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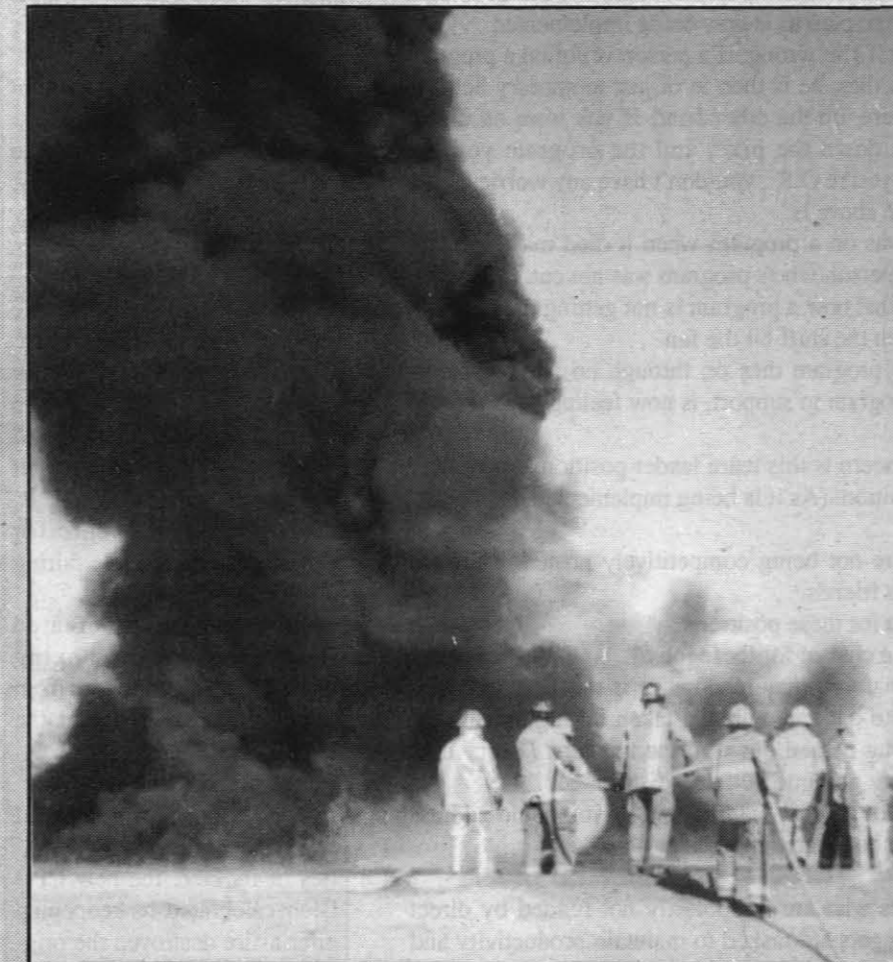
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THE ROCKETEER

THURSDAY, FEBRUARY 23, 1995 NAVAL AIR WEAPONS STATION, CHINA LAKE Vol. 51, No. 4

Victorville firefighters get live fire training here for FAA certification



SO CAL INTERNATIONAL—NAWS Fire Division Crash Fire Rescue (CFR) Crews provided instruction and live fire training for firefighters of the Victorville Fire Department the weekend of Feb. 11. Victorville Fire Department will be taking over fire protection for the new "Southern California International Airport," previously known as George Air Force Base. The Victorville firefighters needed this training as part of their Federal Aviation Authority (FAA) certification.

Treaty talk

Capt. Hull discusses three international agreements and their impact on the way NAWCWPNS conducts business

Treaty compliance was the topic Feb. 14, when Capt. Roger K. Hull, NAWCWPNS vice commander, delivered a half-hour multi-image presentation to the Indian Wells Valley Chapter of the Navy League. Hull's presentation covered three treaties and how they will affect operations at NAWCWPNS China Lake.

Open Skies Treaty
"The Treaty On Open Skies is an international effort designed to enhance mutual understanding and confidence by allowing treaty participants to gather information regarding military activities of possible concern," Hull said. "As a signatory, the United States is obligated to accept overflights of its entire national territory, including territorial waters and islands, by designated observation aircraft carrying a suite of treaty-accepted sensors. In our case, the activities at China Lake are not in any way a violation of existing treaties, but nevertheless some are very sensitive, and need to be protected as such."

with 24 other countries on March 24, 1992. Ratified by the United States on Dec. 3, 1993, it is expected to enter into force later this year.

The list of sensors that can be used during overflights includes optical sensors (framing, panoramic and real time video) for daylight photography; sideways looking synthetic aperture radar (SAR) for day and night, all weather capability; and infra-red (IR) line scanners for day or night temperature-difference detection capability. Infra-red sensors are not allowed for the first three years of the treaty, unless otherwise agreed.

"Given this combination of sensors," Hull said, "the overflight aircraft will be able to see inside hangars if the doors are open and will be able to ignore the cover of darkness."

Data collected by the overflights will be available to all treaty signatories upon request.

"The United States is obligated to accept up to 31 overflights for each of the first three years, while smaller countries,

The United States signed the treaty

Please **TREATIES**, Page 9

'Hazardous Substance' signs posted in three locations on Station as a cautionary measure

By Peggy Shoaf
Environmental Public Involvement Office

Signs reading "Caution: Hazardous Substance Area, Unauthorized Persons Keep Out," have been posted at three sites located onboard the Naval Air Weapons Station China Lake.

The signs were posted at the pesticide rinse areas at the China Lake Golf Course maintenance shack and the contractor area south of the Public Works compound and at the landfill south of Mirror Lake as a cautionary measure only, said Jim McDonald, manager of the Naval Air Weapons Station China Lake Installation Restoration Program (IRP).

NAWS China Lake is very active in the IRP, a Department of Defense program to identify, assess, characterize and clean up

or control contamination from past hazardous waste disposal sites at military installations, said McDonald.

The three areas were originally identified as potentially hazardous waste sites in a study conducted under the IRP in the 1980s. In 1991 and 1992, field studies were done to provide more detailed information about the sites. These studies detected the presence of hazardous substances, resulting in the areas being contained by fences, despite the relatively low level of contamination. Further studies are underway. The initial results indicate that the sites pose little, if any health risks.

"It's better to err on the side of caution," McDonald said.

"These sites aren't as bad as some of the sites identified," said Garth Fulton, a

Please see **SIGNS**, Page 14

Cdr. Chris Webster, 2.0 competency
First in a series on NAWCWPNS level one competency leaders
7

Child Development Center scores high
NAWS program earns near perfect marks on recent inspection
11

Navy Balloon Team to make CL home
Besides entertaining crowds, balloons will take on additional T&E role
13



Golden Anchor Award
Retention recognition for NAWS 3

Weather

	High	Low	Gusts	Humidity
Wed	67	44	8	66-26%
Thurs	69	42	1	79-29%
Fri	74	36	—	—
Sat	74	37	—	—
Sun	73	54	—	—
Mon	69	48	10	58-20%
Tues	67	50	8	83-28%
Feb. 15-21				
Wed	68	36	2	78-28%
Thurs	71	34	0	75-21%
Fri	75	38	1	73-20%
Sat	81	36	—	—
Sun	84	40	—	—
Mon	85	34	—	—
Tues	84	45	2	63-15%

China Lake Calendar

Saturday, March 4

- NEX book signing, by Antelope Valley author Robert Goodman, 10 a.m.
- Seabee Ball, Seafarer Club, 6 p.m., see story on Page 3

Monday-Friday, March 13-17

- Navy/Marine Relief Society Training Class

Saturday, March 18

- Petroglyph tour leader class. Call Fran Rugg 939-6689

Saturday, March 25

- Bluejacket of the Year Award Dinner, Seafarer Club

Saturday, April 1

- MAD Dash

THE ROCKETEER

NAVAL AIR WARFARE CENTER WEAPONS DIVISION COMMANDER

RAAdm. Dana B. McKinney

VICE COMMANDER

Capt. Roger K. Hull

NAVAL AIR WEAPONS STATION CHINA LAKE COMMANDING OFFICER

Capt. Charles A. Stevenson

Public Affairs Officer

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The Commander's Desktop



By RAdm. Dana B. McKinney
NAWCWPNS Commander

Question:

This correspondence is written in response to events that have taken place recently. It concerns the Implementation of the CAO plan as well as off-shoots of the plan as is now being implemented.

First, and correct me if I'm wrong, if a person is not on a program or if his or her program dies, he is then in of just temporary help, to be used as needed. Where, on the other hand, if you were on a program when this came down the pike, and the program you are assigned to did not die, you're O.K., you don't have any worries.

The problem with the above is:

a. The person that was on a program when it died may be much more competent than a person who's program was not cut. Of course, the obvious problem is that now a program is not getting the best, but merely what he had when the stuff hit the fan.

b. The person who's program dies or, through no fault of his or her own, is without a program to support, is now feeling betrayed. He has no future.

A second area of concern is this team leader position. Apparently this is a supervisory position. (As it is being implemented.)

Problem:

a. These positions are not being competitively posted. They are going to the supervisor's friends.

b. What is the criteria for these positions?

c. Were others given a chance for these jobs?

One final problem that you may respond to is this. It seems that any work that comes into the area is being taken by supervision (or his friends) and not being passed down to the workers. (Every man for himself?) How is work going to be fairly distributed?

I wish to thank you for at least reading this. If you could address these problems, it would be greatly appreciated.

Answer:

These are individuals who are temporarily not funded by direct funds. Department managers are tasked to maintain productivity and assign meaningful work if at all possible. If work cannot be found within that department, they may be assigned to the Available Talent

Please see **COMMANDERS DESKTOP**, Page 12

NASA Dryden sonic boom studies to continue in area through March

The NASA Dryden Flight Research Center, Edwards Air Force Base, has started a series of sonic boom studies that will continue through the end of March.

The aircraft involved are an SR-71 and an F-16XL, both of which will be flying supersonic during most, if not all, of the scheduled 90-minute flights.

Takeoffs are currently scheduled for 9 a.m. Weather or other reasons often postpone test and research flights.

Sonic boom complaints/calls should be made to the NASA External Affairs Office at (805) 259-3449.

Herbert Chin passes on February 14 while on assignment at Edwards AFB

Herbert H. Chin, 44, an employee of the Naval Air Warfare Center Weapons Division's Weapons Targets Department, died of an apparent heart attack on Feb. 14 while at Edwards AFB. At the time of his death, Chin had been working for two years with the 419th Flight Test Squadron at Edwards.

He was employed at China Lake for seven years and had worked for the RF Missile Systems Section.

Chin is survived by his wife, Eva, daughter, Karen, and son, Alexander. Funeral services and burial were Monday in Lancaster and a memorial service was held at Edwards on Tuesday.

Pages From The Past

Feb 22 & 29, 1985

AZ3 Cynthia Langford of VX-5 has been selected as the China Lake nominee for the High Desert Military Person of the Year competition. . . . Capt. Ken A. Dickerson, NWC commander, presented a 40-year federal service pin to Lorraine E. Martin, a secretary in the Research Department. . . . Bill Faith, a physical science technician, was "Employee in the spotlight" for his work in the Quantum Surface Dynamics Branch. . . . Lt. James B. Allen, Judge Advocate General's Corps, was presented with a Navy Achievement Medal.

Feb. 21 and 28, 1975

The Dutch Cleanser Mine in Last Chance Canyon, northeast of Red Rock Canyon, was leased from the Purex Corp. for underground testing. . . . A final patent award was presented to P.R. Zagala and Bill Moore for developing a breakable fairing for rocket launchers. . . . Archie Moore, undefeated light-heavyweight boxing champion of the world from 1953 to 1961, will be at the base theater March 5.

Feb. 19 & 26, 1965

Reconstructed as one of the Navy's most lavish facilities of its kind, the new CPO Club celebrated its reopening after a fire destroyed the original building in 1962. . . . The first of two final qualifying escape tests, simulating actual launch conditions of the Gemini capsule, were conducted at NWC with "highly successful" results. . . . Capt. Paul W. Jeffrey reported for duties as director of Supply.

Feb. 18 & 25, 1955

New in-hiring rates of pay for engineers and scientists were approved by the Civil Service Commission. . . . Dr. W. B. McLean, technical director, addressed senior personnel on the highlights of current NOTS programs. . . . The Navy Supply Corps observed its 160th anniversary with a party. . . . Kick-off session for the upcoming annual Red Cross Fund was outlined by Cdr. S. W. Vejtasa, NAF commanding officer. . . . Capt. D. B. Young, station commander, helped cut the ribbon at the opening of the new four-lane China Lake Boulevard through Ridgcrest.



Social Security representatives meet with individuals every other Thursday from 9:30 a.m. to 12:30 p.m. at Kerr McGee Center, 100 W. California Ave., Ridgcrest. They will be there today, Feb. 23, and Mar. 9 and 23. For further information contact the Social Security office at 701 W. Ave. K, Suite 109, Lancaster, CA 93534, or call 1-800-772-1213 any business day 7 a.m. to 7 p.m.

####

Campfire programs and nature walks have started at the Red Rock Canyon State Park on Highway 14 and run through May 28. "The Celestial Trail: A Nature Walk Through the Stars" campfire with ranger Mark Faull will start at 7 p.m. on Saturday, Feb. 25, at the Campground Center. On Sunday, Feb. 26 at 9 a.m., a nature walk titled "How Plants Get By When Its Dry" will begin at the Campfire Center. On March 3 at 7 p.m. there will be another campfire program, "The Life and Times of the California Grizzly," and on Saturday, March 4, the Antelope Valley Astronomy Club

will be sponsoring a Star Party. It starts at 7 p.m. Red Rock Campground has 50 regular campsites and two sites for handicapped, each with a table and fire pit. Five toilets are located throughout the campground and eight water faucets or drinking fountains are in the campground. There is no electricity or telephone service. If you have questions concerning a specific weekend's programs, contact the Mojave Desert Sector Office, 1051 W. Ave. M, Suite 201, Lancaster, CA 93534 or call (805) 942-0662.

####

Family Connection will sponsor a Country Hoedown on Saturday, Feb. 25, 7 to 11 p.m., at Burroughs High School multi-use room. Families are encouraged to attend for \$5 per family. Students under age 18 must be accompanied by an adult. BHS Bands Boosters will operate a snack booth featuring hot dogs, nachos and sodas. All proceeds will benefit the high school band program.

####

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. 27 to March 5, "What is Normal Development?"; Mar. 6 to 12, "Language Development."

####

Maureen Aardahl and Kay Johannsen will be conducting Dr. Stephen Glenn's 8-week course on Developing Capable People. It will be held at Community Connection for Child Care, 237-DW Ridgcrest Blvd., and will begin on Tuesday, March 7, and will meet Tuesday and Thursday evenings through March 30. Anyone interested can call Community Connection, 375-3234, for more information or to reserve a space.

####

An Orchestra Pre-Festival Concert featuring Burroughs, Monroe and Murray orchestra students is planned March 7 and 8 at 7 p.m. at Burroughs Performing Arts Center. Admission is free.

####

On Thursday, March 9, a Festival of Strings will appear at the NAWAS Auditorium at 7:30 p.m. as the fifth concert of the 48th Season of the Indian Wells Valley Concert Association. A student program will be held in the NAWAS Auditorium at 10 a.m. on Friday, March 10. Special-event passes will be available at the main gate to concert goers. Single admission tickets (unreserved

seating only) are sold on a space-available basis: general admission is \$10, with price reduced to \$7 for full-time active duty military, those under 21, or those over 65. Advance ticket purchases can be made at The Village Bookshelf, Richer's Music and the Maturango Museum.

####

The Friends of the Eastern California Museum are offering weekend packages that highlight the Independence, Calif., area. March 10-12 they are offering a "Winter Wildlife Weekend." On Saturday follow a local naturalist alongside the Tinnemaha Reservoir in search of the bald eagles, trumpeter swans and snow geese who make this their cold-weather home. For more information call (619) 878-2040.

####

The "Burro Bonanza Run," sponsored by Burroughs High School Band Boosters, will be held March 25. The run will feature 5K and 10K runs, a 5K walk and a one-mile youth walk/run for children under the age of 12. The fee for pre-registration, by March 10, is \$12 for adults (including a tee-shirt) and \$5 for students (including a participation ribbon). The fee for race day registration will be \$15 for adults, \$5 for students. Registration forms may be obtained from Rick Booth, 375-3309. All proceeds benefit the Burroughs' band program.

ROCKETEER CLASSIFIEDS

TO PLACE AN AD CALL 375-4481

ALL ACTIVE/RETIRED MILITARY PERSONNEL & THEIR DEPENDENTS MAY PLACE THEIR CLASSIFIED ADS FREE OF CHARGE!

