YEARS OF RETIREMENT (16 hrs.)

28-29 March, 0800-1630; Point Mugu, Bldg. 3015, Room 339. By: Employee Relations, Code 731000E

Presentations from HRD personnel on CSRS

and FERS retirement systems, including creditable service, military service, and Catch 62, deposit/redeposit service, how annuities are computed, TSP, health and life insurance, and social security. Also presentations from the local community on financial planning, estate planning, wills and trusts, taxes, volunteer work, starting and running your own business, and looking forward to aging.

To enroll, call Mary Glasmann, 939-3339 or DSN 351-3339.

FINANCIAL STRATEGIES FOR SUCCESSFUL RETIREMENT (12 hrs.)

4-5 April; Tuesday and 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.

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

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

ENVIRONMENTAL ENGINEERING (8 hrs.)

15 February; Wednesday, 0800-1600; TBD, 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).

DATABASE DESIGN FOR TODAY'S ENVIRONMENTS (6-hr. video from previous live broadcast)

22 February; Thursday, 0800-1400; China Lake Training Center

30 March; 0800-1500, Point Mugu, NAR, Bldg. 323, Room 160. By: National Technological University. Sponsor: Northeastern University/Distributed Technologies Corp.

Intended Audience: IS professionals, technical consultants, software developers, and others interested in developing client/server database applications and examining the various approaches for doing so.

Prerequisite: Knowledge of Client/Server Technology.

Client/server applications must facilitate the linking of massive and dispensed amounts of data. This course addresses the issues associated with database applications within a client/server environment, the implementations of proprietary versus common APIs for database connectivity, and the need to change the host-based database model to a new client/server-based model. This course examines the following: What are the current database connectivity choices? What are the requirements for database interoperability? How to provide transparency for data access? Do middleware tools (ODBC, IDAPI, EDA/SQL, XPG4) facilitate distributed data access?

To enroll, call Annette Hernandez at China Lake, 939-0870/DSN 437-3987 or Mary Glasmann at Point Mugu, 989-3339/DSN 351-3339.

EMBEDDED SOFTWARE DESIGN TELEBROADCAST 1994 (4-hr. video from previous live broadcast)

27 February; Monday, 0800-1200; China Lake Training Center.

21 March; Tuesday, 0800-1200; NAR, Bldg. 323, Room 160. By: National Technological University. Sponsor: Hewlett Packard

Intended Audience: Network equipment manufacturers, aerospace and defense, consumer electronics, industrial electronics, automotive electronics, software and firmware designers, systems engineers, software project managers, integrators of hardware and software.

This video presents the technical papers discussing software design topics. It is a half-day format with three 50-minute presentations, integrated live measurements, and panel discussion. The broadcast will give you and your design team a valuable update on some current design practices being used by other parties in the industry. These range from practical design tips to an insight into new technologies or techniques that may be invaluable on your current or new project. To enroll, call Annette Hernandez at China Lake, 939-0870/DSN 437-3987 or Mary Glasmann at Point Mugu, 989-3339/DSN 351-3339.

DRIVER'S EDUCATION FOR THE INFORMATION SUPERHIGHWAY; THE GRAND TOUR (live 6-hr. broadcast at China Lake and video at Point Mugu)

7 March; 0800-1400, China Lake Training Center

6 April; 0800-1500, Point Mugu, NAR, Bldg. 323, Room 160. By: National Technological University. Sponsor: Northeastern University

Intended Audience: People who have wondered what they might be missing by not being connected to the outside world via an on-line service.

Prerequisites: General experience using a computer or familiarity with an Apple Macintosh or UNIX system.

The Information Superhighway is being built around us, yet very few people actually know much about it. What is this electronic freeway? Where are the on-ramps? What hardware, software, knowledge, and skills do you need once you get there? How can you take advantage of the highway for business? For pleasure? This course will answer all of these questions and more by focusing on the components of tomorrow's Information Superhighway that already exists today. This session includes in-class demonstration of several networks and on-line services. This course also includes a brief, non-technical overview of data communications and networking technology to provide the foundation for your exploration of the Information Superhighway.