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

- 1-20 Words.....\$2.00 Flat
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CLASSIFICATIONS	
PERSONALS.....	1
LOST & FOUND.....	.5
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BUSINESSES.....	30
AUTOMOTIVE.....	35
MISC. FOR SALE.....	40
WANTED TO BUY.....	42
PETS & SUPPLIES.....	45
GARAGE SALES.....	50

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

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

1 PERSONALS

SPORTS COLLECTIBLES AND CARD SHOW, Saturday Feb. 25, 10-4, VFW Hall, 117 Alford. For more information 375-2019. (2-23)

MGM ELECTRIC is looking to make donations of residential lighting fixtures and parts. (to existing local non-profit organizations). Donations will be made based on ideas and methods of disbursement of fixtures and proceeds within our local community. Please call Mark @ 376-6788. (3-5)

15 SERVICES/SCHOOLS

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

NOVEL CNE CERTIFICATION CLASSES. Learn networking at a reasonable price. In just two weeks, you can learn to pass all seven Novell Certified NetWare Engineer (CNE) tests. This intensive hands-on technical training course covers all of the Novell requirements included:

- *Networking Technologies
 - *Service & Support
 - *System Manager (v2.2)
 - *Advanced System Manager
 - *Administration (v3.1X0)
 - *Advanced Administration
 - *Installation & Configuration.
- Complete course including all manuals, \$2995 Evening & day classes are being scheduled in Ridgcrest during March. Call for schedule & free presentation disk. 800-750-0947. (2-23)

20 RENTALS

2BR APARTMENT upstairs, med balcony, refrigerator, range, d/w, small yard, garage \$400/mo. + \$400 security deposit. Dave 384-3283. (2-23)

RENT/LEASE. Nice 3bd, 2ba home w/2 car gar. & opener. Located in R/C Hgts. \$525/mo. + \$600 sec. Available 21 Feb. 375-3671. (2-23)

FIREPLACE FOR CHILLY DAYS. Spiffy, spacious 3bd, 2ba, lg. kitchen/dining rm, dbl. garage \$635/mo. 446-4810. (2-23)

FURNITURE FOR RENT. . . You find the apartment and we'll furnish it. Loewen's, 225 E. Ridgcrest Blvd.

\$575/MO NEAR BASE. Spacious 3bd, 2ba, fam/din rm, tp in liv. rm, fresh paint, new cpt. No pets. 446-4810. (2-23)

2 & 3 BD'S NICE AREA. Fireplace, garage, fenced yd. W/D hkups, all appliances, \$400 to \$500. Redecorated 375-7420. (2-23)

2 & 3 BD'S NICE AREA, fireplace, garage, fenced yd., W/D hkups, all appliances, \$400 to \$500. Redecorated 375-7420. (2-22)

25 REAL ESTATE

3 YR. OLD HOME in great neighborhood! 3BR, 2BA, FP living & family rooms, DW, xeriscape front yard, finished (no main.) backyard, RV access, upgraded (1-1/2 yrs. old), carpet throughout, garage door opener, ceiling fans, 10x12 shed, near school, work bench in attached garage, and if that's not enough...there's enough fire wood stacked in back for the next two

winters! Formal assumption of \$89,000 at 8 1/2%, VA assumption available. closing costs negotiable. . . 384-1084. (1f)

EXCELLENT NAWA LOCATION - 1,666 sq. ft. to 5,000 sq. ft. Fully secured, paved parking, fully fenced. Has office spaces - warehouse - assembly space - paved yards for zoned M2. Available immediately, call 1-619-375-7727. (3-30)

1 ACRE DELUXE BUILDING SITE in town. \$37,500. Allen Properties. 446-4810 lv. msg. (2-23)

30 BUSINESSES

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

35 AUTOMOTIVE

2 SEARS MICHELEN RADIAL TIRES, 205 x 70 x 14, 80k, like new. Asking \$80.00. Phone 446-3933. (3-9)

ATTN: CAR BUFFS! CHIEF AUTO PARTS currently offers part-time job opportunities in our Ridgcrest Store near Mammoth Mtn. Ski resorts for men and women with auto parts knowledge. Must be able to work well with people. Retail experience and/or bilingual a plus. Full and part-time positions available. Apply in person at the following store. CHIEF AUTO PARTS, 900 No. China Lake, Ridgcrest. (2-23)

40 MISC. FOR SALE

LA PRICES, BIG DEAL. . . We'll beat LA prices on Sony and Mitsubishi electronics all day long plus we'll give you local service after the sale - Loewen's, 225 E. Ridgcrest Blvd. (2-23)

BROWN ROCKER/RECLINER \$75 OBO. Must sell, make offers. Call 446-5188 after 5:00 p.m. daily (1FN)

EVERYONE WHO KNOWS, buys music CD's at Loewen's. . . All CD's are only \$11.98 at Loewen's, 225 E. Ridgcrest Blvd. (2-23)

NO CREDIT. . . But want all the electronic toys. . . Come into Loewen's, let us show you how you can take them home. Loewen's, 225 E. Ridgcrest Blvd. 371-1564. (2-23)

BOOK-"ARDENT YOUTH" history of amateur rocket group 1946-1965, 200 pages soft cover, \$27.00 PPD, Aerocon, P.O. Box 432, Los Gatos, CA 95081. (4-20)

42 WANTED TO BUY

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

For Rocketeer Advertising Call Peter Mulderrig 375-4481

Clip-n-Save

Seafarer Club
LUNCH MENU

MARCH

Monday through Friday
11:00 a.m. to 1:00 p.m.

March 9	Meatloaf
March 10	Freddy's Pizza Opens at Noon
March 11	Freddy's Pizza Opens at Noon
March 12	Freddy's Pizza Opens at Noon
March 13	Chicken Fried Steak
March 14	Stir Fried Chicken
March 15	Pepper Steak
March 16	Roast Beef
March 17	Baked Fish
March 18	Freddy's Pizza Opens at Noon
March 19	Freddy's Pizza Opens at Noon
March 20	Baked Chicken
March 21	Chicken Enchiladas
March 22	BBQ Pork
March 23	Beef Tacos
March 24	Freddy's Pizza Opens at Noon
March 25	Freddy's Pizza Opens at Noon
March 26	Freddy's Pizza Opens at Noon
March 27	Chicken Pot Pie
March 28	Baked Ham
March 29	Salisbury Steak
March 30	Chicken Supreme
March 31	Shrimp Creole

Flex 59!
What?

You may have seen pink banners, fliers, posters or even t-shirts on the Station. You may be asking yourself, "Just what is Flex 59?"

The Morale, Welfare & Recreation Department wanted to offer a unique entertainment program at the Seafarer Club and developed a schedule of events that take place every Flex Thursday, the Thursday before Flex Friday that is. The fun begins at 5:00 p.m. and ends at 11:00 p.m. Flex 59 offers music from the 50s to the 90s, door prizes, birthday specials and much more.

Some upcoming events are the St. Patty's Live Comedy Show on 9 March, Entertainment/Game Night on 23 March and "It's Live" Night on 6 April.

For additional information, call the Seafarer Club at 939-8658. See ya there!

Freddy's Pizza
Has New Hours!

Freddy's Pizza, located in the Seafarer Club, has hours to better serve its valued customers. Hours of operation are Monday-Friday, 11:00 a.m. to 11:00 p.m., Flex Friday's, 12 noon to 11:00 p.m., Saturdays, 12 noon to 11:00 p.m. and Sundays and holidays from 12 noon to 8:00 p.m. For additional information, call Freddy's Pizza at 939-2581.

Gym Shorts!

• "3 on 3" BASKETBALL
TOURNAMENT

24-25 MARCH
Open Division and 35 and over Division.
Deadline for league entry and rosters 17 March. Contact Michelle Archuleta for more information at 939-0754.

• VOLLEYBALL "2 Man"
TOURNEY

3 & 4 MARCH
Deadline for league play is 1 May.
Men's A & B and Coed Open Divisions.
Contact Michelle for information, 939-0754.

• WATER AEROBICS

Monday-Thursday, 11:30 a.m. -12:30 p.m.
Contact Jenny Slater at 939-0756

• AQUACIZE

Monday-Thursday, 5:30-6:30 p.m.
Contact Jenny Slater at 939-0756

• AMERICAN RED CROSS
LIFEGUARD
TRAINING COURSE

17-21 April, 8:00 a.m.-12 noon & 1:00-5:00 p.m. Must sign up in advance. Includes Community CPR & First Aid. For more information, contact Jenny Slater at 939-0756.

New Sports Programs

THEME WATER WORKOUTS

Expand your fitness horizons and try one of the theme water workouts such as Total Body Tuesdays, Burnin' Buns Wednesday or even a Tummy Tucker Thursday.

These programs are designed to give you great cardiovascular exercise as well as body toning and conditioning. Programs will run through May from 9:00-10:00 a.m. or 1:00-2:00 p.m. on Tuesdays, Wednesdays and Thursdays.

Active Duty Military and their families are free. Reasonable monthly and daily fees for retired military, DoD and CR groups. For details call 939-2334/6542.

ADULT SWIM LESSONS

This exciting water program will teach/improve current swimming skills, provide water safety information, get you comfortable and familiar with the water and introduce water options for workouts and fun. For all customers 14 years of age and older. Classes are held on Mondays, Wednesdays & Fridays from 7:00-8:00 p.m. beginning in April. For additional information, call the Gym at 939-2334.

FITNESS AND FUN

Workout on the best cardiovascular and circuit weight training equipment available. Instruction is given by a certified personal trainer.

In addition to the regular classes, personal cardiovascular and body fat composition analysis rounds out this fitness class package.

Classes will be made by appointment through 28 April at the NAWS Gym every Monday, Wednesday and Friday from 7-8 a.m., 8-9 a.m., 10-11 a.m. or 4:15-5:15 p.m.

Instruction is free for active duty military, \$25.00 for military family members and retired military, \$38.50 for DoD and \$50.00 for community relations customers. Athletic members receive a 50% discount on fees.

To make your class reservation, call the fitness experts at 939-2334.

Retention team grabs NAVAIR Golden Anchor

By Kathl Ramont
Staff Writer

Formal presentation of the Naval Air Systems Command Large Unit FY94 Golden Anchor Award was made at the Exhibit Center Feb. 14. Master Chief Ron Crittenden of NAVAIR presented it for NAVAIR Commander RAdm. William E. Bowes to Capt. Charles A. Stevenson, NAWS CO. The NAVAIR Golden Anchor Award is given at the end of each fiscal year as a visible means of recognition to those commands that have demonstrated exceptional effectiveness in the management, administration and support of career motivation and retention. It is intended to complement existing forms of recognition and to stimulate leadership attention in support of the retention team concept.

Stevenson expressed his pleasure at receiving the Golden Anchor Award by saying that "the most important thing we can do on a day-to-day basis is take care of the people." He then passed the award on to OCSC(SW) Dennis Harden, NAWS command career counselor, and the NAWS Retention Team.

Earlier this year, RAdm. Bowes stated that "the real winners in this competition are the men and women of

this command. Award packages submitted reflected their command's commitment for each member's quality of life and professional development. In addition, it was evident that great strides were made to improve the living conditions and working conditions for all."

Crittenden delivered Bowes' best wishes to all the NAWS Sailors and said that there were five nominations for the large unit category. "It was a tough decision, but China Lake was singled out for its vast improvements, the Quality of Life Program and your quality retentions," said Crittenden. "Not just the number of retentions, but the quality of the people involved. China Lake was impressive. The amount of awards given out to honor people here...the great people, the good people... sometimes we only get a few minutes to honor them," he said.



PROUD TEAM—The large crowd that gathered to bask in the glory of receiving the Golden Anchor included (front row, l-r) Capt. Charles A. Stevenson, ABE2 Craig Dophied, AZ2 Roxanne Rhoades, OCSC(SW) Dennis Harden, PR1 Mitchell MacKenzie, ATC Barry Umphrey and Master Chief Ron Crittenden, and (back row, l-r) NAVS XO Cdr. Gregg Howard, ET2 Gary Schwagar, ACC(AV) Michael Bailey, ET1 Hector Hansen, AE1 Mark Smith, RAdm. Dana B. McKinney and AOCM Bill Willis are shown with the Golden Anchor Award presented Feb. 14 at NAWS quarters. Other team members not at the presentation are PRC(AV/FPJ) Mike Morgan, PR2 Kelly Curry, AT1 James Buzan, AMS2 Sean Corcoran, AD1(AV) Jeff Smith, AO2 Bryan Presas, AO1 Craig Carter, AD2 Kort Bellamy, AT1 John Cloyes, AD2 Catherine Scott, AC1(AV) Patrick Sevigny, MS1 Amorsolo Agustin, MS1 Eugenio Carbonel, MA1(AV) Donnamarie Torchio and AK2 Nilo Salumbaga.

Mark calendars for March 4

Seabees, CEC plan to celebrate anniversaries

Plans are under way for the local Seabee Ball set for March 4 at the Seafarer Club. RAdm. David E. Bottorff, CEC (Ret.), former commander, Naval Facilities Engineering Command, will be the guest speaker at the event celebrating the 53rd anniversary of the Seabees and the 128th anniversary of the Civil Engineer Corps.

Other special guests include RAdm. Thomas Maddock, CEC (Ret.), former commander, Reserve Naval Construction Force/First Naval Construction Brigade. W.E. "Army" Armstrong and other members of the Former WWII 21st Naval Construction Battalion will also be attending.

A social hour will begin at 6 p.m., and the two-meat (roast beef and chicken) buffet dinner will follow at 7, with the ceremony at 8. Dancing will begin at 9 and continue until midnight. To add to the festivities, door prizes will be given out throughout the night and portrait photos will be taken by Foto Memories. Cdr. Andrew S. Ritchie, head of the Naval Air Weapons Station China Lake Public Works Department, will be the King Bee.

Formal invitations have been mailed out, and other interested parties may call Lt.j.g. Greg Riley at 446-4288 or 939-4097, or Jerry Morrison at 939-2220 by

Feb. 25. Cost is \$20 per person for civilians and military above the rank of E-4 and \$12 for those with the rank of E-4 and below. Dress for the evening will be dinner dress blue jacket or dinner dress for officers and CPOs, full dress blue for enlisted and semi-formal for guests.

The local Seabee unit, Naval Mobile Construction Battalion-17, Detachment 0217, was established in October 1954 as Seabee Division 11-2. In July 1962, the unit became affiliated with Reserve Naval Mobile Construction Battalion 17. In June 1991 the "Reserve" was dropped and from this came the designation NMCB Seventeen, Detachment 0217.

In October 1994 NMCB Seventeen was transferred to Fort Carson, Colo., and Naval Construction Force Support Unit Two was transferred to Port Huene, Calif., at which time the China Lake Seabee unit became NCFSU-2, Det B. There are presently 30 men and women in the China Lake detachment, which is one of four detachments, with the others located in Bakersfield, Fresno and Port Huene.

The detachment personnel at China Lake train for military and construction proficiency to provide logistical support to the First Naval Construction Regiment and other Naval Construction Force units. They perform

construction training projects for the Naval Air Weapons Station China Lake, performing over 180 projects in the past 12 years. Mission support projects include renovation of the NAWS China Lake pistol range, construction of sun shelters at the Supply Cylinder Yard and road construction at the RCC complex. Other projects include renovating and rehabbing buildings, placing concrete, site preparation for trailers, installing culverts and repairing fences. This is only a partial list of what the detachment has accomplished for NWC/NAWS.

Just in the past two years the Seabees completed projects totally over \$219,000.

A naval reservist is required to drill 12 weekends a year and attend annual training an additional 14 days. In the past 10 years, men from the detachment have performed annual training in the following areas: Camp Pendleton, Calif., Roosevelt Roads, Puerto Rico; Lima, Peru; Panama Canal Zone; Subic Bay, Philippines; Yokosuka, Japan; Kauai, Hawaii.

The Reserve Seabee organization at China Lake is a permanent part-time job, made up of highly dedicated and talented Seabees from the Ridgecrest, Bakersfield, Lancaster and Owens Valley areas.

WTS, NAWS and BMC hand out awards at February quarters

When the Weapon Test Squadron held awards quarters on Feb. 6, they made history by naming the first ever Dust Devil of the Month, AO3 Aaron R. Tuberg, and Senior Dust Devil of the Month, AO2(AW/NAC) James C. Bradley, for January 1995.

Cdr. R.C. Sweeney started the ceremonies by presenting an Outstanding Activity Award to AT1 John H. Linzer for the China Lake Aircraft Intermediate Maintenance Department. The award was presented in "recognition of your attainment of a standard of excellence in the Navy's Measure Program, as evidenced by your inventory 'overdue' percentage rate, which over the past three years has averaged 0.02 percent," according to the citation.



AT1 Linzer

A gold star in lieu of a second Navy Achievement Medal was presented to AMH1 Ronald A. Newton for achievement as Airframes Division leading petty officer, AIMD, Naval Air Station Agana, Guam, from July 1990 to July 1994. "Petty Officer Newton's technical expertise and administrative and organizational abilities were directly responsible for the expansion of S-3, C-2 and C-130 aircraft repair capabilities in the Airframes Division," wrote VAdm. R.J. Spane, commander, Naval Air Force, U.S. Pacific Fleet, in the citation. "He accurately maintained over 200 Individual Material Readiness List items received from NAS Cubi Point, Republic of the Philippines."



AMH1 Newton

Receiving her first NAM was ADAN Monica Orsborn for achievement while assigned to the Administrative Department, NAWS China Lake, from May 1993 to September 1994. "Without benefit of formal clerical training or experience, Airman Orsborn learned the skills required through on the job training to function at the level of a yeoman third class," wrote Capt. Charles A. Stevenson, NAWS CO. "Her superb coordination of the Military Personnel Sponsor Program, Leave Control Pro-



ADAN Orsborn

gram and accurate control of correspondence logs, enhanced overall office operations and enabled the Administration Department to maintain a high degree of efficiency and productivity."

Sweeney also officially designated AZ2 Roxanne Rhoades as an enlisted aviation warfare specialist. The EAWS designation "signifies acquisition of specific professional skill, knowledge and military experience that has resulted in unique qualification for service in aviation commands of the Navy," noted the Sweeney's designation letter. "Your accomplishments in the demanding aviation environment are recognized, and your effort in attaining the EAWS designation is noted with pleasure."



AZ2 Rhoades

NAWS

At quarters Feb. 14, Capt. Charles A. Stevenson, NAWS CO, presented a Navy Commendation Medal, a letter of commendation and numerous letters of appreciation.

LN1 Fayne Overton received a gold star in lieu of a second award of the Navy Commendation Medal for service as discipline officer, Staff Judge Advocate's office at NAS Keflavik, Iceland, from February 1991 to September 1994. "Demonstrating superb leadership, Petty Officer Overton streamlined military justice procedures for the air station and 34 tenant commands, ensuring smooth processing and uniformity of processes," wrote RAdm. J. W. Craine, Jr., commander, Naval Shore Activities, U.S. Atlantic Fleet, in the citation accompanying the award. "His superior executive skills enabled the legal department to provide and continually improve top quality legal services to a military community of over 5,000 personnel."



LN1 Overton

Branch Medical Clinic

Not to be forgotten, in a ceremony Feb. 1 at the China Lake Branch Medical Clinic, HM2(AW/NAC) Joseph M. Boyles was named Naval Medical Clinic Port Hueneme's Senior Sailor of the Quarter for the first



HM2 Boyles

quarter 1995. Serving as training petty officer, under his management, "the Education and Training Department provided many high quality continuing medical education and training opportunities," wrote Capt. K.L. Martin, CO of the Port Hueneme clinic. "This enabled our staff to achieve the highest percentage of nationally registered emergency medical technicians in the history of the clinic."

Recognition

WTS

AECS Henry Hess received a letter of commendation from Cdr. Sweeney for service as flight deck/maintenance control coordinator Attack Squadron 196 from May 1993 to May 1994.

Letters of appreciation went to AT3 Jon P. Dalton and AMS3 Alejandro Perez for volunteering time to serve as courtesy drivers in support of the Marine Corps Birthday Ball. A letter of appreciation was also presented to AMEAN Timothy R. Mayo for his support to the Force Warfare Test Directorate, E-2C test team while operating in the China Lake area during July 1994.

Plane Captain of the Month awards went to ADAN Robert C. Call and AMH3 Timothy J. Self for November and December 1994, respectively.

NAWS

AK2 Virgil Perkins received a letter of commendation for outstanding performance on the USS Independence from November 1993 to March 1994.

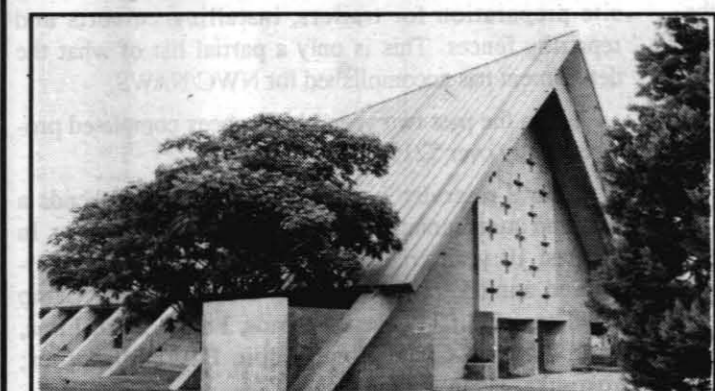
Capt. Stevenson presented letters of appreciation to maintenance and transit line personnel for their efforts provided to the Force Warfare Aircraft Test Directorate E-2C test team. Recipients included ENS David L. Parks, AFM(AW) Michael W. Leonardi, ADCS(AW) Delwyn L. Thaves, ATC(AW) Richard G. Snyder, AMHC(AW) Jeffery A. Hargrove, AMEC(AW) George E. Neyra, AME3 Daniel J. Ballsinger, AMEAN Timothy R. Mayo, ABH1 John H. Hartman, ABH2 Jesus M. Perez, ABE2 Craig S. Dophied, ABH3 Reginal F. Anies, ABH3 Scott T. Ernest, ABH3 Freddie A. Giron, ABH3 William D. Johnson, ABH3 Richard A. Portfilio, IC3 Jason Martin and ABEAN David A. Gogue.

ET2 Scott A. Pearson was selected as January Senior Sailor of the Month and ET3 Scott M. Parkhurst was selected as January Junior Sailor of the Month for the NAWS Air Operations Department.

Joyce Dinnage, executive director of the Navy-Marine Corps Relief Society, Long Beach will visit the China Lake NMCRS office March 13-17. While here she will teach the NMCRS Information Course designed to inform the military community about the numerous programs and services offered by the local NMCRS Auxiliary. NMCRS policies and procedures will be discussed, as well as budgeting techniques, military pay and allowances and opportunities for volunteering.

The course will be held at the NAWS Training Center on Inyokern Road in Room 205 from 9 a.m. to noon each day. Spouses, retirees, active duty personnel and civilians are encouraged to attend. The society will reimburse commuting and child care expenses.

Navy-Marine Corps Relief Society plans information course at Training Center



All Faith Chapel Services

Protestant

Sunday Worship Service, Main Chapel 10:30 a.m.
 Sunday School, 1008-10 Blandly & 1903-05 Mitscher 9:00 a.m.
 (September thru May) 9:00 a.m.
 Bible Study (East Wing), Wednesday (September thru June) 11:30 a.m.
 Men's Prayer Breakfast, East Wing, Thursday 6:00 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) 10:30 a.m.
 1002 Blandly, 1008-10 Blandly & 1903-05 Mitscher
 RCIA, St. Ann's School Library 8:15 - 9:45 p.m.
Islamic
 Jumaa Prayer, Friday (1002 Blandly) noon

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

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THE INSIDER

Insider Editor/Layout: Debra Poindexter, MWR Marketing

Blade Your Way Into One of the Fastest Growing Sports-Hockey!

The hockey craze has definitely taken effect in the high desert. Roller hockey is one of the fastest growing sports and the popularity and excitement keeps the fans and players coming back for more.

Mr. Don Boyle (league organizer, coach and referee) stated that hockey is comprised of a special group of kids, and staff, that do whatever it takes to make hockey a viable sport in our community. "Hockey is not only fun, but it also teaches kids sportsmanship, teamwork, balance, ma-

neuverability and offers a great cardiovascular workout," stated Boyle.

So dedicated to the kids and the sport, he jokingly stated, "Hockey is my life!" Don's future dreams include China Lake hosting national hockey competitions or perhaps form a beginning coed adult hockey team.

Mr. Boyle urges all parents to get involved and sign-up their children for the next season of roller hockey which begins 27 May and ends 22 July. Sign-ups are now being taken at the Youth Sports complex-

"Hockey Players are a Special Group."



Pictured is Don Boyle with his Mites hockey team.

located across the street from the Navy Exchange gas station. This league is for all youth, ages 5-15 years. Draft for all players will be held 8 May through 12 May. Practices begin 22 May.

Coaches and Assistant Coaches are also needed. If you are

interested in becoming a coach, an informational and required meeting will be held on 1 May at 6:00 p.m. in the Youth Center sports complex. For additional information, call 939-6884.

Upcoming Events

Thursday, 9 March

• St. Patty's Comedy Night at Seafarer Club, 939-8658.

Saturday, 11 March

• Ladies Golf Charity Tourney, 939-2990.

Sunday -Thursday, 26-29 March

• Players West Golf Pro Am, 939-2990.

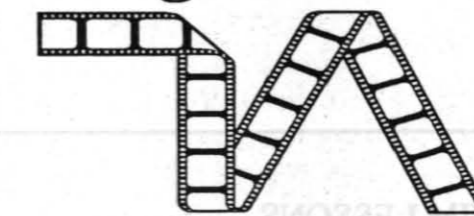
Thursday, 6 April

• "It's Live" Night at the Seafarer Club.

Thursday, 20 April

• Comedy Night at the Seafarer Club, 939-8658.

Free Movie Program



The free movie program is for all active duty military, retired military, reservists and their family members. Regular movie schedule will be Fridays, 6:30 p.m and 9:00 p.m., Saturdays, 12 noon, 7:00 p.m. and 9:00 p.m. and Sundays, 1:00 p.m. and 7:00 p.m. Refreshments will be made available at a nominal fee for your enjoyment.

For additional information, call 939-2010 or Debra Poindexter in the MWR Marketing Division at 939-2602.

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95 Pontiac Grand Am



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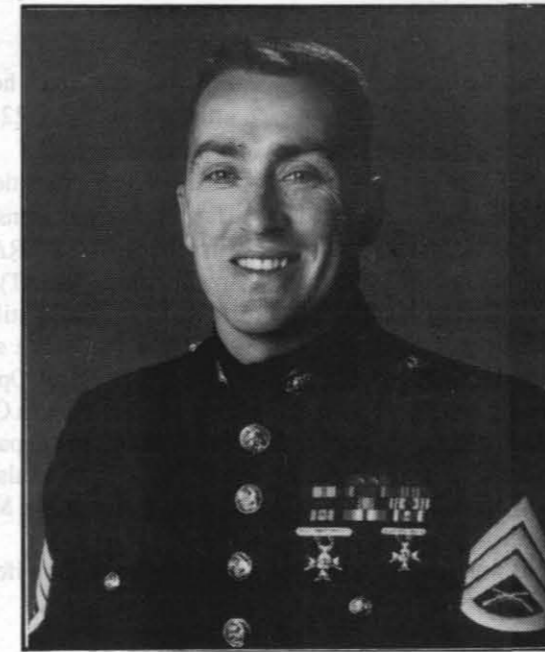
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Bluejacket profile— Staff Sergeant Michael T. Conroy



Although he is not technically a "bluejacket," SSgt. Michael T. Conroy's qualifications saw him named a contender for the Bluejacket of the Year Award sponsored by the Indian Wells Valley Navy League. He was selected as Marine of the Month for February 1994 and Marine of the Quarter for the first quarter of 1994.

Conroy reported to the Marine Aviation Detachment, China Lake, in November 1992 and found himself working on a daily basis with the Navy at Air Test and Evaluation Squadron Nine. "I like working here," he said. "I'd never worked with the Navy before, so it's different. I really like the 20 people who work for me and I'm enjoying it. It's a good command (VX-9). They do a lot for the people."

Conroy is assigned as the VX-9 Aviation Structural Mechanic (AME) Work Center supervisor for the AV-8B and A6-E and collateral duty inspector quality assurance representative for the AH-1W. He is also a member of the Explosive Handling Personnel Qualification and Certification Board.

He expressed pleasure at being included in the award program and was happy to know that the Ridgecrest community has a strong tie to the base and the enlisted service people.

Conroy joined the Marine Corps in 1980 from his home in Montgomery, N.Y. After Paris Island boot camp he reported to Naval Air Technical Training Center, Millington, Tenn., for AME "A" School. He then went to Attack Squadron (VA) 42 Fleet Readiness Aviation Maintenance Personnel (FRAMP) training at Naval

Please see CONROY, next page

Bluejacket profile— MA1(AW) Donnamarie Torchio



Recently selected as the NAWS Senior Sailor of the Year for 1994, MA1(AW) Donnamarie Torchio is also a Naval Air Weapons Station candidate for the 1994 Bluejacket of the Year. "The nomination was a shock, but I'm very pleased," she said.

Torchio reported to NAWS in 1993, and she has held the duties of assistant chief master-at-arms, assistant Auxiliary Security Force officer and assistant urinalysis coordinator. Among her collateral duties at China Lake, she coordinates the Sailor's Weight, Exercise and Training Program (SWEAT) and is actively involved in the program as an aerobics instructor.

In December 1993 she successfully completed all the tests to become one of four MAAs to qualify as enlisted air warfare specialist at China Lake. She received her second Navy Achievement Medal for assuming the duties of armorer for the China Lake Police Department. She was the first military member to operate the armory at China Lake since its establishment.

"I haven't had any major problems being a female in a man's world. You just go in there and do it. As long as you give 100 percent and do your job, I don't think the guys look at you in a gender way. It is a little bit different because there are fewer females," said Torchio regarding her position with the Auxiliary Security Force.

A Boston native, Torchio joined the Navy in 1981 after one year of college. She entered the Navy with a desire to become involved in law enforcement, but the E-5-and-above requirement prevented her from beginning her career as a

Please see TORCHIO, next page

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Antelope Valley author to hold book signing session at the NAWS Exchange

Determined to send a personal message of hope, an Antelope Valley writer recently found his first novel published by UniStar Publishing, Inc., of Las Vegas.

This new author, Robert C. Goodman Jr., will host a book signing of "Handful of Miracles" at NAWS China Lake Navy Exchange on March 4 beginning at 10 a.m. The book is on sale now at the Exchange.



Robert Goodman

"Handful of Miracles" was launched as an exciting story of mystery, humor, romance and skulduggery that just captivates you, according to Paul Berger, vice president of UniStar.

A disabled Vietnam veteran, Goodman said, "I owed a tribute to four U.S. Marines who saved my life in Vietnam, and I wrote the novel to send a personal message to never give up, no matter what, there is always hope."

According to Berger, the light sci-fi novel is a tale about a U.S. Marine whose life takes a sudden turn after saving the life of a friendly extraterrestrial being who is on a critical mission to earth.

CONROY from Page 5

Air Station Oceana, where he studied the AME rate for the A-6E TRAM Intruder and made lance corporal.

After graduating from FRAMP school he then reported to Marine Attack Squadron (VMA) 224 at Marine Corps Air Station Cherry Point. While there, he worked in the AME shop and attended Nuclear Weapons Security School. He was periodically assigned to the Nuclear Guard Force for the next five years. During his time at Cherry Point, Conroy was meritoriously promoted to corporal and also qualified as a collateral duty inspector. Two years later he was meritoriously promoted to the rank of sergeant. He qualified as a collateral duty inspector quality assurance representative and as a low power turn operator.

In 1987, then Sgt. Conroy transferred to Marine Tactical Electronic Warfare Squadron-2 to work on the EA-6B

TORCHIO from Page 5

master-at-arms. Her second choice was to become a mechanic, and with that, she attended Machinery Repairman "A" School after graduating from Naval Training Center Orlando in July 1982.

Her next duty station was Naval Air Station Lemoore where she was billeted to the AIMD Machine Shop and became the first female to fill that position at Lemoore. She advanced to petty officer second class before arriving at Misawa, Japan, where she was assigned to Fleet Maritime Patrol Mobile Maintenance Facility Charlie P3C. Torchio left Japan in 1990 for Navy Security Guard/Law Enforcement School in San Antonio, Texas. Upon graduation she received orders to NSGA Sabana Seca, Puerto Rico, where she was a patrolman in the Security Department. While there she was recognized as Patrolman of the Quarter and Sailor of the Quarter in 1991.

Prowler, but soon he returned to VMA-224. While attached to VMA-224 he deployed on five West Pac deployments.

In 1990 he transitioned from the A-6E to the AV-8B Harrier and was transferred to VMA-331. He finished first in his AV-8B FRAMP class at Marine Attack Training Squadron (VMAT) 203, then back to VMA-331.

In 1990, while still attached to VMA-331, he saw combat action while aboard USS Nassau in the Persian Gulf in support of Operations Desert Shield and Desert Storm and received a Combat Action Ribbon.