To enroll, call Annette Hernandez at China Lake, 939-0870/DSN 437-3987 or Mary Glasmann at Point Mugu, 989-3339/DSN 351-3339.

THE KERNZER APPROACH TO PROJECT MANAGEMENT EXCELLENCE (Videoconference, live interactive 2-hr. program at China Lake and video at Point Mugu)

2 February; Thursday, 0800-1200; Training Center, China Lake

8 March; Wednesday, 0800-1000; Point Mugu, NAR, Bldg. 323, Room 160. By: National Technological University. Sponsor: University of Southern California

Intended Audience: Project managers, senior managers, project team members, and those interested in moving their company toward success.

Learn how the world's most successful companies get their line managers, project managers, and senior managers to work together to bring projects in on time, within budget, and free of time-consuming conflicts. Watch the experts predict the future in which everyone will play a vital role as a project manager. Today more and more professionals agree that project success is based on four factors: time, cost, technology, and customer acceptance. With tightening budgets, limited resources, and flattening organizational structures, it is no wonder that effective project management has become the most sought-after management practice, as well as the survival tool for this decade and beyond!

To enroll, call Annette Hernandez at China Lake, 939-0870/DSN 437-3987 or Mary Glasmann at Point Mugu, 989-3339/DSN 351-3339.

UNIX SYSTEM ADMINISTRATION (2 hrs.)

13-16 March; 0800-1600; China Lake Training Center. To be rescheduled.

SYSTEMS SAFETY (8 hrs.)

14 March; Tuesday, 0800-1600; NAVAIRE, 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 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; NAVAIRE, 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).

RELATIONAL DATABASE INSTRUCTION AND MANAGEMENT (32 hrs.)

20-23 March, 0800-1600; China Lake Training Center. By TBA

For further information, call Annette Hernandez at China Lake, 939-0870/DSN 437-3987.

SYSTEMS ANALYSIS (8 hrs.)

21 March; Tuesday, 0800-1600; Training Center, China Lake. By: Dr. Frank Reed, Consultant

REQUIRED FOR ENROLLEES IN THE 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

DIGITAL SIGNAL PROCESSING (40 hrs.)

27-31 March; Monday-Friday, 0800-1600, Training Center, China Lake. By Byron Edde, Quintech Corporation

This course presents signal processing and the design and integration of signal processing techniques into systems. It is intended for engineers, scientists, mathematicians, and other technical personnel who need information on how signal processes work and how they are applied in systems such as radar, sonar, imaging, and test instrumentation. This course

CSUN WRITING EXAM PLANNED

On 3 March a writing proficiency exam will be given to graduate students of California State University, Northridge (CSUN) at China Lake. This test must be passed before a student is granted classified (unconditional) status as a master's candidate. Graduate students must attain classified status before earning more than 12 units of academic work acceptable towards the master's degree. The exam fee is \$20. Checks must be made payable to CSUN. Contact Denise at 939-2648 by 27 February to arrange to take the exam.

presents the mathematical basis of signal processes, signal processing algorithms and software techniques, and the architecture of modern signal processing hardware. The mathematics and implementations of digital signal processes using integer and floating-point arithmetic will be studied in detail. The use of standard off-the-shelf processors, as well as special-purpose hardware, will be studied. The hardware and software necessary to implement the processing methods are discussed. Students should be prepared to discuss the topic using the appropriate mathematics, including calculus and transform methods. Participants should bring a scientific calculator to class. Signal processing software will be furnished to each student. Demonstrations of signal processing techniques will be demonstrated on contractor-supplied computers.

Deadline: 13 March

To enroll, call Dorothy at 939-2359, 939-0874, or DSN 437-2359 or 437-0874.

RADAR TRANSMITTERS, RECEIVERS, AND ANTENNAS (40 hrs.)

27 February to 3 March, 0800-1630; Point Mugu, Bldg. 531 Conference Room. By: Quintech Corporation.

Intended Audience: Technicians, technologists, engineers, and technical managers needing an understanding of these parts of radar systems.

Prerequisites: Some radar training and experience, although not mandatory. Level of mathematics used is appropriate for technicians, engineers, and technical managers, mainly algebra, geometry, and trigonometry.