An active participant in the Toys for Tots Christmas program, Conroy is also the staff non-commissioned officer in charge of the Marine Aviation Detachment Color Guard.

Conroy and his wife, Rhonda, live onboard the Station.

She attended Military Police Investigator School in Fort McClellan, Ala., in 1992 and returned to Puerto Rico to head the first Investigative Division at that command.

In 1993 she cross rated to the master-at-arms rating, graduating from Navy MAA school in San Antonio.

Her awards include two Navy Achievement Medals, three Good Conduct Medals, five Overseas Service Ribbons, a National Defense Service Medal, The Rifle Marksman Award and Pistol Sharpshooter Award.

Off duty time is taken up with her daughter, Allisha, skiing, cooking Italian food and her active community involvement, which includes Thanksgiving and Christmas food basket drives and being a Combined Federal Campaign coordinator and an active member of various programs sponsored by the All Faith Chapel.



SPORTS

Volleyball Standings (as of Feb. 15)

Team Name	Win	Loss
Shut Up & Serve	15	1
South Pac	10	6
Go for It	16	1
Reid's Raiders	8	9
Bombs Away	12	4
Just Bums	10	7
Xtreme Heat	7	12
Here for Beer	2	14
Boeing	3	14
Smith's	0	17

Sign-ups now being taken for City Bowling Tourney Feb. 25 and 26

Sign up now for an ABC/WIBC Men's and Women's City Bowling Tourney to be held at Hall and Sierra Lanes Feb. 25-26 and March 4-5. Call 939-3471 for more information.

Major prizes will go to lucky anglers at trout derby

More than \$500 worth of fishing and camping gear will go to the lucky angler whose fish matches the secret "Blind Bogey" weight at the Blake Jones Trout Derby Saturday, March 11, in the Bishop area. Every participant will get free fishing surprises when they check in, between 4 and 5 p.m., at the derby station at Pleasant Valley Reservoir located seven miles north of Bishop off U. S. Highway 395.

Anglers can try their luck on Owens River or any of the area lakes that are open for fishing. There will be a special planting of Alpers Trophy Trout prior to the derby, compliments of the Alpers Trout Hatchery.

Pre-registration tickets can be purchased beginning March 6 at Mac's Sporting Goods Store, Brock's Sporting Goods Store, the Bishop Chamber of Commerce, 690 North Main Street, or at the derby check-in station. Tickets are \$3 for adults and \$1 for children.

There will be entry prizes and a separate \$500 prize package for a lucky child, as well as special kids' seminars, compliments of Brock's Sporting Goods Store. The seminars will be held at 11 a.m. and 1 p.m. at the Pleasant Valley Reservoir area. This will be an opportu-

nity for children to learn about fish habitats, the latest fishing techniques and the value of the wild trout areas. For more information, call (619) 873-8405.



March 4 golf tournament assists Coyote team

A golf tournament will be held Saturday, March 4 from 7 a.m. to 2 p.m. at the China Lake Golf Course to assist the intercollegiate golf activities this spring at Cerro Coso Community College.

The entry fee for all golf enthusiasts is only \$10, half of which will go to participant prizes. Sign-ups will be taken at the golf course Saturday morning, March 4. The format for this event will be individual stroke play with prizes being awarded to both low net and gross scores. Additionally, there will be a separate

alloway flight for those players who do not have a handicap. Players are encouraged to get their own tee time and play in their own groups. Coach Curt Bryan, Cerro Coso team members and the Coyote Boosters board members will be on hand to organize the event.

The CCCC Golf Team will play a total of 13 matches during this season, which began Feb. 6. For more information on this special fund-raising event, please contact Curt Bryan or Bob Weisenthal at 375-5001.

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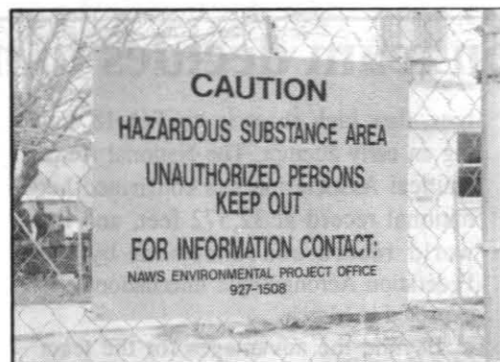
SIGNS from Page 1

member of the NAWS China Lake Environmental Project Office's Remediation Team. "But they do have public access so we want to take extra precautions."

While the sites are fenced, McDonald said new California regulations require that the areas be posted as hazardous substance areas.

Removal action of the contamination at the pesticide areas is scheduled for May and should only take a couple of weeks, McDonald said. A report discussing the action will be available for public comment in March.

Further study and cleanup of the landfill south of Mirror Lake, however, is going to take a bit longer because the contamination is more widely spread, McDonald explained. Contaminants include household cleaning materials, motor oil, paint thin-



ner and other such items used by base residents.

"This area is also more of a physical hazard," McDonald said. "Buried items have the tendency to pop back up." At this time, McDonald couldn't give a definite date when cleanup will start at this site.

People interested in the IRP cleanup efforts at China Lake are invited to be "become informed" by reading the information at the repository at the Kern County Library, 131 East Las Flores, in Ridgecrest. The repository contains published data, workplans and other documents related to China Lake's cleanup efforts, which are available for public review. Information is added when it becomes available. Additional repositories are located at the China Lake Library and in the Trona and Independence communities.

KNID Ch. 17

Monday-Friday, Feb. 27-March 3
5:30 p.m.: Navy News
5:55 p.m.: Navy-Marine Corps Team in the New World Order: Steady on Course
6:07 p.m.: Reverse Engineering
6:12 p.m.: Leading the Way
6:17 p.m.: Machine Shop Co-Use Plan
6:25 p.m.: In-Sites: Open Lines—McKinney at the IWW Business Outlook Conference; Tech Hi-Lites—The French and China Lake share knowledge in insensitive munitions research; Quality of Life: Ongoing improvements at the NAWSCL
Monday-Friday, March 6-10
5:30 p.m.: Navy News
5:55 p.m.: In-Sites: Open Lines—Hull presents treaty information to the Navy League; START Treaty Preparations; Tech Hi Lites: S & T Networks form.

Profile: Cdr. Chris Webster 2.0 leader

By Kathi Ramont Staff Writer

(Editors Note: This is the first in a series of articles to introduce the NAWSWPNS level one competency leaders to our readers. This first profile interview was held on Jan. 19.)

Cdr. Christopher W. Webster replaced Cdr. Cedric Knight as head of the Procurement Department and Contracts Competency leader this past November after four and a half years at Yokosuka, Japan, as director of contracts at the Fleet Industrial Support Center.

"I love my work. I really enjoy being in the contracts profession," Webster said. "I've had tours in contracts that surround ship building and the variety of international contracting issues that are used at Yokosuka. My background also includes aircraft maintenance for standard depot level maintenance in Japan." He has a masters of science degree in acquisition management from the Naval Postgraduate School, Monterey, Calif., and a master of science degree from Troy State University, Montgomery, Ala. He also attended Villanova University.

"I'm not a pilot. Supply Corps officers generally aren't flyers. I've spent quite a bit of time on the periphery of naval aviation. When I was on the USS Mobile Bay we

had a helicopter detachment, and we spent quite a bit of time in company with the USS Midway. I had considerable exposure to naval aviation logistics. Supply officers generally are involved in logistics issues of one kind or another, so having been afforded the opportunity to come here was truly an exceptional benefit for me. I wanted to come to China Lake," he said.

"I think the competency aligned organization, having the limited exposure to it that I do, is a relatively forward thinking innovation, that while in the short run may generate some confusion at the working level, I think that in the long run will afford us a considerable benefit by being the kind of flexible organization needed to respond to the RDT&E needs of the Navy in a cost efficient and responsive manner. I think it is important that we stay the course on the competency aligned organization in order to avail ourselves the benefits it has.

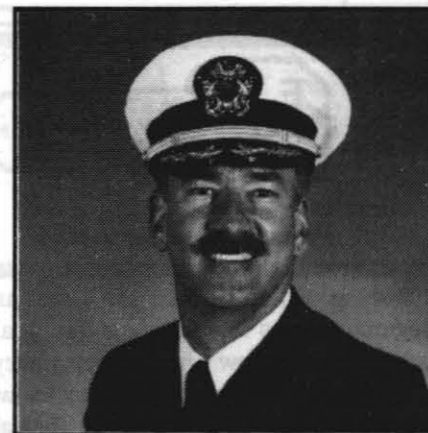
"I think one of the enduring qualities about China Lake that I've observed in the short amount of time I've been here is the ability to engender forward-thinking initiatives. And produce results with equal attention to process and results. The process improvement that appears to be on the table at the management level seems to be very thoughtful. And from that perspective I believe that China Lake is, in

the process under the guidance of RAdm. McKinney, for posturing itself for a long and enduring position in the Navy inventory of RDT&E activity. Which is no small task given all the energy around BRAC and the energy around downsizing, the political environment we have to live in and the fiscal and regulatory constraints that have been imposed in the DoD over the recent few years.

"The challenges are formidable, but I don't think that I could work in a better place to take advantage of them. I hope to continue the tradition of forward-thinking initiative and empowering our people. Making sure that people are first. That's very important."

While onboard the USS Mobile Bay, Webster spent time in the Persian Gulf during Desert Storm. "I saw Tomahawks in action. One of the exciting things about coming to China Lake was the chance to see where all the weapons started out. It gives me a greater appreciation of what it's all about," he said.

Born in Youngstown, Ohio, Webster entered active service in 1973, serving as enlisted Air Force until 1977. He was commissioned a Supply Corps officer at Officer Candidate School, Newport, R.I., in 1978. His tours of duty have since included USS Dale; the Navy Supply Corps School as instructor and planning



officer; USS Williamette; supervisor of shipbuilding, Sturgeon Bay, WI; and USS Mobile Bay.

His service awards include the Navy Achievement Medal, Air Force Commendation Medal, four Navy Commendation Medals and a Meritorious Service Medal. Webster is a member of Toastmasters International, the National Contracts Management Association and the Acquisition Professional Community.

Webster and his wife, Mary Jo, will spend the next three years here and he hopes to have some free time for his hobbies of photography, writing, running and swimming. Webster commented, "I think the people here make the place. The working environment makes the job easier to do. The short distance that it takes to get to the big city is not a sacrifice when we have the clear skies and the stars at night. The lack of pollution and the lack of traffic jams more than make up for the big city."

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Jewelry Jottings The aquamarine is one of March's birthstones. It is a lovely blue-green variety of beryl, and thus a "cousin" of the emerald, also a form of beryl. An 875 carat aquamarine is on display in the British Museum. A gem need not be large and expensive to bring joy and satisfaction to its owner. Let us show you our collection. See our 23 ct Aquamarine. Mr. T's Fine Jewelry, the caring people. Mr. T's Fine Jewelry Sierra Lanes Plaza



By Larry Stensaas
Disaster Preparedness Coordinator

Developing a family emergency plan

Does your family know the safest and most dangerous places in your home during an earthquake? Do they know where to meet if they're separated after an earthquake? Do they know how to report their physical conditions and whereabouts?

Many governments, schools and businesses have plans for earthquakes and other emergencies. So should your family. The safety and well-being of your loved ones are important, so take time now to develop a family earthquake plan. If you've already developed a family earthquake plan, take time now to revise and update your plan.

Your environment

Safe Spots: Identify objects or places in each room that will provide protection from falling objects — tables and sturdy desks or interior walls.

Danger Spots: Identify objects or places in each room that pose a danger during an earthquake — appliances; windows; tall unsecured furniture; hanging plants; tall unbraced chimneys and masonry veneer; and heavy objects on shelves.

Evacuation Routes: Locate exits and alternate ways to leave your home should the need arise.

Utility Shut-offs: Show everyone the locations of water, gas and electricity shut-offs. Teach everyone when and how to shut them off. Contact your utility company if you're not sure.

Special provisions

Plan for family members who have special

needs, including seniors, physically challenged persons, children, individuals who take special medications, individuals who do not speak English and pets.

Make provisions for special foods, medications, wheelchairs, canes, walkers, strollers and evacuation, if required. Be sure to store such items in a location that is easily accessible.

Meeting plans

It's important that family members know where and how to reunite after an earthquake. Knowing everyone is alive and well will help family members cope with the situation more easily. Include the following in your family earthquake plan: out-of-town contact, meeting place and policies of schools and daycare centers pertaining to, emergency shelter, transportation and care for children. Designate someone to pick up your children if you are unable to do so after an earthquake. Be sure to check your school's policies on this.

Plan responsibilities

You and family members will have to attend to many details after an earthquake. So will your neighbors. Get together and develop a plan that covers all contingencies. Assign specific responsibilities to each person based on their probable locations since it may be difficult to travel after an earthquake.

NAWSCL unstaffed gate policy starts next Monday

Monday marks the start of the new, modified open gate policy for the Naval Air Weapons Station China Lake. This new policy covers the Main Gate on Inyokern Road, the Richmond Road back gate and the Blandy Avenue gate. Additionally, walk through gates at Burroughs High School and Vieweg Elementary (when completed) will be open during school hours, according to Capt. Charles A. Stevenson, NAWS China Lake commanding officer. The vehicle gate on Knox Road near Burroughs will not be reopened, however.

"The change saves the Navy money, improves traffic flow onto the Station without an adverse impact on overall security," said Bill Deem, head of Safety and Physical Security Department.

When implemented, the policy will open the Main, Richmond Road and Blandy Avenue gates without guards from 5 a.m. to 7 p.m. After 7 p.m. only the Main Gate will be open with a guard on duty to check identification and issue visitors' passes.

The new policy also expands the hours the Sandquist Road gate will be open. A guard will be on duty at the Sandquist Road gate from 5:30 a.m. to 6 p.m. during work days. This is expected to improve employee access to the restricted areas and ease some of the congestion at the Main Gate. The explosives truck route is also being modified. Trucks so designated will be routed via the Sandquist Road gate and Knox Road.

Navy officials said tight security requirements remain in place for access to areas such as the airfield and the Michelson Laboratory complex.

The NAWS commanding officer also noted the Navy retains the right to stop and search vehicles coming aboard the Station. "The safety and security of our employees and residents remains a top priority with me and with all our security personnel," added Capt. Stevenson.

After three visits in three years, balloon team decides to make CL its home

By Barry McDonald
Editor

Having visited China Lake and other locations — some quite off the beaten path — in the Indian Wells Valley three times in as many years, the Navy Hot Air Balloon Flight Demonstration Team has decided to make the Naval Air Weapons Station its new roost. They'll begin the move from the Naval Recruiting District, Albuquerque, N.M., next month.

The team's first local visit had to go into their logbook as "eventful." Scheduled to be giving tethered rides at the Desert Empire Fair on Oct. 18-20, 1991, the team found itself stranded at LAX on the afternoon of the 18th. Protocol and public affairs personnel scrambled to get them here on time for their scheduled 6 p.m. lift-off. But arriving via a private transport company at 8:30, they decided not to fly until Saturday.

Taking a free flight Saturday morning found the flight crew and balloon separated from the chase crew. High winds had driven the craft into the desert southwest of Ridgecrest near the eastern slope of Black Mountain. Four of the five chase trucks were stuck axle-deep in a dry wash. A local game warden happened to be in the area where the balloon came down, and after helping the crew load the

canopy and gondola into the back of his four-wheel drive truck, they went to the aid of the chase crew. They made it to the fair for the rest of their appearances and took some media representatives for free flights the next day.

Then on July 6, 1993, following the disestablishment of the Naval Weapons Evaluation Facility at Kirtland AFB, now the Albuquerque site of NAWCWPNS, Capt. Roger K. Hull, NWEF's last commanding officer, became vice commander of NAWCWPNS. He continued his role with the balloon team as senior pilot and brought them for a second visit to China Lake for the 50th Anniversary celebration that November.

This past October the team made its third visit to the area. This time the team brought two balloons, visited six local schools, conducted free flights for the media and local community leaders, and gave tethered rides for 5½ hours at Matungo Junction and again the next day on the lawn of the Administration Building.

The last visit came on the heels of the Aug. 19 women's hot air balloon altitude record-setting flight by Jetta Schantz. Recognizing the superb flight conditions and advantages of the restricted R2508 Airspace, Capt. Hull had invited Schantz and her balloonist husband, Rob, to make the attempt at China Lake. Military and civilian volunteers helped the effort, and Hull, using some of his scheduled flight

time, flew high chase in his F/A-18 during an early attempt. The National Aeronautical Association has confirmed her national record at 32,572 feet, and the world record announcement by the Fédération Aéronautique Internationale is expected in March.

Beyond the advantages for the team that Schantz found of non-motorized flight in the Indian Wells Valley, Hull recently told local media representatives the balloon team will contribute to the NAWCWPNS mission by supporting weapons systems test and evaluation.

"We've had balloon operations involved in test and evaluation activities before, so that has been a part of our mission here at China Lake in the past," he said. He used the example of lofting a seeker for testing at 2,000-3,000 feet from a balloon at a cost of \$50 an hour as compared to aboard an aircraft at between \$2500 and \$6000 an hour. The balloons may also be used for parachute testing.

Still fully funded by the Naval Recruiting Command, the team will continue its recruiting schedule with visits to such arenas as NASCAR races, the Kentucky Derby and youth scouting events. With an annual budget of less than \$100,000, Hull said the team can operate for an entire year for less than what it costs for one appearance of a powered flight demonstration team such as the Blue Angels.

The team will be very visible in the

IWV, lending its crowd-drawing ability to local events and activities. Team members will also make presentations about ballooning to math and physics classes in the local schools.

Hull boasted of the team's safety record. "Since 1977, we have operated without one injury accident, and we've taken more than 100,000 people for rides." He added that while tethered rides will increase locally, free flights will be limited to Navy aircraft personnel, media, public officials, dignitaries and China Lake's visiting VIPs, who will be able to get a better idea of the expanse of the complex aloft in a balloon. He said the limitation applies because the team cannot compete with private ballooning enterprises.

One of only two currently qualified Navy balloon pilots in the country, Hull said, "We want to operate it like we used to, with six to eight pilots and a 25-30 member crew." The team has dwindled in recent years to one pilot and a three-member crew. Pilots and crew members will work on a volunteer basis.

Lt. Kim Yager, NAWCWPNS flag administration officer, who recently became a qualified pilot for the Metro III Point Mugu-China Lake shuttle, has agreed to take on another responsibility and captain the balloon team at China Lake. She and other future balloon pilots will begin intensive training in March.

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COMMANDER'S DESKTOP from Page 2

Pool Listing for Detail or Reassignment. Efforts such as the separation incentives, discontinued service retirements, the Department of Defense job exchange program and other voluntary, outplacement efforts are all meant to preserve jobs for current employees.

Temporarily unfunded is distinctly different from a temporary appointment in federal service. Temporary-status employees serve primarily at the "will" of the employer and can be terminated at anytime. Career civil service employees who find themselves without a program to support may be temporarily without a program job order, but this in no way means the employee has no future. These permanent employees have no time limits on their employment; they may be promoted, reassigned or transferred without further competition for positions; and they have statutory protection against arbitrary removal from civil service employment (5 CFR 752). Both the employee and the supervisor have responsibility for finding other project or overhead work. An employee's supervisor and/or personnel management advisor should be contacted if he/she is unclear on how to search for other work. Ultimately, management is responsible for their employees; however, the task is made easier if both parties make a mutual effort to locate new work. If a project cannot be found, manage-

ment does have the prerogative to reassign employees to fill vacancies on center.

Your question really strikes at the heart of the tremendous change going on in the entire federal workforce, particularly within the Department of Defense. There are over 17,000 persons on the DoD Stopper List alone who are being separated, downgraded and displaced from defense activities nationwide. So far, we have avoided that fate. It is a challenging but frustrating environment; however, I fully expect we will survive the change, and our organization will continue to maintain its productivity and capability as it has in so many past years.

The position of "team leader" is a general term which may designate a supervisory position or a non-supervisory position. The NAWCWPNs CAO Transition Plan Handbook refers to a specific type of team leader for integrated program teams (IPTs). An IPT consists of people from two or more competency areas formed to perform a task. The leader of an IPT will normally be a program manager (supervisory), Air (PMA) or a PMA representative. External directed teams (EDTs), or enterprise teams (ETs), may be led by supervisory or non-supervisory team leaders dependent on the total, assigned scope of responsibilities.

The "Manager Selection Process" is described on Page 19 of the NAWCWPNs CAO Transition Plan Handbook. The Division Executive Board (Adm. McKinney, Capt. Hull, Sterling Haaland and Gerald Wrou) is responsible for defining the process of selecting and filling all managerial/supervisory positions identified in CAO.

Every effort is being made to place all managers and supervisors, whose position is eliminated in the CAO, into another supervisory position through noncompetitive reassignment. For a position that combines two or more positions into one, all incumbents interested in the successor position will be considered. A letter will be sent to all incumbents requesting they signify their interest by submitting an application.

For newly established positions, selections may be made through non-competitive reassignment or merit promotion vacancy announcements. A non-competitive reassignment to a supervisory position may take place if the supervisory position offers no higher grade potential to the selectee than he or she had as a non-supervisor. Criteria for selection is based on the skills, knowledge and abilities required for each specific position.

A manager may elect to fill a supervisory position from among qualified persons holding the same grade; the manager

also has the option to announce the vacancy under Merit Promotion procedures.

The final part of your question on the fair distribution of work is a continuing concern. "Fair" means to me not only objectivity but also full utilization of all our employees' skills and experience, matched with funded and productive work.

It is a manager's or supervisor's job to enable all persons to contribute to the organization. Managing to budget, meeting program requirements, compensating for attrition, retirement and separation incentives, the impact of the four-year hiring freeze, and the changes caused by consolidation, downsizing and centralization have contributed to workload imbalances, including full utilization of employee skills.

To characterize some of those results as unfair may or may not be entirely accurate. I would be open to discussing any specific concern or issue you have if you have been unable to have it satisfactorily addressed within your department.

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TREATIES from Page 1

like Belarus, would see far fewer overflights," Hull said. "...If we at China Lake were to receive the maximum number of allowable overflights, they would average a little more than one every two weeks during the first three years. After that, it is conceivable that we could see overflights as often as one every nine days. We don't expect to see that many. This would be the worst case."

China Lake may have to shut down ranges, halt all flights and tests, and cover sensitive materials and equipment during the overflights. This could have a significant impact on the Station, Hull said, both in costs to halt operations and the need to reschedule T & E events.

"The Treaty On Open Skies will alter the way NAWCWPNs does business," the vice commander said. "We need to be prepared to protect our classified data by obscuring or camouflaging items or equipment on short notice. We will need to be able to quickly remove items before the testing begins. Although we are in full compliance with the treaty, the integrity of our sensitive projects needs to be protected at all times even though they have nothing to do with the purpose of the treaty."

Chemical Weapons Convention "The Chemical Weapons Convention is a multilateral treaty banning the production, possession, transfer and use of chemical weapons or their components," Hull explained. "It also obligates parties to

destroy its chemical weapons and chemical weapons production facilities within 10 years of entry into force of the Chemical Weapons Convention. The United States has been active in the negotiation of the Chemical Weapons Convention since 1981."

The treaty was opened for signature in 1993, and as of January 1995 there are 159 signatories, with 21 ratifications. The United States Senate will be considering ratification this year. When 65 countries have ratified the treaty, it will enter into force, but this is not expected in less than a year.

"In years past, China Lake played a part in developing hardware for use in airborne dispenser systems," Hull told the Navy League. "We tested these items using benign simulants, such as colored water. The intent was to develop the capability to deliver binary agents with harmless components that became toxic only when mixed. As such, China Lake has never dealt with the actual chemical agents



"We tested these items using benign simulants... to develop the capability to deliver binary agents with harmless components that became toxic only when mixed... China Lake has never dealt with the actual chemical agents..."

—Capt. Roger K. Hull

themselves."

Compliance with the Chemical Weapons Convention will be monitored by declaration and inspections. Declarations will be required for all former production facilities and current storage and destruction facilities. In addition, Chemical Weapons Convention parties will be required to declare any facility designed, constructed or used since Jan. 1, 1946 primarily for chemical weapon development, including laboratories and test and evaluation sites.

There will be three types of on-site inspections, which would be conducted by an international inspection team. These include systematic on-site inspections of declared facilities using inspectors or instrumentation monitoring, including resident inspectors; short-notice, on-site inspection of facilities aimed at verifying the compliance of the chemical industry; and intrusive, on-site inspections that may occur "anytime, anywhere." Any facility, even a chemically-

unrelated one, may be subject to a challenge inspection. China Lake falls under this category.

Of the three inspections, challenge inspections are the most intrusive. Elements of the challenge inspection include the unannounced arrival of inspectors at the perimeter of a challenged site within 48 hours of beginning their inspection; the right to take air, soil, wipe or effluent samples at the site perimeter; intrusive access to the facility; and provisions for facility record reviews, personnel interviews, sampling on request and photography.

To protect sensitive non-chemical weapons operations, parties are allowed to practice "managed access," under which they may use methods other than total, unimpeded access. They are permitted to use shrouding and selective access, as long as the inspectors are satisfied that the inspected party has demonstrated compliance with the convention.

"In order to prepare for a Chemical Weapons Convention inspection," Hull said, "we are establishing methods for protecting our most sensitive, but unrelated, activities from intrusive Chemical Weapons Convention inspections."

Strategic Arms Reduction Treaty "The Strategic Arms Reduction Treaty (START) was proposed during the Reagan era in mid-1982," Hull said. "Its purpose was to reduce and limit the number of

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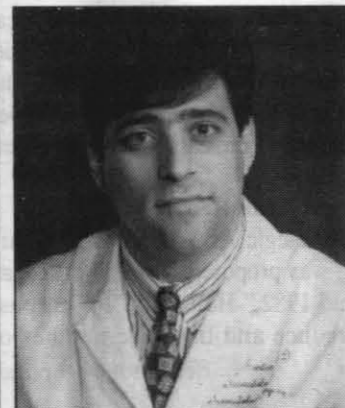
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TREATIES from Page 9

strategic nuclear arms deployed by the United States and the Soviet Union."

After nine years of negotiations, START was signed by Presidents Bush and Gorbachev in July 1991. Four of the former Soviet states — Russia, Ukraine, Kazakhstan, and Belarus — formed the Commonwealth of Independent States and maintain control of the abundant nuclear arsenals. Their independent governments agreed to single weapon control with Russia as the point of contact. In May of 1992, the four states reaffirmed their commitment in the Lisbon Protocol to START.

In early December of 1994, instruments of ratification were exchanged by Presidents Clinton and Kuchma of the Ukraine at a Budapest meeting, and the treaty entered into force on Dec. 5, 1994.

Under the treaty there is no limit imposed on the quantity of non-deployed missiles. It primarily limits the quantity of deployed missiles, and all items-of-inspection must be accounted for and reported by location.

"Of course, in order to verify compliance to the treaty, on-site inspections of declared facilities are required," Hull said. "Remember President Reagan's admonishment, 'trust, but verify?' It has a lot of validity if these treaties are to succeed, but the process does have its costs."

China Lake is one of seven Navy facilities and the only NAWCWPNS declared facility for START inspections. It is declared a storage facility for first stage Submarine-Launched Ballistic Missile rocket motors.

"In order to comply with the provisions of this treaty, we are required to allow for the inspection of five designated areas on station," Hull explained. "These on-site inspections will occur within approved site perimeters and any buildings or structures must be capable, or in our case, large enough, to contain an item-of-inspection."

NAWCWPNS' participation includes such responsibilities as provision of airfield services for the inspecting party, hosting the delegation for formal inspection and provision of assistance to the on-site inspection agency (OSIA) for billeting, food, security and communications.

The vice commander then walked the audience through the process of a baseline

inspection that he said must occur within the next several months. This included arrival of the inspection team at Armitage Field, bussing to the NAWS Conferencing Center and provision of a private dedicated workroom off-limits to NAWCWPNS personnel.

Inspectors may inspect each of the five sites as a unit or break into teams, and NAWCWPNS must provide supervision, transportation and security for each team. NAWCWPNS will provide daily transportation off-station and assistance to the OSIA in obtaining suitable lodging.

"This process will continue until the inspectors are satisfied, and there is no time limit to this baseline inspection," Hull said. "... We're allocated a small amount, about \$25,000 a year, to provide the necessary support services, but the OSIA picks up the tab for food, lodging and any other incidental expenses. You get the idea that it's not so much a financial burden as it is a disruption to our mission."

To cope more efficiently with international treaty compliance, NAWCWPNS has formed a consolidated treaty office. With the likely ratification of the Chemical Weapons Convention by this session of Congress, China Lake will soon be in the wake of three international treaties and their associated inspections.

"I want to make this clear," Hull told the audience. "We are and always will be in compliance with all three treaties, but we're going to have to change the way we do business..."

"The world's single remaining super-power should and will set an example for all other countries in the area of compliance to international treaties. And we, at the Naval Air Warfare Center, intend to do no less than our very best."

Channel 17 to air presentation

This article was excerpted from Capt. Hull's presentation script written by J.P. Morgan of TID's Presentation Development Section. It represents roughly half of the detailed information that was presented. The presentation, edited to include visuals, will run in full in a 24-minute segment of the new "In Sites" news magazine on cable television Channel 17, KNID, at 5:55 p.m., Monday through Friday, March 6-10.

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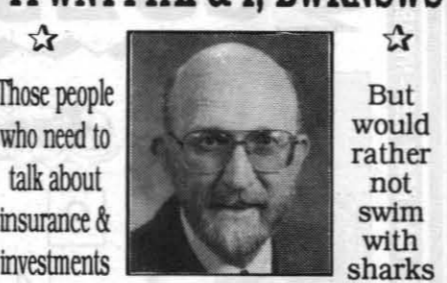
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Child Development Center score high

By Barry McDonald
 Editor

Coming up just nine points short of a perfect score was reason for celebration two weeks ago at the NAWS Child Development Center, MWR and the CO's office following a week-long inspection of the Station's child care program by a two-member team from the Bureau of Personnel and NAVAIR.

"We scored 646 points out of a possible 655," said Debra Oliver, head of the center. "That's the best score we've received in the past six years." She explained that the inspections began following the enactment of the Military Child Care Act of 1989.

"The act specified that more money was to be paid for the programs, that care givers would be paid more, that they would be better educated and that they would be required to be nationally accredited," Oliver said. "The inspections resulted from OPNAV instruction 1700.9, which incorporates a DoD instruction that requires verification that the provisions of the act are being met."

Oliver said that the accreditation process is separate from the annual BuPers inspections. The accreditation is performed by the National Association for the Education of Young Children, which has set the standards for high quality child care — higher than the state of California and the federal government. While the Child Development Center received its third accreditation in July 1994, Oliver explained, the inspection goes beyond the accreditation. "Because of the format of the inspection, it's possible to fail the inspection on a given day, but still meet the overall standards for accreditation," she said. "And this makes passing the inspection with such high marks just that much more meaningful."

The inspection form includes more than 200 separate line items in categories and sub categories such as space requirements; playground equipment; fire prevention; safety; child develop-

ment objectives; activities; food services; staff/child ratio and class size; child abuse training and prevention; staff qualifications, background checks and training; fees and charges; parent participation; and health and sanitation.

Some line items must meet full approval or the facility will receive an unsatisfactory rating. Examples of this type include that "playground equipment is safe, does not get excessively hot to the touch," and that such equipment is installed over "fall protection materials."

Oliver said one of the major thrusts of the 1989 act has been training of staff. "We assure that our caregivers receive at least four hour of training a month," she said. "We use a self-paced module program, and most of the staff has completed it, but they still continue to get four hours a month." She added that, depending on location, a varying number of staff members attend national and state conferences and seminars annually.

Perfect score

One branch of the Child Development Center, Family Child Care, received another perfect score, their fourth, from the inspection team. This branch includes care provided by certified private individuals in their Navy homes. This service has recently been expanded to include care for children of DoD contractor personnel and employees of the Sierra Sands School District who work on Station.

New facilities

It was recently announced that, while waiting for a MILCON project to build new child care facilities at NAWS China Lake, authorization has been received to move the the center into new modular temporary buildings. Though exact details and a site location have yet to be announced, the temporary buildings are expected to save the costs of upgrading the aging existing facilities and will increase the number of children involved in the program.

(Editor's note: Look for articles on both the Family Child Care Program and the new facilities in future issues.)

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Date: 3-9-95. **Closing Date:** 2-23-95. **Selecting Official:** Libby Chan, (619) 939-9883. **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 section head and staff. Duties include: directing F/A-18 WSSA customers and visitors, answering telephones, timekeeping, typing, filing, maintaining supplies, 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. Previous applicants need not reapply.