This course will cover the operational, technology, and testing of transmitting systems, receiving systems, and antennas as applied to radars. The role of these components of radar systems will be described, as will the technological aspects of typical systems likely to be encountered by participants. Recent advances in the technology of microwave transmitters, receivers, and antennas will also be covered. Systems in use by the purchasing agency will be used as examples wherever possible. Emphasis will be placed on microwave radar antenna functions, designs, properties, and limitations.

To enroll, call Mary Glasmann at Point Mugu, 939-3339/DSN 351-3339.

ADVANCED ANTENNAS (40 hrs.)

27-31 March, 0800-1600; China Lake Training Center, Room 107. By: Evolving Technology Institute

Note: Reimbursement to Employee Development Division, 733000E (P622). Cost per person \$152.09.

Intended Audience: Technicians.

Prerequisites: Background in working in microwave components and/or antennas for radar, communications, or surveillance systems.

This course is designed for technicians working in the area of advanced antenna systems and circuits to give them a more in-depth

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 analysis 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 (DDIEFT) 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 DDIEFT within 60 days. An asterisk (*) preceding an announcement number indicates a modification has been made to the vacancy advertisement; please note indicated changes.

MERIT PROMOTIONS

ALL NAWCWPNs SITES

No. 411-01-TSS, (1) Program Analyst, DP-343-3, Naval Air Warfare Center Weapons Division, Engineering Competency, Systems Engineering Department, CV-Based TACAIR Aircraft Division, Systems Engineering DEV/INTG Branch, Code 411260E—Area of Consideration: NAWCWPNs (All Sites). Opening Date: 2-9-95. Closing Date: 2-23-95. Selecting Official: Tom Curtis, (805) 989-3454. HRD Contact: Terry Smith, (805) 989-3322. Permanent Change of Duty Station Authorized: Yes. Summary of Duties: The incumbent manages all of the business and financial matters for the TAMPs IPT. This position is responsible for disseminating and

processing \$12M to support the TAMPs Program. The incumbent interfaces daily with sponsors and higher level authority regarding disposition of funding and status of program tasks. The incumbent must ensure that funds are received and expended from sponsors in a timely manner. Incumbent interfaces with CAOs to identify manpower requirements for tasks and to provide funding for labor, material, travel and training. This position also reviews all program Statement of Works, Independent Government Estimates, CDRLs, and technical evaluations. The incumbent ensures that contracts are in place and will meet program requirements and deadlines. Quality-Ranking Factors: Knowledge of NAWCWPNs financial systems and procedures. Ability to plan, organize, and manage all business requirements for an IPT. Knowledge of the principles of an IPT with the Naval Air Systems Team structure. Knowledge

of accepted management practices and policies necessary to resolve financial, contractual, and administrative issues. Incumbent must be able to obtain and maintain a Secret clearance. Notes 3 and 5 apply.

No. 7G-001-SP5, Supervisory Program Support Specialist, DP-301-3, Naval Air Warfare Center Weapons Division, Corporate Operations Support Office (COSO), Code 7GA000D—Area of Consideration: NAWCWPNs. Opening Date: 2-9-95. Closing Date: 2-23-95. Selecting Official: Judith Yates, (619) 939-2312. HRD Contact: Sharon Page, (619) 939-8105. Permanent Change of Duty Station Authorized: No. Summary of Duties: Incumbent serves as a Branch Head in the Corporate Operations Support Office (COSO), 7.D Competency. Incumbent is responsible for ensuring that branch members have appropriate

training to technically and administratively perform as a successful member of a CAO team. Incumbent will ensure that customer requirements are met without compromise. Implements changes in Navy and DOD regulations in order to accommodate local requirements. Quality-Ranking Factors: Ability to implement personnel, physical, computer and information security; knowledge of affirmative action principles, including a willingness to implement EEO practices; ability to communicate effectively orally and in writing; and the ability to define a problem and develop and implement a plan of action. Incumbent must have a Top Secret Security Clearance with Background Investigation adjudicated within the last 5 years. The full performance level of this position is DP-3. Notes 2 and 3 apply.

Software Analysis
Software Test (Assy, C++, Pascal, ADA, etc)
SEI Affiliates Program
3D Graphics