No. 471-003-KB5, Resource Specialist, DA-301-1, Weapons/Targets Integration Division, Code 471DC0D—Area of Consideration: China Lake. **Opening Date:** 2-24-95. **Closing Date:** 3-3-95. **Selecting Official:** Linda Murray, (619) 939-3500. **HRD Contact:** Kay Behrmann, (619) 939-2736. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent is responsible for assisting in resource management areas including personnel, awards, ADP cost estimating/acquisition, and hardware and software troubleshooting/resolution. The incumbent is the Information System Security Officer (ISSO) and FIPR focal point. **Quality-Ranking Factors:** Knowledge of administrative and acquisition systems; knowledge of NAWC policies and procedures; ability to update and retrieve financial and MIS data from automated databases using the following software: 4th Dimension, VAX VMS, Microsoft Word, Excel, Filemaker Pro; knowledge of ADP planning, acquisition, and security; ability to meet the mandatory DAWIA requirements for training, experience, and education for level 1 of the Business, Cost Estimating, and Financial Management Career Field within 18 months. Promotion potential to DA-3, but not guaranteed. Incumbent must be able to obtain and maintain a Secret clearance. This is a part-time position (32 hours per week). **Notes 1 and 4 apply.**

No. 473-004-SK5, Chemical Engineering Technician, DT-902-3 (Multiple Vacancies), Ordnance Processing Section, Propulsion Branch, Airframe, Ordnance, and Propulsion Division, Weapons/Targets Department, Code 473210D—Area of Consideration: China Lake. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Selecting Official:** Bill Durvin, (619) 939-7517. **HRD Contact:** Susan Koch, (619) 939-8120. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Responsibility for the planning and conduct of explosive and propulsion component development and testing, including: (a) independent analysis and solutions, (b) analyzing drawings and specifications, (c) evaluation of test data, (d) preparing plans and operating procedures, and (e) preparing cost estimates. Responsible for carrying out an aggressive safety program. **Quality-Ranking Factors:** Knowledge of project planning and evaluation; knowledge of correct testing procedures; knowledge of propellants, explosives, rocket motors, and explosive and propulsion plant equipment; knowledge of quality assurance producers; ability to work with minimal supervision; and ability to work as a team member or team leader. Full performance is at the DT-3 level.

No. 473-005-SK5, Secretary (Typing), DG-318-2/3, S&T Programs Office, Airframe, Ordnance & Propulsion Division, Weapons/Targets Department, Code 473C00D—Area of Consideration: China Lake. **Opening Date:** 2-23-95. **Closing Date:** 3-2-95. **Selecting Official:** Craig Porter, (619) 939-7206. **HRD Contact:** Susan Koch, (619) 939-8120. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent provides secretarial and administrative support to the S&T Programs Office, the Insensitive Munitions Office, and the Environmental Research Office. This

position involves interaction with all levels of management and off-site project personnel and customers. Incumbent will perform a full range of secretarial and administrative duties, answering and placing calls, making travel arrangements, planning meetings and conferences, maintaining and coordinating supervisor's calendar, reviewing incoming correspondence and reports, helping in the preparation of technical presentations, and researching issues to provide summary information to support management. **Quality-Ranking Factors:** Ability to perform receptionist and telephone duties; ability to review outgoing correspondence; ability to compose correspondence and/or prepare technical reports; ability to plan and coordinate travel arrangement; and ability to maintain and coordinate supervisor's calendar. Proficiency with Macintosh computer and its standard business software is highly desirable. Incumbent must be able to obtain and maintain a Secret clearance. **Note 1 applies.**

No. 474-008-SK5, Secretary (Typing), DG-318-3, Information Services Section, Technical Library Branch, Scientific and Technical Documentation/R & T Division, Weapons/Targets Department, Code 474710D—Area of Consideration: China Lake. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Selecting Official:** Mary-Deirdre Coraggio, (619) 939-1017. **HRD Contact:** Susan Koch, (619) 939-8120. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent will perform secretarial support to the Branch Head, Administrative Officer, and personnel of the Technical Library. Incumbent performs a full range of secretarial duties including making arrangements for visitors, retirees, volunteers, and student workers; answering, placing, and redirecting call in response to customers; technical information requests; making travel arrangements; planning for meetings and library conferences; maintaining and coordinating supervisor's calendar; facilities; reviewing and distributing the library's mail; assembling and producing monthly library statistical reports; and performing basic library HUB tasks. **Quality-Ranking Factors:** Ability to perform receptionist and telephone duties; ability to review outgoing correspondence; ability to compose correspondence and/or prepare technical reports; ability to plan and coordinate travel arrangement; and ability to maintain and coordinate supervisor's calendar. Proficiency with Macintosh computer and its standard business software is highly desirable. Incumbent must be able to obtain and maintain a Secret clearance.

No. 52-021-RR5, Secretary (Typing), DG-318-1/2, Pacific Ranges and Facilities Department, Ordnance Operations Division, Safety Test and Evaluation Branch, Code 528220D—Area of Consideration: China Lake. **Permanent Change of Duty Station Authorized:** No. **Selecting Official:** Dennis Sorges, (619) 939-7252. **HRD Contact:** Rob Robinson, (619) 939-2393. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Summary of Duties:** Focal point of a staff of 3 persons (including the Branch Head) providing clerical, administrative, and technical support to a team of 24 engineers, technicians, and specialists who provide a variety of test services for a diverse base of on-Center and off-Center customers. Works independently since the closest other office in the Division is located several miles from Branch office. Works as integral part of the whole team in a customer-driven organization. Performs wide variety of clerical and administrative tasks in support of that team. **Quality-Ranking Factors:** Knowledge of forms and correspondence formats used at NAWCWPNS China Lake; knowledge of and experience with NAWCWPNS administrative policies and procedures; knowledge of security (information security, physical security and operational security) principles and procedures; ability to use or learn Macintosh computing equipment and programs; and the ability to work effectively with a diverse work group containing different educational background and work experiences. Incumbent must be able to obtain and maintain a Secret

clearance. Promotional potential to DG-2, but not guaranteed. **Note 1 applies.**

No. 82-027-JJ5, Lead Firefighter, GS-081-7, Naval Air Weapons Station, Safety and Security Department, Fire Division, Code 824210D—Area of Consideration: China Lake only. **Opening Date:** 2-23-95. **Closing Date:** 3-2-95. **Selecting Official:** Wil Simoneau. **HRD Contact:** Brenda Stuart, (619) 939-2883. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Incumbent is crew chief of a major piece of motorized firefighting apparatus and its crew. Duties include answering fire alarms; instructing crew in operation of fire equipment and in all phases of firefighting, and directing firefighting operations in the absence of supervisors. **Quality-Ranking Factors:** Ability to motivate, train, and work effectively with subordinates; plan work for crews and carryout assignments; plan initial attack, control, and extinguishment of fires; and knowledge of all phases of firefighting involving weapons, aircraft, structures, flammable liquids, and explosives. This ad establishes a register from which Lead Firefighter vacancies will be filled through February 1996. Applicants who do not meet the statutory (time-in-level) requirements but will meet those requirements during the term of this list may apply, but will not be placed on the list until those requirements are met. Potential selectees may be required to obtain and maintain a Secret security clearance. **Note 3 applies.**

No. 82-028-JJ5, (1) Computer Specialist, DS-334-1, 827D00D, Weapons Department—Area of Consideration: China Lake. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Selecting Official:** Nina Semingson, (619) 939-6104. **HRD Contact:** Brenda Stuart, (619) 939-2883. **Permanent Change of Station Authorized:** No. **Summary of Duties:** Position is located in the Weapons Department. The system environment involves a Macintosh network, with some free-standing PC systems. The incumbent provides administration of the Apple network, hardware and software support, HELP Desk functions, troubleshooting, computer repairs, modifications and testing of equipment, software and hardware installation, and user training and backup and restore functions of entire Apple network. The incumbent must be able to fulfill the Computer Security Officer role for the organization to ensure adequate security policy and procedures and serve as the lead for virus incidence and network security. The incumbent also performs as the Fleet Optical Scanning Automated Management System (FOSAMS) System Administrator, performing all maintenance, backup, software updates, and training regarding software changes and/or user input problems to the FOSAMS housed on a 386 computer. Additionally, the incumbent functions as the Technical Librarian for the department, ordering and distributing ordnance-related instructions. **Quality-Ranking Factors:** Knowledge of computer systems administration including Macintosh operating system, computer security regulations, and development and maintenance of local area networks. **Selective Factor:** Knowledge of the FOSAMS software/database as it relates to the tracking of ordnance. Applicants who do not meet the selective factor are ineligible for further consideration. Promotional potential to DS-3. **Note 1 applies.**

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 and acts as 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 Factors:** Knowledge of regulations, procedures, principles, and precedents involving facility support contract specialist.

POINT MUGU SITE ONLY

No. 71-004-SP4, Resource Systems Analyst, DP-301-3, Code 711000D, Corporate Operations Group, Strategic Management Support Department, Corporate Resources Information Office—Area of Consideration: Point Mugu. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Selecting Official:** Mike Chan, (619) 939-2344. **HRD Contact:** Sharon Page, (619) 939-8105. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** This position is located in the Corporate Resources Information Office (CRIO) of

NAWCWPNS. The position supports the five primary deployed CRIO resource planning systems: Division Resource Planning System (DRIPS), Competency Aligned Organization Data Base (CAODB), and the Corporate Resource Management System (CRMS), Military Manpower Data Base (MMDB), and the Program Management Demand Data Base (PMDDB). Duties include resource system hardware/communications configuration management, maintenance and operations, hardware/software acquisition support for deployed systems, and resource analysis. **Quality-Ranking Factors:** Knowledge of program analysis, microcomputer hardware/communications/software, financial management policies and procedures, and the DOD acquisition process; skill in quantitative analysis; and the ability to use and build databases in support of analysis functions. A Secret clearance is required for this position. A moderate amount of travel is required. The full performance level is DP-3. **Notes 1 and 5 apply.**

OXNARD PLAIN/APPOINTABLE PERSONS

****READVISED** No. 836-047-SE4, (1) Recreation Aide, GS-189-03, Short Station Management, Morale Welfare, and Recreation Department, Child/Youth Services Division, Code 836500E—Area of Consideration:** Appointable persons on the Oxnard Plain. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Permanent Change of Duty Station Authorized:** No. **Selecting Official:** Yvette Collins, (805) 989-7580. **HRD Contact:** Adela Ramirez, (805) 989-3229. **Summary of Duties:** Monitors daily facility cleaning needs. Monitors equipment, supplies, and playground areas for unsafe conditions and reports to supervisor. Performs custodial duties to maintain facility orderliness and cleanliness. Monitors group activities and takes necessary disciplinary action. Reports all suspicions of possible neglect, abuse, or molestation. Aids in preparation and participates in various recreation activities. Aids in covering group activities. Monitors daily snack and cleaning supplies, maintaining an ongoing daily inventory. Completes reports as requested and attends regular staff training/meetings. Assists in checking in and out equipment. Responsible for change fund, collects cash receipts, and may operate cash register. **Quality-Ranking Factors:** Ability to perform a variety of duties in support of providing social and recreational activities for youth in a group setting. ****Note:** Readvertised due to lack of qualified applicants. Previous applicants need not reapply.

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 and acts as 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 Factors:** Knowledge of regulations, procedures, principles, and precedents involving facility support contract specialist.



NAVAL AIR WARFARE CENTER WEAPONS DIVISION

ANNOUNCEMENTS



ALL NAWCWPNS SITES GENERAL ANNOUNCEMENTS

THRIFT SAVINGS PLAN (TSP) RATES OF RETURN

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

	C Fund	F Fund	G Fund
January 1995	2.58%	1.98%	0.67%
Last 12 months	0.52%	(-2.34)%	7.40%

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

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 Q0515 N63 1994. You can also borrow this book by calling 939-3389.

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 Division, Code 733000D (C622) and 733000E (P622).

CHINA LAKE GENERAL ANNOUNCEMENTS

HATE TO WRITE BUT NEED TO PUBLISH?

We can help you get that Technical Memorandum, Technical Publication, journal article, or conference paper written and reviewed. We will edit or help you write your manuscript, and you can spend an hour or two discussing one-on-one with your editor your individual writing style, tips to save you time and effort when you write and publish, and Publications services that are available to you. Whether you've published frequently or are just starting to build your list of publication credits, a few hours consulting with an editor now will save you time later! This on-the-job training counts toward your 40-hour training requirement. Contact Ramona Bernard, Head, Publications/ Graphics Section #1, at 939-3740.

services available through the Publications/Graphics Branch, Code 474500D. For more information, contact Ramona Bernard at 939-2016.

PHOTOGRAPHIC SCANNING AVAILABLE

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

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.

FRESHSTART PROGRAM (SMOKING CESSATION)

The American Cancer Society's Freshstart Program is scheduled for 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.

COMPOSITION SERVICES AVAILABLE

Keying, OCR scanning, document formatting and layout, and audio/video tape transcription are among the composition

VIDEO PROJECTS TOURS

If you are curious about how videos are made, are unsure how videos can benefit your job, or have any questions about

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

FACSIMILE (FAX) MAINTENANCE CONTRACT

The FIP Resources Branch (Code 721200D) has a consolidated contract for the repair of facsimiles. This is a per-call (time-and-material) contract covering fax machines at China Lake and Point Mugu and is effective as of 1 January. It is not a mandatory contract, but has been initiated to provide primary or alternative service support. The contract includes remedial and preventive maintenance for fax machines regardless of manufacturer or model.

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

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

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 (619) 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.

MASTER OF AERONAUTICAL SCIENCE DEGREE

Embry-Riddle Aeronautical University, through a memorandum of understanding with NAWC, China Lake, is offering a Master of Aeronautical Science Degree program in the China Lake/Ridgecrest area. The MAS degree from Embry-Riddle is designed to specifically meet the needs of aviation/aerospace professionals. It provides an education to complement and enhance your existing expertise. Let us show you how much credit you can get for your work experience. You may be closer than you think to a master's degree. Classes for the MAS program, like our undergraduate program, are open to both civilian and military personnel and are taught nights and weekends. For more information, call Sue at 927-3649.

RETIREMENTS AND FAREWELLS

AL HAMMER

Al Hammer of the Land Range Real-Time Data Branch, Pacific Ranges and Facilities Department, Code 525400D (C3251), retired 3 January after nearly 44 years of federal service at China Lake. A retirement party will be held in his honor on Wednesday, 8 March at Farris' at the Heritage. No-host cocktails and hors d'oeuvres will be served beginning at 1800. The cost will be \$9 per person. To buy a ticket or make a presentation or gift donation, contact Cathy Riggs at 939-6925 by COB 3 March.

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.

POINT MUGU GENERAL ANNOUNCEMENTS

NAWCWPNS HOTLINE AND NAWS IDEAS

The NAWCWPNNS Hotline and NAWS Idea Directories were set up to allow users to copy prepared documents into them and remain anonymous. To place a file in the NAWSIDEA folder (directory) replace HOTLINE with NAWSIDEA whenever you enter HOTLINE. The instructions are for users with command local area network (C-LAN) access.

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

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

CDPTMUGU\HOTLINE <RETURN>

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

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

Macintosh Computers: Go to the APPLE icon and select CHOOSE from the Chooser window and select the following: AppleShare icon, AppleTalk Zone "PM B36 1ST DECK", Fileserver FS0024A, select OK, Login as Guest, no password is required, select OK. The next window will display "Select items you want to use" and FS0024A.SYS will be high-lighted, select OK. Open FS0024A.SYS icon on Desktop, open folder PTMUGU, open folder you wish to copy your document into. Copy your document now. Before you copy the document to this folder you will receive a message (You do not have enough access privileges to see all items if they are put into "HOTLINE." Put them

there anyway?). Select OK. Once you finished copying the document, close all open Fileserver windows by dragging FS0024A.SYS icon to your Trash can.

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

SPACE AVAILABLE FOR PHD-NSWC ON-SITE COURSE

PHD NSWC is offering four spaces for the following on-site course:

Analysis of Electronic Circuits, No. 0765, 6 March to 7 April; 0800-1200, Annex 5, 531 West Huene Road, Oxnard. Tuition: 0.

For information, contact Marilyn Hopkins at 982-5228 or fax 986-2504.

LABOR REPRESENTATIVE FOR BARGAINING UNIT EMPLOYEES

The exclusive labor representative for the bargaining unit employees of NAWCWPNNS Point Mugu is the National Association of Government Employees (NAGE). The local R12-33 President is Louis W. Rogers, located in Trailer 10073; he can be reached at 989-1374.

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

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

EMPLOYEE COMMUTE OPTIONS PROGRAM

GETTING A RIDEGUIDE MATCHLIST
The Tool To Help You Stop "Driving Alone"

For those of you who have thought about ridesharing but have not had the time to search for a potential rideshare partner or partners, you now have the opportunity to do just that. All you have to do is contact your Employee Transportation Coordinator (ETC), at 989-1360, and request a Commuter Transportation Services (CTS), Inc. Transportation Survey.

After you have completed the Transportation Survey and have returned it to your ETC, the information is processed by CTS you will receive a RideGuide from CTS that will include a Matchlist (if you check box "a," "b," or "c" of question #11) of potential rideshare partners who live and work near you and any other commuter options available to you.

This service is available to you only if you want to use it. It does not cost you anything but the time to complete the survey. There is no obligation to use the information provided, to rideshare everyday, or to even commit to a rideshare arrangement.

For your privacy and protection, your home address will not appear on anyone else's RideGuide—only your name and the phone number you choose to have listed.

Not driving alone will not only reduce the amount of air pollutants produced daily but will also save you a substantial yearly amount on gas and maintenance, as well as reducing wear and extending the life of your vehicle.

You have nothing to lose and everything to gain—call in your request today.

ALL THE MORE REASON TO CARPOOL....

In a move to attain air quality standards for ozone in some parts of California, including Ventura County, the State Senate adopted a bill (Senate Bill No. 2050) that discourages the use of older high-polluting vehicles. The new law is in the process of being implemented by the County.

The law would require smog testing to include determinations relating to target pollution miles (smog index for a vehicle times the miles traveled by that vehicle during a period of time), and would require a smog check after 1 year if the prescribed mileage is exceeded. Thus, it will become the responsibility of all county residents to limit or mitigate the air pollution impact of their vehicle ownership and driving decisions, by operating cleaner vehicles or driving fewer miles.

This move further reinforces the Employee Commute Options program since employees at any worksite can greatly reduce their mileage traveled each year by carpooling or other means of not driving alone. Start planning ahead and save all those miles for your weekend or vacation trips. Call Syed Hoda at 989-1360 to discuss your commute options and/or request a rideshare match list.

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 NAWCWPNNS Human Resources Department Office.

AREA OF CONSIDERATION INFORMATION

Applications will be accepted from current appointable employees at NAWCWPNNS 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 COMNAVIA. Appointable persons include those with reinstatement eligibility, those within reach on an OPM certificate, and those eligible for noncompetitive permanent appointment (e.g., VRA, handicapped).

NOTES

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

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

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

4. **This is a Defense Acquisition Workforce Improvement Act (DAWIA) Designated Position.** P.L. 101-510 requires that all applications for DAWIA designated positions that are advertised be evaluated utilizing a QRF to determine the best qualified candidates. A supplemental narrative addressing the DAWIA QRF is highly recommended. Applicants who would like to obtain more information on the DAWIA mandatory requirements and/or definitions of DAWIA career fields should contact their Department Office DAWIA representative or their Personnel Management Advisor. Note: Applicants selected for critical acquisition positions (GS-14/DP-4 and above) will be required to sign a service agreement to remain in that position for at least a 3-year period.

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

GENERAL INFORMATION

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

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

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

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

MERIT PROMOTIONS

ALL NAWCWPNNS SITES

No. 71-002-SP5, Resource Systems Assistant, DG-303-2/3/4, Code 711000D, Corporate Operations Group, Strategic Management Support Department, Corporate Resources Information Office—Area of Consideration: NAWCWPNNS. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Selecting Official:** Mike Chan, (619) 939-2344. **HRD Contact:** Sharon Page, (619) 939-8105. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** This position is located in the Corporate Resources Information Office (CRIO) of NAWCWPNNS. The position supports the resource systems analyst supporting the five primary deployed CRIO resource planning systems: Division Resource Planning System (DRIPS), Competency Aligned Organization Data Base (CAODB), and the Corporate Resource Management System (CRMS), Military Manpower Data Base (MMDB), and the Program Management Demand Data Base (PMDD). Responsibilities include the full range of support requirements for client/server database implementations. All functions are performed in-house and include acquisition, property management, hardware/software configuration, training, user support, system maintenance and application development, and resource data management. **Quality-Ranking Factors:** Knowledge of DOD financial management/budgeting practices; knowledge of Macintosh operating system; ability to communicate orally and in writing; ability to develop and prepare resource information products; ability to specify and acquire microcomputer hardware/software products utilizing a Government Bank card and requisitions; and the ability to develop and maintain FIP plans and to develop primitive relational database applications. A Secret clearance is required for this position. A moderate amount of travel is required. The full performance level of this position is DG-4. **Note 1 applies.**

incumbent is responsible for the mechanical designs for projects involving construction, alteration, repair and maintenance to facilities. Provides plans and technical specifications for mechanical systems which involve HVAC (Heating, Ventilation, and Air Conditioning), industrial ventilation and exhaust, high- and low-pressure gas installations (air, nitrogen, hydrogen, and oxygen), fuel distribution, steam generation and distribution, interior plumbing, noise abatement, and fire protection. Ability to operate a PC with AutoCAD Release 12 software is desirable. **Condition of Employment:** Selectee must be able to obtain Professional Engineering Registration within 2 years of selection. **Quality-Ranking Factors:** Knowledge of facilities planning and design principles and practices including the ability to plan, organize, coordinate, and manage a multi-disciplined design project and effectively communicate orally and in writing. The full performance level of this position is DP-3. **Note 1 applies.** Previous applicants need not reapply.

No. 82-026-JJ5, (1) Fire Protection Inspector, GS-081-5/6/7/8, C84202, Fire Division, Safety and Security Department—Area of Consideration: NAWCWPNNS. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Selecting Official:** Wil Simoneau. **HRD Contact:** Brenda Stuart, (619) 939-2883. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** Inspects building contents, utilities, surrounding areas, and processes and operations in regularly assigned areas. Recommends corrective actions; prepares written reports and instructions; conducts follow-up inspections; presents fire prevention training; and conducts evacuation and fire drills. Engages in walking, climbing, bending, and lifting. **Quality-Ranking Factors:** Ability to communicate orally and in writing and interpret various fire-prevention regulations and documents. Must be able to obtain both a California State Driver's License and a Navy Motor Vehicle Operators permit. Incumbent will work a 40-hour work week. Promotion potential to GS-8. **Notes 1 and 3 apply.**

ecosystem features and NEPA documentation requirements. (2) DAWIA QRF: Ability to meet the Level I minimum requirements for the Manufacturing, Production, and Quality Assurance Career Field within 18 months of entering the position. **Selective Factor:** Must have current certification from the U.S. Fish and Wildlife Service to survey, census, and handle desert tortoises. Applicants who do not meet the selective factor are ineligible for further consideration. Promotional potential to DP-3. **Notes 1 and 4 apply.**

CHINA LAKE SITE ONLY

No. 71-003-SP5, Resource Systems Analyst, DA-301-2/3, DP-301-3, Code 711000D, Corporate Operations Group, Strategic Management Support Department, Corporate Resources Information Office—Area of Consideration: China Lake. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Selecting Official:** Mike Chan, 939-2344. **HRD Contact:** Sharon Page, 939-8105. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** This position is located in the Corporate Resources Information Office (CRIO) of NAWCWPNNS. The position supports the five primary deployed CRIO resource planning systems: Division Resource Planning System (DRIPS), Competency Aligned Organization Data Base (CAODB), and the Corporate Resource Management System (CRMS), Military Manpower Data Base (MMDB), and the Program Management Demand Data Base (PMDD). Duties include resource system hardware/communications configuration management, maintenance and operations, hardware/software acquisition support for deployed systems, and resource analysis. **Quality-Ranking Factors:** Knowledge of program analysis, microcomputer hardware/communications/software, financial management policies and procedures, and the DOD acquisition process; skill in quantitative analysis; and the ability to use and build databases in support of analysis functions. A secret clearance is required for this position. A moderate amount of travel is required. The full performance level is DP-3. **Note 1 applies.**

No. 41-008-KN5, Secretary (Typing), DG-318-2, F/A-18 Section, Systems Development and Integration Branch, Carrier Based Tactical Aircraft Division, Systems Engineering Department, Code 411000D—Area of Consideration: China Lake. **Opening**

No. 82-009-DE5, (1) Mechanical Engineer, DP-830-2/3, Code 823310D, Design Development Branch 1, Facilities Engineering Division, Public Works Department—Area of Consideration: NAWCWPNNS. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Selecting Official:** Rodney Kanagawa, (619) 939-0090. **HRD Contact:** Brenda Stuart, (619) 939-2883. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The

No. 82-025-JJ5, (1) Supervisory Police Officer, DP-083-3, C824100D, Police (Physical Security) Division, Safety and Physical Security Department—Area of Consideration: NAWCWPNNS. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Selecting Official:** Bill Deem, (619) 939-2314. **HRD Contact:** Brenda Stuart, (619) 939-2883. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** This position is the Head, Police (Physical Security) Division, Safety and Physical Security Department. The incumbent manages and/or supervises the full range of police/physical security functions including: police operations (both civilian and military), police investigations, physical security, security alarms, guard contractors, badging, auxiliary security force, and Marine Cadre. The position requires expert knowledge in all aspects of both physical security and law enforcement with particular emphasis on Navy and DOD regulations. Incumbent serves as the TRCO for the contract guard service. Incumbent must be able to obtain and maintain a Top Secret clearance. **Quality-Ranking Factors (QRFs):** (1) **Technical QRF:** Ability to plan, organize, coordinate and manage police and physical security functions including contracting policies and procedures. (2) **Supervisory QRF:** Ability to apply affirmative action principles, implement EEO practices, motivate and influence others, and communicate orally and in writing. Position is at full performance level. **Notes 2 and 3 apply.**

No. 82-029-DE5, (1) Biologist, DP-401-1, Code 823E00D, Environmental Project Office, Public Works Department—Area of Consideration: NAWCWPNNS. **Opening Date:** 2-23-95. **Closing Date:** 3-9-95. **Selecting Official:** Carolyn Shepherd, (619) 939-4053. **HRD Contact:** Diana Eggleton, (619) 939-8111. **Permanent Change of Duty Station Authorized:** No. **Summary of Duties:** The incumbent will serve as a staff biologist within the Environmental Project Office, Public Works Department. Duties include collecting baseline biological/natural resources data; conducting site/project specific surveys in support of environmental document preparation; reviewing and preparing NEPA documentation; preparing and assisting with accomplishment of delivery order and small purchase contract work; reviewing, editing, and preparing standard correspondence; communicating and interfacing with NAWCWPNNS personnel in all organizational levels; and providing input and field verification of natural resources data for the GIS computer database. Proficiency in using Macintosh computer systems and extensive experience with other computer systems/languages is desirable. Incumbent must be able to obtain and maintain a Secret clearance. Also, the selectee must be able to obtain and maintain certification as a Contracting Officer's Technical Representative. The Biologist will be required to work in harsh outdoor environments. **Quality-Ranking Factors (QRFs):** (1) Technical QRF: Knowledge of Mojave Desert flora, fauna, and



HUMAN RESOURCES DEPARTMENT INFORMATION

The Human Resources Department (HRD) Information Section is intended to provide timely HRD information to NAWCWPNNS personnel. Any questions or issues pertaining to this section may be addressed to Ron Rogers, Code 733000E (P622), (805) 989-3997 (DSN 351-3997), FAX 989-3355 (DSN 351-4388).

LEAVE DONORS NEEDED

The employees listed below have been approved as leave recipients under the Leave Transfer Program. These employees have exhausted annual and sick leave because of personal or medical emergencies and anticipate being in a leave-without-pay status for at least 44 hours. Employees who wish to help a leave recipient may donate annual leave to the employee by submitting a completed OP Form 630-A (Request to Donate Annual Leave to Leave Recipient). This form is available at Administration Offices at Point Mugu and Shop Store (Telmart) at China Lake. Forms for Point Mugu may be mailed to Code 731000E (P621); forms for China Lake may be mailed to Code 731000D (C621). For additional information, call Estela Padilla at (805) 989-3222 or Pat Miller at (619) 939-2018.

CHINA LAKE

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.

Alvina Quintanilla
Alvina is recovering from surgery.

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.

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.

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.

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

Shante Lloyd
Shante is on maternity leave.

POINT MUGU

Paul Sailer, P3924
Paul is recovering from injuries sustained in a traffic accident.

Jamie Vreeland, Code 836500E
Jamie is on maternity leave.

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

Laura Bourne, Code 763700E
Laura is recovering from acute pneumonia.

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.

Roleta Vasquez
Roleta is recovering from an illness.

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, and delete text; format using font and format; use the spell checking facility; and paginate, print, and save documents.

Presentation Method: Hands-On Workshop
Deadline: 28 February
To enroll or obtain further information, call 939-0870.

STRESS MANAGEMENT (8 hrs.)

16 March; Thursday, 0800-1600; Base Chapel, Enger Hall, Point Mugu. By: Dr. Suzanne Hard, Consultant

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

To enroll, call Mary at 989-3982.

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 725100D

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

CSUB SPRING COURSES

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

COURSES UNDER CONTRACT

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

MIS610: SEMINAR IN INFORMATION SYSTEMS MANAGEMENT (5 quarter units)

30 March-1 June; Thursdays, 1610-2110; Training Center, China Lake. By: Professor McNamara, CSUB

Scope: An examination of contemporary issues related to the management and utilization of computer-based information systems. Emphasis is on the management and utilization of computer and information resources. Attention will be focused on current developments in the MIS field which will impact business organizations.

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

MGT302: INTRODUCTION TO OPERATIONS MANAGEMENT (5 quarter units)

30 March-1 June; Thursdays, 1610-2110; Training Center, China Lake. By: Professor Vigen, CSUB

Prerequisites: Math 20: Basic Functions and Calculus for Business and Math 22: Elementary Probability and Statistics or equivalents or consent of instructor. **Scope:** Introduction to the system for planning, operating, and controlling the processes that transform inputs into outputs of finished goods and services in both profit and nonprofit organizations. Topics include: operations strategy, planning, controlling, production technology, design of systems, materials management, and quality control. Computer software and simulation models are used to analyze operations management functions.

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

MATH477: THEORY OF PROBABILITY (5 quarter units)

27 March-5 June; Mondays and Wednesdays, 1610-1810; Training Center, China Lake. By: Dr. Lee Lucas, 375-5694

Prerequisite: Calculus III or consent of instructor.

Scope: Axiomatic probability, random variables, density and distribution functions, common probability distributions, conditional probability, moment generating functions, convolutions of random variables, central limit theorem.

Note: This course is a required course for the bachelor's degree in computer science and a required foundation course for master's degree in computer science through CSU, Chico. This course is a required foundation course for the master's degree in systems engineering through CSU, Northridge.

COURSES NOT UNDER CONTRACT

The cost is \$500 per person per course. To enroll in one of these courses, call Denise at 939-2648. Enrollments for courses will be on a first-come, first-served basis. **Note:** Civil service employees at China Lake taking this course and expecting to obtain tuition support must submit via department channels to Code 733000D prior to registration a DD Form 1556 (Off-Center Training Request) with a JO# supplied by their department and an "objective" statement explaining how the course is job related. For more information, please call Cecil Webb at 939-0878.

LRM412: ENVIRONMENTAL LAW II (5 quarter units)

4 April-6 June; Tuesdays, 1610-2110; Training Center, China Lake. By: Michael Saltz

Prerequisites: LRM411: Environmental Law I through CSUB or equivalent or consent of instructor.

Scope: A continuation of LRM411. Regulation of air, water, and hazardous waste.

ADM577: SEMINAR IN FUTURISM (5 quarter units)

29 March-31 May; Wednesdays, 1610-2110; Training Center, China Lake. By: Professor Paris, CSUB

Scope: This seminar will consider the virtual realities of the challenges and opportunities for organizations and administrators in the face of: the re-inventing of government, workplace diversity and democracy, the information highway and the global village, environmental degradation, resource scarcity, and economic interdependence. The context of the class analysis and discussion will focus on the policy alternatives available given social, economic, legal, and ideological constraints.

Note: This course is an elective course for both the master's degree program in administration and the bachelor's degree in business administration through CSUB.

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.

408.6: PROPOSAL PREPARATION AND NEW BUSINESS ACQUISITION (36 hrs.)

5 April-21 June; Wednesdays, 1700-2000; Training Center, China Lake. By: Lloyd Crabtree, 927-1507, UCSB

Prerequisite: X408.1: Elements of Government Contract Administration or consent of instructor. **Intended Audience:** Participants in the certificate program in Government Contract Management.

This course will cover theory and techniques used by the government, major contractors, and subcontractors in bidding and acquiring new business. Includes such topics as: proposal evaluation, unsolicited proposals, source evaluation, and selection, bid/no-bid decision, types of proposal cost management, and the essential aspects of work statement development. For individuals in contract and pricing, program management, marketing, engineering and manufacturing. Lectures and workshop covering the entire proposal preparation cycle.

Text: Instructor will provide class materials. Enrollments are on a call-in basis. To enroll, call Denise at 939-2648.

OTHER TRAINING

CAREER TRANSITION WORKSHOP (16 hrs.)

15-16 March; Wednesday-Thursday, 0800-1600; Training Center, Point Mugu. By: Julie Streets, Employee Development Specialist

The Career Transition Workshop introduces the participant to job change strategies used by

successful people. Using a career decision model, participants will identify their personality type, values, skills, interests, and accomplishments. The will also study the latest job search strategies and techniques and become more skilled at networking, resume/SF-171/OP-612 preparation, personal marketing, and interviewing.

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

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

28-29 March, Tuesday-Wednesday, 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. There will also be 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.

WRITING AND TAILORING YOUR SF-171 AND RESUME (2 hrs.)

29 March; Wednesday, 1000-1200; BOQ Conference Room, Point Mugu. By: Julie Streets, Employee Development Specialist

How to prepare an exceptional SF-171 and new OP-612 with a resume will be discussed. Both documents will be viewed as a part of a personal marketing strategy. Focus will be on organizing your career in writing, selecting, and presenting career events clearly and concisely,

and cataloging your skills and accomplishments.

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

WRITING AND TAILORING YOUR SF-171 AND RESUME

30 March; Thursday, 1000-1200; Training Center, Point Mugu. By: Julie Streets, Employee Development Specialist

How to prepare an exceptional SF-171 and new OP-612 with resume will be discussed. Both documents will be viewed as a part of a personal marketing strategy. Focus will be on organizing your career in writing, selecting, and presenting career events clearly and concisely, and cataloging your skills and accomplishments.

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

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

EMPLOYEE DEVELOPMENT DIVISION NEWS

ON-BOARD TRAINING COURSE SCHEDULE

Nominations for courses should be submitted to the Human Resources Development Division at the site where the course is being held. The On-Board Training Request (NAWCWPNS 12410/2) is used for submitting nominations and is available at SERVMART/TELMART. For further assistance, at Point Mugu contact Mary Glasmann, P622, at (805) 989-3982. To enroll in classes at China Lake, call the phone number listed in the course announcement. If there is no phone number listed, submit the On-Board Training Request form to the Human Resources Development Division, C622. Nomination forms should be submitted as early as possible to preclude courses being cancelled due to insufficient enrollment. NAWCWPNNS employees may attend training at any site with supervisory approval and on a space-available basis. On-board training courses are presented at no cost to NAWCWPNNS employees.

SCIENTIFIC, ENGINEERING, AND TECHNICAL TRAINING

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

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

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 437-0870 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; Tuesday, 0800-1400; Training Center, China Lake.

6 April; Thursday, 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 437-0870 or Mary Glasmann at Point Mugu, 989-3339/DSN 351-3339.

UNIX SYSTEM ADMINISTRATION (2 hrs.)

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

SYSTEMS SAFETY (8 hrs.)

14 March; Tuesday, 0800-1600; NCBC, Bldg. 1444, Rm. 270, Port Hueneme. NAWCWPNNS 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 989-3009 (DSN 351-3009).

RELIABILITY/MAINTAINABILITY

15 March; Wednesday, 0800-1600; NCBC, Bldg. 1444, Rm. 270, Port Hueneme. NAWCWPNNS 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 NAWWS 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 989-3009 (DSN 351-3009).

QUALITY ASSURANCE (8 hrs.)

16 March; Thursday, 0800-1600; NCBC, Bldg. 1444, Rm. 270, Port Hueneme. NAWCWPNNS 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 989-3009 (DSN 351-3009).

SYSTEMS ANALYSIS (8 hrs.)

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

REQUIRED FOR ENROLLEES IN TMC/TMDP PROGRAMS.

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

Deadline: 7 March.

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

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.

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

27 February-3 March, Monday-Friday, 0800-1630; Bldg. 531 Conference Room, Point Mugu. 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, Monday-Friday, 0800-1600; Training Center, Room 107, China Lake. By: Evolving Technology Institute

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 understanding of antennas, their circuitry, the interpretation of the antenna sub-system specifications, and methods for testing. This course begins with a detailed review of basic concepts and the quantitative relationship between RF currents on the antenna and the resulting antenna radiation patterns. Emphasis will be placed on the functioning of various types of antennas and their suitability for various system applications. Also, a discussion of testing antenna performance on various types of antenna ranges will be presented. The course will conclude with an exposition of procedures for the measurement of the significant antenna characteristics, including a discussion of antenna ranges and their applicability in the testing of different antennas.

Deadline: 15 March

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

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.

To enroll, call Lori Ryser at China Lake, 939-0870 (DSN 351-3339).

INFRARED WINDOW AND DOME MATERIALS (8 hrs.)

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

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

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).

ACQUISITION OF TECHNICAL DATA (8 hrs.)

29 March; Wednesday, 0730-1600; Training Center, China Lake. By: Stan Caine, C26

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

The course emphasis is on what the program manager or technical manager, not the practitioner, should know about the development of various types of technical data required to support the phases of the acquisition life cycle of a hardware or software product. Topics include: configuration/data management, drawings, specifications, computer-aided engineering documentation, software documentation, provisioning, and data repository. This course is an overview intended to show what technical data is, why it is important, and how it fits into the acquisition program.

Deadline: 15 March

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 dispersed 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 351-3399.

TAGUCHI METHODS (8 hrs.)

5 April; Wednesday, 0800-1600; TBD, Point Mugu. By: NAWCWPNS Instructor
REQUIRED FOR ENROLLEES IN THE TMC/TMDP OR SEC/SEDP PROGRAMS.

Robust design using Taguchi techniques is an efficient experimental strategy for identifying the best, in a well-defined performance sense, set of parameters for a component, subsystem, system, or process. The technique is general in nature and not limited to special areas of science or engineering. Robust design is used extensively by the Japanese, and its use in the U.S. has grown considerably over the last 10 years. Specific topics that will be covered in this course include quality loss functions, orthogonal arrays, data analysis, experiment design, data transformations, performance prediction, and design philosophies. Numerous examples relating to work in the area of simulation and analysis done at NAWCWPNS will be presented.

To obtain further information, contact Cliff Lewis at 989-3009 (DSN 351-3009).

SOFTWARE COST ESTIMATING (8 hrs.)

6 April; Thursday, 0830-1600; Training Center, China Lake. By: Dinah Beres, C25254

Learn how software cost estimating can help you successfully manage your project. The Software Process Improvement Initiative (SPII) efforts to reach the Software Engineering Institute's (SEI) maturity level 2 depend upon improving our software project management, and this includes software cost estimating. Find out what COCOMO and other software cost estimating models can (and can't) do for you. The three commercially successful software cost estimating models will be demonstrated in class: SLIM at 1200, Price-S at 1315, and SEER at 1430.

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

ACQUISITION OF TECHNICAL DATA (8 hrs.)

12 April; Wednesday, 0800-1600; TBD, Point Mugu. By: Stan Caine, C26

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

The course emphasis is on what the program manager or technical manager, not the practitioner, should know about the development of various types of technical data required to support the phases of the acquisition life cycle of a hardware or software product. Topics include: configuration/ data management, drawings, specifications, computer-aided engineering documentation, software documentation, provisioning, and data repository. This course is an overview intended to show what technical data is, why it is important, and how it fits into the acquisition program.

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

2 May; Tuesday, 0800-1000; Point Mugu, NAR, Bldg. 323, Room 160. By National

OFFICE OF CIVILIAN PERSONNEL MANAGEMENT WESTERN REGION

The following no-tuition courses are available to all NAWCWPNS employees. For more information, call Lori at 939-2686 or DSN 437-2686. Note to supervisors: If your organization has a large number of employees who request the courses below, contact your Employee Development Division POC to discuss the possibility of bringing the course on-board.

San Diego, CA

20-23 March
22 March
28 March
03-07 April
11-13 April
17-20 April

Downsizing/RIF Workshop
TOL Seminar
EEO for Mid-Level Managers
Basic Instructor Training
Retirement Processing
Civilian Personnel Management Field Institute (CPMFI)

25-26 April

Dealing Effectively With Problem Employees

01-05 May

Introduction to Staffing and Placement

03 May

Preventing and Resolving Equal Employment Opportunity (EEO) Complaints

09-10 May

Research Methods and Application for Personnelists

22-26 May

Unfair Labor Practice (ULP) Workshop

Barstow, CA

25-28 April

Introduction to EEO

Irvine, CA

29-30 March

Commanding Officers/Executive Officers/Officer-in-Charge (CO/XO) Symposium on Civilian Personnel and Equal Employment Opportunity

Los Angeles, CA

13-17 March

Management Representative Workshop II

Oak Harbor, WA

22-23 March

Employee Development for Supervisors

Port Hueneme, CA

23-24 May

Effective Presentations

Silverdale, WA

06 April

Preventing and Resolving Equal Employment Opportunity (EEO) Complaints

CONTRACTING OFFICER'S REPRESENTATIVE COURSES

The following schedule lists Naval Regional Contracting Center-sponsored training courses for FY95. To apply for the courses, complete a DD-1556 for the Naval Regional Contracting Center, 937 North Harbor, San Diego, CA 92132-5106 and send it to your Employee Development Division, Code 733000E or Code 733000D, for processing. The cost is \$300. For more information, contact Felicia Nickelberry at 989-3980/DSN 351-3980.

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

NAVAL AVIATION EXECUTIVE INSTITUTE (NAEI) FY95 SEMINARS

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

Note: A DD-1556 is NOT required. Nominations from all sites must be submitted to Employee Development Division, China Lake, by the deadline dates listed below.

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

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.

ADMINISTRATIVE, CLERICAL, AND SKILLS TRAINING

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

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

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

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

Topics covered include a summary of general guidelines (organizational structure of DOD and

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

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

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

CUSTOMER SERVICE REQUEST (CSR) TRAINING FOR TELEPHONES AND NETWORKING (2 hrs.)

1 March; Wednesday, 3 sessions (0730-0930; 0930-1130; 1300-1500); Training Center, China Lake. By: Nancy Autrey

This class will cover what information should be included in the request for establishing new service, changing existing services, moving or rearranging services, and disconnecting services for telephone or data. Such items to be covered include features, voice mail, and telephone equipment. ENROLLMENT IS ON A CALL-IN BASIS ONLY. To enroll, call Sue at 939-2349.

Deadline: 22 February

MANAGING DIVERSITY (2 hrs.)

2 March; Thursday, 0930-1130; Base Chapel, Enger Hall, Point Mugu. By: Renne Saunders, NTU

Demographic shifts over the next decade will have great impact on organizations and their managers. How an organization adapts to these changes will, in turn, have major impact of its future. In growing numbers, managers are recognizing that a new way of running things is necessary—a way that recognizes that diversity is already a fact of life that fosters understanding of culturally diverse workers and that creates an environment in which these workers flourish.

Note: This course meets the supervisor's yearly EEO training requirements.

To enroll or ask questions, call Mary at 989-3982.

BASIC NAVAL WRITING (8 hrs.)

7 March; Tuesday, 0800-1600; Training Center, China Lake. By: LaNelle Thompson

SECNAINST 5216.5C sets new writing standards and encourages the adoption of the standards by all people employed by the Department of the Navy. The class instructor will review those standards; i.e., the use of active versus passive verbs, personal pronouns, and short sentences. To enroll, call Sue at 939-2349.

Deadline: 28 February

RESPONSIBLE EMPOWERMENT (16 hrs.)

7-8 March; Tuesday-Wednesday, 0800-1600; Training Center, China Lake. By: Roger Kirkham

Empowering employees, by itself, does not ensure productive thinking. Employee involvement should not be a goal itself. A supervisor/team leader as "coach" has much more influence than a supervisor as "boss." This course provides supervisors/team leaders with coaching skills and techniques to ensure that empowerment includes accountability, employee involvement focuses on improvement, everyone is pulling in the same direction, control of quality and service is verifiable, malicious compliance is prevented, and problems are prevented—not just fixed.

Note: Tuition fee is \$250. Be prepared to give a job order number when calling to enroll.

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

Deadline: 27 February

OFFICIAL NAVAL CORRESPONDENCE (8 hrs.)

8 March; Wednesday, 0800-1600; Training Center, China Lake. By: LaNelle Thompson

This course is for all Center personnel who type, write, or approve naval correspondence. It is a detailed overview of SECNAINST 5216.5C and NAVWPNCENINST 5216.8, which review standards for correspondence preparation, formatting, and paperwork management.

Note: Bring your copy of SECNAINST 5216.5C (Correspondence Manual) to this class. If you don't have one available, you will be provided one in class.

To enroll, call Sue at 939-2349.

Deadline: 1 March

CHANGE MANAGEMENT AND TQL (8 hrs.)

9 March; Thursday, 0800-1600; Bldg. 36, MIC, Point Mugu. By: Roger Kirkham

This course touches on dynamics of change and the critical steps in dealing with change. It will also reinforce the basic principals of TQL plus provide specific methods for applying TQL

APPLICATIONS FOR ACADEMIC FELLOWSHIPS ARE BEING ACCEPTED

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

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

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

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

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

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

Further details of the NAWCWPNS Fellowship Program and application forms are available from the Employee Development Division, Code 733000DE, Julie Streets at (805) 989-3984 (DSN 351-3984) or Sue Murray (619) 939-2349 (DSN 437-2349). The deadline for submission of applications is 17 March.

CRITICAL NEEDS FOR FELLOWSHIPS ARE AS FOLLOWS:

ELECTRONIC/ELECTRICAL ENGINEERING

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

AERONAUTICAL ENGINEERING

Fight Stability
Fight Control Systems

CHEMISTRY

Polymer Chemistry
Chemical Synthesis/Liquid Fuels

CHEMICAL ENGINEERING

Seismology/Solid Earth Processes

GEOPHYSICS

Infrared Radiation Generations and Measurement

METALLURGY

Composite Materials
Radiation Spectrometry

AEROSPACE/MECHANICAL ENGINEERING

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

SOFTWARE ENGINEERING/COMPUTER SCIENCE/ COMMUNICATION ENGINEERING

Distributed Embedded Systems Architecture
Real-Time Operating Systems
Software Analysis
Software Test (Assy, C++, Pascal, ADA, etc.)
SEI Affiliates Program
3D Graphics

SOFTWARE PROJECT MANAGEMENT

Software Design
Network
Systems Engineering Analysis
High-Speed Communication Technology

SYSTEMS ENGINEERING/INTEGRATION

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

OTHER/INTERDISCIPLINARY

Signal Processing (Advanced for Radar Imaging)
Applied Electromagnetic Theory
Advanced Computational Graphics
EDM/ECCM (System Analysis, Waveform Analysis, Threat Analysis)
Electronic Intelligence and Analysis
Electronic Warfare
Optics
Electro-Optical/IR Engineering
Microwave Receiver Design
Laser Systems
RF Solid-State Devices
Threat Analysis
Aircraft Tactics Design
Project Engineering/Management
Safety/Environmental Engineering
Contract Management
Data Management
Computational Statistics
Requirements Analysis
Functional Analysis
Systems Analysis
Product Assurance
Production Engineering
Strategic Business/Economic Analysis
Detonation Physics
Ordnance Engineering
Propulsion Engineering
Applied Mechanics (Elasticity/Fracture Mechanics, Experimental Mechanics)
Structural Dynamics (Aeroelasticity, Advanced Vibrations)
Structural Mechanics (Composite Design Analysis, Experimental Mechanics)
Heat Transfer (Aero Thermodynamics, Radiation)

in a service work setting. Supervisors/managers who attend this course will receive credit for completion of the mandatory Change Management course.

To enroll, call Felicia Nickelberry at 989-3980.

POWERPOINT ON THE MACINTOSH (8 hrs.)

9 March; Thursday, 0800-1600; Training Center, China Lake. By: Paul Colter, Code 732000D (C6264)

Prerequisite: General knowledge of Macintosh concepts and usage.

In this class you will obtain the skills necessary to produce the kind of presentations you've always wanted. Topics include creating, editing, and printing presentation slides and charts.

Presentation Method: Hands-On Workshop

Deadline: 23 February

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

NEW EMPLOYEE ORIENTATION (4 hrs.)

14 March; Tuesday, 0800-1130; Location: Point Mugu site. By NAWCWPNS/NAWS Staff

Intended Audience: New employees.

Our program starts with a Welcome Aboard and NAWCWPNS Overview by Captain Hull and a NAWS Overview by Captain Laughter. Other topics included in the program are Prevention of Sexual Harassment; Security; Civilian Employee Assistance Program; Fraud, Waste, and Abuse; and Environmental Awareness.

Enrollment is accomplished via your Competency Level 2 offices. Each new

employee will be contacted and approved by his/her Level 2 Competency office.

Note: If as a new employee you have a question regarding attendance of the program, please call your Competency Level 2 offices. The New Employee Orientation is mandatory for all new employees; ask your Competency to add you to their list.

Presentation Method: Seminar
Deadline: 9 March

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).